

## **Larch Hills Junior Ski Team Code of Conduct and Ethics Policy**

### **Definitions**

'Individuals' are defined as athletes, coaches, volunteers, and parents involved with the Larch Hills Junior Ski Team.

'LHJST' – Larch Hills Junior Ski Team

### **Purpose**

The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment within the LHJST programs, activities and events, by making all Individuals aware that there is an expectation of appropriate behavior, consistent with the values of LHJST, at all times.

The LHJST is committed to providing an environment in which all individuals are treated with respect. Further, LHJST supports equal opportunity and prohibits discriminatory practices. Individuals associated with LHJST are expected to conduct themselves at all times in a manner consistent with the values of LHJST that include fairness, integrity, open communication and mutual respect.

### **Application**

This policy applies to Individuals relating to conduct that may arise during the course of LHJST's activities and events, including, but not limited to, competitions, practices, training camps, travel, and any meetings.

This policy applies to conduct that may occur outside of LHJST's events when such conduct adversely affects relationships within LHJST's sport environment and is detrimental to the image and reputation of LHJST. This includes Individuals' use of social media.

Consequences arising from violations of this code of conduct are outlined in LHJST policies and procedures.

### **Responsibilities**

All Individuals have a responsibility to:

1. Maintain and enhance the dignity and self-esteem of LHJST Members and other Individuals by:
  - a. demonstrating respect to individuals regardless of athletic ability, gender identity, ethnicity, religion, sexual orientation, disability, economic status, family status;

- b. focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
  - c. consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
  - d. consistently treating individuals fairly and reasonably; and
  - e. ensuring that the rules of cross-country skiing, and the spirit of such rules, are adhered to.
2. Refrain from any behavior that constitutes harassment or assault, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior that constitute harassment include, but are not limited to:
  - a. written or verbal abuse, threats or outbursts;
  - b. the display of visual material which is offensive or which one ought to know is offensive;
  - c. unwelcome remarks, jokes, comments, innuendos or taunts;
  - d. leering or other suggestive or obscene gestures;
  - e. condescending or patronizing behavior which is intended to undermine self-esteem or diminish performance;
  - f. practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
  - g. physical or sexual assault;
  - h. intimidation or bullying;
  - i. retaliation or threats of retaliation against an individual who reports harassment.
3. Refrain from any behaviour that constitutes sexual harassment or assault, where sexual harassment is defined as unwelcome sexual comments, sexual advances, requests for sexual favors, or conduct of a sexual nature.
4. Refrain from the use of power or authority to influence another person to engage in inappropriate activities.
  - a. In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with LHJST events.
5. Respect the property of others and not willfully cause damage.
6. Abstain from the use or promotion of non-approved drugs and performance-enhancing substances.
7. Adhere to all Federal, Provincial, Municipal or host country laws including the consumption of alcohol or drugs by minors.

## **Use of Social Media**

Individuals are highly visible representatives of LHJST and the sport of Cross Country Skiing in general and are expected to uphold the values and responsibilities of LHJST.

LHJST prohibits malicious and reckless behavior when utilizing public media outlets. It is important that Individuals recognize the power of public media domains and the potentially negative image that they can portray. LHJST recognizes and supports the safe, respectful and positive use of online social networks. The malicious use of online social networks or any public media domain, including texting, shall not be tolerated by LHJST. Such malicious uses include, but are not limited to:

- a. Derogatory language and remarks about their teammates or coaches, other athletes or coaches, officials or the sport of cross country skiing;
- b. Demeaning statements about, or threats to, any third party;
- c. Photographs or statements depicting violence, hazing, sexual harassment, vandalism, stalking, underage drinking, selling, possessing, or using controlled substances, or any other inappropriate behaviors; and
- d. Creating a serious danger to the safety of another person or making a credible threat of physical or emotional injury to another person.
- e. This Code of Conduct applies to conduct that may occur outside of LHJST events and activities when such conduct is detrimental to the image and reputation of LHJST.

Created: October 7, 2019