



## **Code of Conduct for the Gloucester Concorde Speed Skating Club**

**Dated: 27 Oct 13**

### **PURPOSE**

1. The purpose of this code is to demonstrate the Club's commitment to:
  - a. Ensuring all club members (parents, skaters and volunteers) are fully aware of the framework of acceptable conduct and behaviour in daily execution of club operations including practice sessions and tournament participation;
  - b. Providing volunteers, parents and skaters with a clear framework of ethical behaviour from which to foster and encourage skater skill development in an environment dedicated to learning and exploring the limits of one's potential;
  - c. Allowing volunteers, parents and skaters to freely choose to be subject to the code of ethical conduct in order to participate in club activities.

### **SCOPE**

2. The Code of Conduct applies to all skating activities (training and competition) both on and off the ice and their participants (e.g. volunteers, parents and skaters).
3. The volunteers, parents and skaters that choose to adopt the Code of Conduct will abide by the policies outlined below and ensure compliance by all Club participants. The Code of Conduct will be incorporated, in its entirety, into the Gloucester Concorde Speed Skating Club governing rules and regulations.
4. The Code of Conduct will be reviewed on an annual basis and ratified by the Club President and Executive Members during the Club annual General Meeting.

### **REQUIREMENT FOR CLUB MEMBER PARTICIPATION**

5. By adopting the Code of Conduct, volunteers, parents and skaters agree to conduct themselves in a professional manner to collaborate, contribute, and focus efforts in the creation of an optimal learning environment to encourage the pursuit of speed skating excellence by all Club Members. In addition, volunteers, parents and skaters agree to be subject to possible Club sanctions if found to be non-compliant to the Code of Conduct, as determined by the Club President and Club Executive.

## POLICY ELEMENTS

6. **The Gloucester Concordes Speed Skating Club expects all members to exhibit good sportsmanship.**

- Be honest and forthright;
- Treat others with courtesy and respect;
- Respect the property of others;
- Respond to coaches and all meet officials with courtesy and respect;
- Settle disagreements in a fair and non-confrontational way.

7. **The following behaviour is unacceptable for a member of the Gloucester Concordes Speed Skating Club.**

- Any illegal activity;
- Lying;
- Intimidation;
- Using profane, disrespectful and abusive language including offensive gestures;
- Using any form of physical abuse;
- Prejudicial behaviour;
- Harassment;
- Rudeness to coaches, all ice officials, chaperones or volunteers;
- Defiance towards rules and/or coaching instruction;
- Destroying, damaging or interfering with the property of others, or of the Gloucester Concordes Speed Skating Club.

8. **The following is a list of immediate consequences for unacceptable behavior. All or some of these measures may be taken at the discretion of the lead coach for the event/session, and may not occur in the order listed.**

- Warning;
- Time out;
- Eviction from current event/session with parental contact;
- Suspension until further investigation can take place.

9. **For persistent unacceptable behaviour, all or some of the following measures may be taken by the Executive of the Gloucester Concordes Speed Skating Club**

- Suspension from practices and meets
- Expulsion from the Gloucester Concordes Speed Skating Club

10. **Immediate suspension until further investigation\*\* is a Club action that can be enforced by either the lead coach for the event/session or the Executive of the Gloucester Concordes Speed Skating Club for a serious infraction involving:**

- Overt or deliberate opposition, rudeness, attack or threatening of any individual including, but not limited to coaches, officials, chaperones or fellow skaters;
- Willful destruction of or harm to, property during all club sanction activities;
- Use of alcohol and/or drugs at any club sanctioned activity;
- Willful destruction of, or harm to property of another during all skate sanctioned activities.

**\*\* Investigation Committee** to be set by the President and will include a minimum of one coach, 2 executive members and any additional members as required. The committee will ensure that a Club representative communicates with the parent(s) and individual(s) accused of the breach. That interview must:

- First, outline why the parent(s) and/or individual(s) are suspended and that an investigation is occurring
- Then, caution the parent(s) and individual(s) that the interview is also subject to the Code of Conduct;
- Finally, solicit input to provide information that gives further context to the incident from which a comprehensive conclusion can be derived with respect to the potential breach of the Code of Conduct.

11. **In the event that a skater or skater's parent has a problem/concern, they should bring it to the attention of:**

- The coach of the event/session or the coach that was involved in handling the initial problem;
- If not resolved by the coach handling the problem, it should then be brought to the attention of the Head Coach;
- If not resolved by the Head Coach it should be presented to the Club President and Executive; and
- In the event the nature of the concern is an unresolved dispute with another member of the GCSSC community that could not be resolved through the noted resolution process, the Club President will convene an ad hoc Dispute Resolution Committee comprised of three impartial members from both the speed skating community and the general public to review the dispute and recommend reasonable steps to achieve resolution. The Club President and Executive will then review the recommendations and advise the parties involved in writing as to the way forward to facilitate a conclusion to the concern.

12. **Skaters 15 years or younger must have a parent or designated supervisor present during all club-sanctioned activities and practices.**



## **Code of Conduct Consent Form** **Gloucester Concorde Speed Skating Club**

The Gloucester Concorde Speed Skating Club has an ethical Code of Conduct that has been explained to your son/daughter. Please sign this form and return it to the Club office

The signature of the skaters and parent/guardian (where the skater has not reached the age of 18 years) are mandatory before participation is granted in any Gloucester Concorde Speed Skating Club activity.

\*\*\*\*\*

I, the undersigned, have read, understand, and agree to the terms of the **Gloucester Concorde Speed Skating Club Code of Conduct**, its rules, expectations and consequences stated above.

Skater Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Skater Name (please print): \_\_\_\_\_

As a parent/legal guardian of the above skater(s), I have read the **Gloucester Concorde Speed Skating Club Code of Conduct** and I grant permission for my son/daughter to participate in Gloucester Concorde Speed Skating Club activities

Parent/Guardian: \_\_\_\_\_ Date: \_\_\_\_\_

Skater(s) Name(s) (please print): \_\_\_\_\_

Street Address/Postal Code: \_\_\_\_\_

Home Telephone: \_\_\_\_\_ Work Telephone: \_\_\_\_\_

**PLEASE COMPLETE AND RETURN BACK TO THE GCSSC OFFICE**