

The Mt. Washington Ski Club

Partner Agreement and Code of Conduct *for* Competitive Families



Partner Agreement

Athlete – Coach – Parent – Administration

The Mt Washington Ski Club competitive level Programs have the following objectives.

- To provide an exceptional elite racing and training program and individual Athlete Advancement Plan in a competitive and healthy atmosphere that will help each athlete mature and reach his or her maximum potential as a ski racer and young adult.
- To help develop properly prepared athletes for Provincial and National Team programs

The Program and Plan is:



Responsibilities of the Partners

In order to accomplish these objectives, it is important that all partners apply a coordinated “team” effort. All partners must agree and commit to “pulling their weight”. It is only in this way that the best chances for athlete success will be realized.

Athlete Responsibilities

The athlete, by signing this agreement, has agreed to:

- Participate and commit to the training and racing plan as designed by the coaching staff (dryland training, on snow training, competition, equipment, diet, rest, etc...) giving their personal best.
- Keep a training and racing log.
- Communicate with the coaches on all aspects of their program plan.
- Wear team uniforms and insignia when training, at races and as directed by the coaching staff.
- Dress in a manner that brings credit to themselves, their team and the program.
- Behave in a fashion that brings credit to themselves, their team and the program.
- Show respect for athletes, coaches, and officials.
- Respect the coaches’ decisions.

Coaches Responsibilities

The coach, by signing this agreement, has agreed to:

- Teach the athletes, in a logical sequence, to use all the tools available to them in their quest to achieve their success.
- Commit to the Program and Athlete Advancement Plans.

- Communicate with athletes on any and all aspects of their individual Advancement Plan (listening – explaining – deciding – acting).
- Communicate with parents on appropriate aspects of the team and individual athlete programs.
- Behave according to the CSCF Alpine Coaching Code of Ethics.
- Represent the athlete's best interests regionally and provincially as required.
- Constantly look for ways to upgrade their skills and knowledge.

Parents Responsibilities

The parent, by signing this agreement, has agreed to:

- Look out for their child's interests as they enter, participate and exit from the program.
- Monitor their own expectations of their child's performance and progress, realizing that athletes, who feel they cannot meet their parents' expectations, quickly lose motivation.
- Communicate with coaches and administrators as needed on aspects of the program.
- Commit to the specified fundraising activities that form part of the overall Program.

Volunteer Administration Responsibilities

The volunteers, by signing this agreement, have committed their organization to:

- Ensure that the program is well defined and well understood by all parties involved.
- Provide written and signed employment agreements with all coaching staff to include a contract, job description and code of ethical behaviour.
- Communicate with clubs, coaches, sponsors and other interested parties to promote an understanding of the program philosophy, entry and exit criteria.
- Conduct the affairs of the program in an ethical and financially responsible way.
- Organize fundraising events that help reduce the costs to participating families.
- Report regularly to the Mt Washington Ski Club Board on all aspects of the Program.
- Represent the Program interests regionally and provincially as required.

Athlete Behaviour

Unacceptable Athlete Behaviour includes, but is not limited to:

- Repeated failure to participate in the program as designed for the athlete.
- Refusing to wear team uniforms and insignia as requested.
- Blatant disrespect for other people and property (athletes, coaches, officials, sponsors, equipment, ski areas, etc...).
- Blatant use of foul language.
- Bullying.
- Stealing.
- Smoking or drinking alcohol of any kind.
- Sexual activity with team mates.
- Using, encouraging the use of, or distributing drugs.

General common sense will be a guide in identifying other behaviours that are inappropriate.

Disciplinary Action

Athletes who behave in an unacceptable manner may be subject to disciplinary action by the coaches and/or the management committee.

Major Infraction – has a serious impact on the athlete, other athletes or individuals and/or the program as a whole.

Minor Infraction – has limited impact on the athlete, other athletes or individuals and/or the program as a whole.

Penalties

Minor infractions – may result in withdrawal of training or racing privileges for a short period of time (e.g. 1-2 days).

For example:

- Inappropriate use of language
- Failure to participate in the designed program.
- Bullying

Repeated minor infractions – may result in withdrawal of training or racing privileges for a longer period of time (e.g. 1-2 weeks)

Major infractions – may result in dismissal from the Program

For example:

- Sexual activity with teammates.
- Use, encouraging the use of or distribution of drugs.

The coaching staff is responsible for administering disciplinary action for minor infractions. Coaches must inform parents and the Management /Discipline Committee on these issues immediately.

The Management/ Discipline Committee will be comprised of the head coach, the groups' co-ordinator, and *one of either* the Alpine Chair, President, or Vice President .

The Management /Discipline Committee, upon recommendation from the coaching staff is responsible for administering disciplinary action for major infractions.

Appeal

For **minor infraction**, appeals may be made to the Management /Discipline Committee.

For **major infractions**, appeals may be made to an independent group of people not already on the Management/Discipline Committee and not affiliated with any of the athletes. This group will be comprised of:

- Two individuals with knowledge of the program (Past President, and/or Past Alpine Chair)
- One individual not connected to the program in any way (a mountain representative)

There will be no refund of program fees for time missed resulting from a disciplinary action of any kind.

Commitment

By signing below, all parties agree that they have read the “Partner Agreement and Code of Conduct” and understand its contents. Furthermore, all parties agree to conduct themselves according to the guidelines in this document.

Athlete

Date

Coach

Date

Parent/Guardian

Date

Administration

Date