



## Apex Ski Club Rules

The Apex Ski Club Race Program has the following objectives:

- 1) To provide a high quality alpine ski racing and training program in a competitive, emotionally and physically healthy environment that will help each athlete mature and reach his or her maximum potential as a ski racer and young adult.
- 2) To help develop properly prepared athletes for FIS Teams, Provincial and National Team programs.

The Apex Ski Club Race Program is:

- Athlete Centered
- Coach Driven
- Parent and Volunteer Supported

### **Rational and Objectives for the Apex Ski Club Rules:**

- 1) To ensure the safety and well-being of every participant.
- 2) To respect that all participants have the right to receive the best program possible without interference as a result of the inappropriate conduct of others.
- 3) Setting a positive example and having a positive reputation in the community is important to the club and the club's sponsors.

Every athlete and parent of the Apex Ski Club will be required to read the Apex Ski Club Rules and the BC Alpine Code of Conduct and agree by signing the Acknowledgement of Understanding and Agreement (see Appendix 2) each year.

## 1. Expectations for Athletes

The athlete agrees to:

### 1.1 *Sportsmanship*

- consider the importance of their role in creating a positive image of the ski club.
- act in ways that bring respect to the athlete, their coaches, team, and the BC Alpine organization.
- know that the first line of communication for athletes is with the athlete's coach.
- use acceptable language at all times, and speak positively of others.
- never engage in offensive, insulting or abusive language or behavior.
- never engage in bullying, intimidation or harassment.
- cooperate with coaches, officials, volunteers and fellow athletes (including setting up and tearing down training and race courses as expected by coaching staff and the racing officials).
- be a role model for younger athletes.
- HAVE FUN!

### 1.2 *School and Academics*

- be fully responsible for maintaining their highest potential academic achievement.
- notify affected teachers of absences and plans to make up coursework.

### 1.3 *Training and Competition*

- train regularly, consistently giving their maximum effort during training and competitions.
- set measurable goals and work with coaches to achieve the goals.
- listen to and show respect for their coaches and all officials.

### 1.4 *Responsibility for Actions*

- obey all BC Alpine Code of Conduct requirements.**  
([http://bcalpine.com/files/Policy\\_Files/](http://bcalpine.com/files/Policy_Files/))
- refrain from any of the following practices or behaviours which are considered to be major infractions: using alcohol, drugs, tobacco, vaping or any illicit substances; engaging in sexual conduct or misconduct; explicit swearing; harassment; hazing; bullying; theft; vandalism; engaging in unsafe and unsanctioned activities; engaging in any criminal or illicit behaviour.
- report immediately to a coach when there is a situation in which someone has been hurt or could potentially be hurt.

### 1.5 *Agreement*

- read, understand and sign the Apex Ski Club Rules Acknowledgement.
- obey the Apex Ski Club Rules.
- understand that failure to obey the Apex ski Club Rules may lead to loss of the privilege of ski racing and potentially the loss of membership in the club.

Failure to comply with the expectations in sections 1.1, 1.2 and 1.3 would, in most cases, be considered a minor infraction, to be dealt with at the lowest level possible. In cases where early and swift intervention does not resolve the problem, and the behaviour becomes a repeat behaviour, then this may constitute a major infraction (see section 1.4). Levels of behaviour and consequences are laid out in Appendix 1

## **2. Expectations for Parents**

Parents agree to:

### *2.1 General Expectations*

- be supportive advocates for their child as an athlete participating in the ski program.
- monitor their conveyed expectations of their child's performance and recognize the adverse effect that an athlete may experience if they are not able to meet the parents' expectations.
- remember that children ski for FUN.
- applaud effort and good racing as well as success.
- let the coach do their job and not interfere with the coach or athlete by telling them what to do.
- keep a respectful distance from coaches during training on the hill as they are focused on the athletes.
- ensure that their son or daughter arrives for training on time, physically and mentally prepared to follow coaches' instruction for the training or race day.
- ensure satisfactory nutrition, hydration and clothing of the athlete (as directed by the coaching staff).

### *2.2 Training and Competition*

- always respect the technical officials' decisions.
- remind the athletes to respect the competition, technical officials and volunteers.
- be respectful that the race corral is for athletes and coaches and should be an independent space free of parent intervention.

### *2.3 Communication*

- respectfully communicate with coaches as required.
- communicate with the Alpine Chair regarding any questions on the training plan, calendar, and general program information; share any feedback, ideas and concerns.
- communicate with the President on board related matters.

