



COACHES CODE OF CONDUCT

Bobsleigh CANADA Skeleton is committed to the professionalism of coaching at all levels. The Association encourages all coaches, salaried or volunteer, who work with any member of BCS to be a member of the Coaches of Canada. Regardless of membership, all coaches, salaried or volunteer, working with any member of BCS will be bound by the Bobsleigh CANADA Skeleton Coaches Code of Conduct, and the Coaches of Canada Code of Conduct and the Code of Ethics. (www.coachesofcanada.com)

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal and athletic development of Bobsleigh and Skeleton athletes. They must understand and respect the inherent power that exists in the relationship and must be extremely careful not to abuse it. Coaches must also realize that they are conduits through which the values and goals of the Bobsleigh and Skeleton community in Canada are channelled. Thus, how an athlete regards Bobsleigh and Skeleton is dependent on the behaviour of the coach. The Coaches Code of Conduct has been developed to aid coaches in achieving a level of behaviour that will allow them to assist athletes in realizing personal goals and advance to the highest levels of competition in the sports of Bobsleigh and Skeleton.

Coaches shall use their best efforts to:

1. Treat everyone fairly in all aspects of their work regardless of gender, place of origin, color, sexual orientation, religion, political belief or economic status.
2. Direct comments or criticism at the performance rather than the athlete.
3. Consistently display high personal standards and project a favourable image of Bobsleigh and Skeleton and of coaching.
 - Refrain from public criticism of athletes or fellow coaches; especially when speaking to the media, recruiting athletes or at competitive events.
 - Refrain from the use of profane, insulting, harassing or offensive language in the conduct of his/her duties.
 - Refrain from the abuse of alcohol or tobacco when representing BCS.
4. Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes.
5. Educate athletes as to their responsibilities in creating and maintaining safe participation in Bobsleigh and Skeleton. Ensure that all equipment is properly fitted, maintained and in good condition.
6. Recognize and accept when to refer athletes to other coaches or sport specialists. Allow athletes' goals to take precedence over their own.
7. Regularly seek ways of increasing professional development and self-awareness.
8. Treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of Bobsleigh and Skeleton and the spirit of such rules.
9. Communicate and co-operate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development.
10. Be aware of the academic pressures placed on student-athletes and conduct practices and games in a manner so as to allow academic success.

Coaches shall also use their best efforts:

1. Ensure the safety of the athletes with whom they work.
2. At no time become intimately and/or sexually involved with their athletes.

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3. Respect athlete's dignity; verbal or physical behaviours that constitute harassment or abuse are unacceptable.
4. Never advocate or condone the use of drugs or other banned performance enhancing substances.

Definition of Harassment:

Harassment takes many forms but can generally be defined as behaviour including comments and/ or conduct which is insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or groups or individuals or which creates an uncomfortable environment. The Bobsleigh CANADA Skeleton Discrimination and Harassment Policy may be found at <http://www.bobsleighcanadaskelton.ca/PoliciesAndProcedures.aspx>.

Harassment may include:

- written or verbal abuse or threats;
- sexually oriented comments;
- racial or ethnic slurs;
- unwelcome remarks, jokes, innuendoes, or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion etc.;
- displaying of sexually explicit, racist or other offensive or derogatory material;
- sexual, racial, ethnic or religious graffiti;
- practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- unwelcome sexual remarks, invitations or requests whether indirect or explicit, or intimidation;
- leering (suggestive staring), or other obscene or offensive gestures;
- condescension, paternalism or patronizing behaviour which undermines self-respect or adversely affects performance or working conditions;
- physical conduct such as touching, kissing, patting, pinching, etc.;
- vandalism;
- physical assault.

I _____ have read and understand the Bobsleigh CANADA Skeleton Coaches Code of Conduct. I consent to allow Bobsleigh CANADA Skeleton to submit a Search and Disclosure of Personal Information form through the Calgary Police Service Security Clearance Division, or other such entity if the coach does not reside in Calgary.

Signature

Date

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