



Telemar Nordic Ski Club **Code of Conduct Policy for Members**

Definitions

1. The following terms have these meanings in this Policy:
 - a) “Members” – refers to individuals who are members of Telemar Nordic Ski Club, including athletes, coaches, race-officials, volunteers, directors, committee members, officers, managers and administrators.
 - b) “CCBC” – Cross Country BC.

Purpose

2. The purpose of this Code of Conduct Policy is to ensure a safe and positive environment within Telemar Nordic’s programs, activities and events, by making all members aware that there is an expectation of appropriate behavior, consistent with the values of CCBC, at all times.
3. Telemar Nordic is committed to providing an environment in which all individuals are treated with respect. Further, Telemar Nordic supports equal opportunity and prohibits discriminatory practices. Individuals associated with Telemar Nordic are expected to conduct themselves at all times in a manner consistent with the values of Telemar Nordic that include fairness, integrity, open communication and mutual respect.
4. Conduct that violates this Code of Conduct Policy may be subject to sanction pursuant to Telemar Nordic and CCBC’s policies and procedures.

Application of this Policy

5. This policy applies to Individuals relating to conduct that may arise during the course of Telemar Nordic Ski Club business, activities and events, including but not limited to, office environment, competitions, practices, training camps, travel, and any meetings.
6. This policy applies to conduct that may occur outside of Telemar Nordic’s business and events when such conduct adversely affects relationships within Telemar Nordic’s work and sport environment and is detrimental to the image and reputation of Telemar Nordic.
7. This code of conduct applies to all activities undertaken by Telemar Nordic.

Responsibilities

8. All Individuals have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of Telemark Nordic Members and other individuals by:
 - i. demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status;
 - ii. focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
 - iii. consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
 - iv. acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
 - v. consistently treating individuals fairly and reasonably; and
 - vi. ensuring that the rules of cross country skiing, and the spirit of such rules, are adhered to.
 - b) 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:
 - i. written or verbal abuse, threats or outbursts;
 - ii. the display of visual material which is offensive or which one ought to know is offensive;
 - iii. unwelcome remarks, jokes, comments, innuendos or taunts;
 - iv. leering or other suggestive or obscene gestures;
 - v. condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - vi. practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
 - vii. any form of hazing;
 - viii. physical or sexual assault;
 - ix. intimidation or bullying;
 - x. behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment;
 - xi. retaliation or threats of retaliation against an individual who reports harassment.

- c) Refrain from any behavior that constitutes sexual harassment or assault, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:
 - i. sexist jokes;
 - ii. display of sexually offensive material;
 - iii. sexually degrading words used to describe a person;
 - iv. inquiries or comments about a person's sex life;
 - v. unwelcome sexual flirtations, advances or propositions;
 - vi. unwelcome sexual flirtations, advances, requests or invitations;
 - vii. persistent unwanted contact; and
 - viii. behavior that may constitute sexual assault.
- d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- e) 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 Telemark Nordic events.
- f) Respect the property of others and not willfully cause damage.
- g) Abstain from the use of non-approved drugs and performance-enhancing substances.
- h) Comply at all times with the Bylaws, policies, rules and regulations of Telemark Nordic Ski Club as adopted and amended from time to time.
- i) Adhere to all Federal, Provincial, Municipal or host country laws.

I, _____ will uphold the code of conduct that is expected of members of the Telemark Nordic Ski Club.

Signature: _____ Date : _____

Name (Print) : _____

Witness : _____ Date : _____