### *2.4 Membership*

- be a positive influence in the club, by setting the example for the athletes.
- commit to the specified fundraising activities that are a requirement of a ski club family.
- support team and program sponsors where possible.

- follow through on mandatory volunteerism at their son or daughter's races at home, and when possible, at host clubs' events.

### *2.5 Responsibility for Actions*

- obey all BC Alpine Code of Conduct requirements.**  
[http://bcalpine.com/files/Policy\\_Files/](http://bcalpine.com/files/Policy_Files/)
- understand that failure to obey the Apex Ski Club Rules may lead to loss of the privilege and potentially the loss of membership in the club.

### *2.6 Agreement*

- read, understand and sign the Parent/Guardian Apex Ski Club Rules Acknowledgement.
- obey the Apex Ski Club Rules.
- understand that failure to obey the Apex Ski Club Rules may lead to loss of membership in the club.

2.7 Failure to comply with the expectations in section 2 may result in the following actions:

- issued a verbal warning
- required to meet with the representatives from the club
- requested to undertake an education course
- required to leave the race venue by the club, host or BC Alpine
- requested by the club not to attend future races
- suspended or have club membership removed
- required to leave the club along with dependents

## **3. Disciplinary Process and Due Process**

This section is specific to dealing with athlete infractions or violations; however, a similar process will be followed for all members including parents/guardians and alumni. Section 2.7 outlines possible consequences to members.

Disciplinary decisions with respect to major infractions or violations of the Apex ski Club Rules shall be made by the Discipline Committee, or in cases of very severe behaviour, by the BC Alpine Discipline Review Committee. As stated in the introductory section, a supervising coach may, in necessary circumstances, suspend an athlete until such time as the Discipline Committee can address the matter in a most timely fashion.

The Apex Ski Club Discipline Committee shall be created on an as needed basis and made up of at least 3 representatives appointed by the President of Apex Ski Club, and 1 member of the Board. The Committee will be led by the Disciplinary Chair, appointed by the Board at the beginning of each season. The Board representative is a non-voting member of the Discipline Committee, and serves only to liaise between the Discipline Committee and the Apex Ski Club Board.

If a Discipline Committee member has a potential conflict of interest as a result of a family or friendship connection with the athlete or adult in question, that member shall remove him or herself from the investigation/decision-making process, and shall request that the President of the Apex Ski Club Executive appoint a suitable replacement.

The Apex Ski Club will operate on a standard of proof called "Balance of Probabilities". In contrast to the criminal court's requirement for proof "Beyond a Reasonable Doubt", Balance of Probabilities would require that the Discipline Committee take into account all available information and determine the *most likely* explanation of the behaviour or incident, and assign to that a suitable consequence. Discipline with due process must be followed.

### *3.1 Reporting*

- a report of a serious violation of the Apex Ski Club Rules or BC Alpine's Code of Conduct should be referred to the Disciplinary Chair.
- the Disciplinary Chair or designate notifies the necessary parties (i.e., the board, parents of the athlete) and member of the investigation.

### *3.2 Investigating*

- the Disciplinary Chair conducts a full investigation which includes the gathering of all pertinent and necessary information from the parties involved in, affected by, and/or witness to the violation. Accurate notes must be taken and must include notations of dates and times. The notes taken and the information exchanged are considered **confidential** and shall not be shared beyond those directly responsible for the investigation and decision process.
- the Disciplinary Chair will determine if the issue is a Level 1, 2 or 3 infraction.
- the Disciplinary Chair will consult with the President and Program Director on Level 1 and 2 infractions
- Level 3 infractions will be referred to the Discipline Committee which will be immediately formed to review the matter.

### *3.3 Decision-Making and Follow-up*

After investigating the reported behaviour, the Discipline Committee may issue a written Violation Notice to the member, including the outline and timeline of a consequence. Depending on the frequency and/or the severity of behaviour, and taking into account the context of the situation, consequences may include, but are not limited to:

- loss of privilege to participate in ski racing for a defined time frame (for example, two weeks, including any scheduled races)
- loss of privilege to participate for the remainder of a season, or
- indefinite loss of privilege to ski race, along with a loss of membership in the club.

Final decisions of the Apex Ski Club Discipline Committee may be appealed to the Apex Ski Club Board. The Board may choose to take the matter to BC Alpine for review.

