

CODE OF CONDUCT

Fernie Alpine Ski Team is committed to providing a safe and fun team program for athletes to develop their ski racing skills and values, on and off the hill. Everyone in the FAST community is responsible for ensuring the Code of Conduct (the “Code”) is followed to ensure the program is safe and fun. Failure to comply with the Code will result in disciplinary action as set out below.

Everyone is strongly encouraged to report any violations of the Code or general conduct concerns to a coach or volunteer, or to the Conduct Committee via email at conductFAST@gmail.com. Reports will be disclosed only to those who have a need to know as part of the disciplinary process set out below.

Athletes, Parents/Guardians, Volunteers and Coach Responsibilities apply to all FAST related activities on-hill and off-hill, including online chats, games, social media etc.

ATHLETE RESPONSIBILITIES

- **RESPECT.** Athletes will treat each other, coaches, parents, volunteers, race officials, ski resort employees and the public with respect. Athletes shall not bully, name-call, swear at, use abusive language or harass, be aggressive or violent (including pushing/shoving) towards any other athlete, coach, parent, race official, ski resort employee or member of the public.
- **SAFE & ACTIVE PARTICIPATION.** Athletes will participate actively and safely in all aspects of the program;
- **GOOD SPORTSMANSHIP.** Athletes will follow the rules of competition and demonstrate good sportsmanship; and
- **LAW ABIDING.** Athletes will not engage in any illegal activity.

PARENT/GUARDIAN & VOLUNTEER RESPONSIBILITIES

- **REVIEW the CODE.** Parents/Volunteers will review the Code with their athletes and ensure their athlete understands their Code responsibilities;
- **RESPECT.** Parents/Volunteers will treat athletes, coaches, other parents, volunteers race officials, ski resort employees and the public with respect.
- **SUPPORT.** Parents/Volunteers will be supportive of their athlete and other athletes;
- **GOOD SPORTSMANSHIP.** Parents/Volunteers will respect the rules of competition and promote good sportsmanship; and
- **BE AVAILABLE.** Parents/Volunteers will be available to discuss concerns/issues regarding the Code within a reasonable time period, if so requested.

COACH RESPONSIBILITIES

- **EDUCATE.** Coaches will educate athletes about the Code at the beginning of every season and regularly/as needed;
- **RESPECT.** Coaches will treat athletes, other coaches, parents, volunteers race officials, ski resort employees and the public with respect.
- **SAFETY & POSITIVITY.** Coaches will foster a safe and positive learning environment, including being informed about all current safety regulations that apply to ski coaches and promoting good sportsmanship;
- **EQUALITY.** Coaches will treat all athletes equally, coach each one to the best of the coach’s ability and represent each athlete’s best interest at all times; and
- **COMPLIANCE.** Coaches will follow and/or be members of the CAC and ACA-CSC coaching standards (and any successor organizations and standards).

REPORTING & DISCIPLINARY PROCESS



For any Code violation (including minor or initial violations), coaches/members of the Conduct Committee are responsible for documenting the violations and discipline (if applicable) by sending an email to the Conduct Committee at conductFAST@gmail.com.

The Conduct Committee is comprised of a minimum of 3 members of the Board, or past members of the Board, but shall not include a member of the current coaching staff.

FAST is committed to following a fair disciplinary process and involving all stakeholders (parents, athletes, volunteers, coaches etc.) in the resolution of Code of Conduct incidents and violations as much as is practicable. If at any time during the reporting or disciplinary process it is deemed by the coaching staff or a member of the Conduct Committee that the incident is outside of the scope of FAST disciplinary process, the matter shall be referred to the appropriate authority, which may include the BC Alpine or the police.

REPORTING

All members of the FAST community are encouraged to report Code of Conduct incidents/violations.

For incidents involving athletes, reports should be made to the applicable coach.

If the incident does not involve an athlete, reports may be made by sending an email to the Conduct Committee at fast.code.conduct@gmail.com.

In any event, members of the FAST community (coaches, parents, volunteers, athletes) are all welcome to contact any member of the Conduct Committee or to report any incident or violation via the Conduct Committee email.

INITIAL VIOLATION

When a coach or volunteer witnesses or is informed of a minor or initial Code violation, the coach will verbally remind the athlete, parent/volunteer or other coach of the requirement to comply with the Code. Coaches may advise parent(s) of any athlete(s) that is/are involved of the violation and the discussion with the athlete(s).

Classification of a violation as either minor, serious or escalating will be at the coach's discretion after making appropriate inquiries. As a general rule, a minor or initial violation has limited impact on other athletes and/or the program and may include: single instance of disrespectful comments or behaviours or single instance of unsportsmanlike conduct. Serious violations include but are not limited to: repeated minor violations, discrimination, bullying or harassment, maltreatment, theft, vandalism, the use of drugs, tobacco or alcohol.

REPEATED, SERIOUS or ESCALATING VIOLATION

When a coach witnesses or is informed of serious, repeated and/or escalating Code violations, the coach shall make inquiries as to the incident and shall notify the head coach of that level, the Program Director, or a member of the Code Committee as appropriate.

If the Conduct Committee receives a report of a serious, repeated and/or escalating Code violation, they will notify the Program Director (if appropriate) or discuss the violation with the members of the Conduct Committee and, either the Program Director or any member of the Conduct Committee shall make inquiries as to the incident.

After inquiries have been made, the head coach, Program Director and/or the Conduct Committee will discuss the matter with the athlete and/or parents (or relevant parties) and may impose disciplinary action commensurate with the violation, which may include formal written apologies, education, temporary suspension of the athlete or relevant party.

If after the inquiries by the Program Director or the Conduct Committee, it is determined that there may be a need for a formal investigation, an investigation will be conducted under the direction of the Conduct Committee. A disciplinary meeting shall be held with the Board and all parties involved to review the results of the investigation. The Board will adjourn to determine the appropriate disciplinary action, if any, which may include permanent suspension. No athlete (or relevant party) will be permanently suspended unless the Board approves the permanent suspension.