

Alberta Speed Skating High Performance Program Code of Conduct 2018-19 Season



General

The following guidelines are for all ABSS HP members either on or off the ice at a competitive event, or while training as a member of the ABSS HP team.

Anyone representing the ABSS HP at competitions, should always:

- be motivated to make their best efforts.
- show positive attitudes towards the sport of speed skating, the association, and the team.

1. Unacceptable Behaviour

Behaviours considered unacceptable include, but not limited to the following:

- 1.1. Any behaviour resulting in a criminal conviction, or act considered to be an offence under federal, provincial, or local laws.
- 1.2. Wanton endangerment of other skaters, coaches, or individuals.
- 1.3. Any unsportsmanlike action (e.g. swearing at officials either on or off the ice).
- 1.4. Smoking, drinking under age, using/carrying illicit or prohibited drugs on the CCES list, or under the influence of alcohol or drugs. Skaters of legal age for Alberta should consult the manager/coach before consuming alcohol.
- 1.5. Vandalism, wanton damage to property, or loss of items from a room (e.g. towels etc.)
- 1.6. Assaulting and/or injuring another person.
- 1.7. Being a public nuisance (e.g. excessive noise or disorderliness).
- 1.8. Not respecting the rights, character, or reputation of others, be it regarding another person, club, or team.
- 1.9. Violating rules set forth by team coaches, and/or managers (e.g. curfews, visitors in rooms).
- 1.10. Failure to meet important administrative deadlines or ABSS HP Team requirements (e.g. financial obligations, wearing of team suit)

2. Applicable Sanctions

The following sanctions might be applied based on unacceptable behavior at times that the skater is visibly representing the ABSS HP team.

Visibly representing the ABSS HP team includes any time a skater is wearing ABSS HP clothing, staying and/or training at a facility under ABSS HP guided activities (e.g. at the Olympic Oval), and/or is otherwise acting as a representative of the ABSS HP team. Behaviour by a skater on their own time would be outside the jurisdiction of this policy.

SANCTION	BY WHOM
Issue a reprimand, oral or written	Coach, technical director, official, AASSA executive
Put the skater on probation for a period of time	Technical director, AASSA Executive
Withdraw the skater from participating in the balance of a competition or camp	Coach, technical director, official of the meet.
Send the skater home at the skater's expense	coach, technical director
Deny the skater eligibility for participating in future competitions or camps	technical director, AASSA executive
Deny the skater membership in ABSS HP for a period of time	technical director, AASSA executive
Attend prescribed counselling or training	technical director, AASSA executive
Pay compensation for any monetary damages	technical director, AASSA executive

For whichever sanctions are applicable:

- Legal counsel may be consulted.
- All skaters will be notified (including the parents for those under eighteen years of age), of any incident requiring disciplinary action. Such action will be discussed with the parents/guardians before imposition, whenever possible and practical.
- Skaters with continued poor behaviour may be dealt with more severely than first time offenders.
- The disciplinary decisions applied to any ABSS HP member will be recorded and that record will be used to monitor for any repetition of a given skater's behaviour.

3. Allegations and Disciplinary Authorities

Allegations of misconduct may only be made by a specific individual, or group, either orally or in writing if requested, to the disciplinary authorities. Hearsay would not be sufficient grounds for action.

The disciplinary authorities could be the:

- Coach, Official, Technical Director or AASSA Executive Committee

If any of these groups are in a conflict of interest, an alternative representative should be contacted to deal with the matter.

Procedures will be as follows:

- The disciplinary authorities will determine the validity of the allegations and what sanctions are to be applied.
- In doing so, representatives of, if not all parties to, the incident are to be consulted regarding their interpretations of what occurred, with whom, where, how, why, and when.
- Any decisions or sanctions to the affected skater, including its rationale, should be made in writing to the AASSA executive, as well as to the individual/group reporting the incident.

4. Appeals

Appeals may be made to the initiator of the sanction (e.g. coach, official, Technical Director, or AASSA executive) or to the AASSA Ombudsman Committee.

The function of the AASSA Ombudsman Committee is to investigate any decision or recommendation made, or any act done or omitted in the course of the administration of an AASSA policy and affecting any person or body of persons in his, her or its personal capacity.

I, _____, have read the ABSS HP member code of conduct for the 2017-18 season and agree to its terms.

_____	_____
athlete signature	date
_____	_____
*parent signature	date

*Parent /guardian must sign for members under the age of 18 years

Please hand in the signed original document to:

AASSA at the Olympic Oval
2500 University Dr, NW
Calgary, AB
T2N 1N4