## APPENDIX 1

### Apex Ski Club Levels of Infractions & Options for Consequences - Athletes

<p><b>Level 1 Infractions</b></p> <ul style="list-style-type: none"> <li>- missing training sessions without coach consent</li> <li>- teasing</li> <li>- swearing</li> <li>- being disrespectful</li> <li>- being 'inappropriate' in lift line-ups</li> <li>- failing to set a positive example for younger racers</li> <li>- not meeting his or her potential in academic studies</li> <li>- failing to be a 'team player'</li> <li>- misuse of cellular phones and electronics<sup>1</sup> (see next page)</li> </ul>	<p><b>Level 1 Consequences</b></p> <p><b>1<sup>st</sup> Time</b></p> <ul style="list-style-type: none"> <li>- prompt reminder of Apex Ski Club Rules</li> <li>- documentation by adult involved in discipline (typically the coach at this level)</li> </ul> <p><b>2<sup>nd</sup> Time</b></p> <ul style="list-style-type: none"> <li>- documentation and restitution by athlete (adult creates with athlete a condition of recognizing the wrong, fixing the wrong, and returning to the team changed)</li> </ul> <p><b>3<sup>rd</sup> Time</b></p> <ul style="list-style-type: none"> <li>- documentation and restitution by athlete; home contact by the coach.</li> </ul>
<p><b>Level 2 Infractions</b></p> <ul style="list-style-type: none"> <li>- repeat Level 1 infractions</li> </ul>	<p><b>Level 2 Consequences</b></p> <ul style="list-style-type: none"> <li>- prompt transfer of documentation to Disciplinary Chair</li> <li>- meeting held involving coach, parent, athlete and Disciplinary Chair</li> <li>- suitable action taken like:             <ol style="list-style-type: none"> <li>1. Service to the ski club</li> <li>2. Written plan, with timeline, for the improvement of the athlete's conduct</li> </ol> </li> </ul>

<p><b>Level 3 Infractions (Major Infractions)</b></p> <ul style="list-style-type: none"> <li>- using alcohol, drugs, tobacco, vaping or any illicit substance</li> <li>- engaging in sexual conduct or misconduct</li> <li>- explicit swearing</li> <li>- harassment</li> <li>- hazing</li> <li>- bullying including all electronic communication and internet bullying</li> <li>- theft</li> <li>- vandalism</li> <li>- overt disrespect to coach, officials, volunteers</li> <li>- engaging in unsafe, unsanctioned activities</li> <li>- engaging in illicit or criminal behaviour</li> </ul>	<p><b>Level 3 Consequences</b></p> <ul style="list-style-type: none"> <li>- documentation given as soon as possible by person closest to the issue (typically the coach) to the Disciplinary Chair</li> <li>- immediate referral to Discipline Committee</li> <li>- immediate contact made with the parents</li> <li>- more serious action taken like:</li> </ul> <ol style="list-style-type: none"> <li>1. Loss of privilege to participate in ski racing for a defined time frame (for example, two weeks, including any scheduled races)</li> <li>2. Loss of privilege to participate in ski racing for the remainder of the season or</li> <li>3. Indefinite loss of privilege to ski combined with a loss of membership in the club.</li> </ol>
--	--

\*Guiding principle: In any circumstance, as far as it is possible, the consequence must fit the action.

<sup>1</sup> Cellular Phone Use:

- All times during on-hill instruction, racing and designated homework time, etc. should be free of cellular/electronics usage. Reasonable use may be permitted during specified free time, always at the discretion of the coach.
- With freedom, comes responsibility. When athletes show responsibility, they earn the trust of the adults responsible for them, and they earn their privileges.
- There are times when a coach may need to put in place a special rule for certain age groups/teams of athletes, depending on the level of responsibility the athletes have demonstrated, and depending on any circumstances particular to that group.
- It is recognized that most athletes have cellular phones so that their parents may keep in touch with them.

## APPENDIX 2

### Apex Ski Club Rules

#### **Acknowledgement of Understanding and Agreement**

Every athlete and parent of the Apex Ski Club is asked to read the Apex Ski Club Rules and BC Alpine Code of Conduct and commit to this agreement each year.

The Apex Ski Club wants to ensure the safety and well-being of every participant. The Apex Ski Club respects that all participants have the right to receive the best program possible without interference as a result of the inappropriate conduct of others.

THE ATHLETE: As an athlete of the Apex Ski Club, I will strive to:

- consider the importance of my role in creating a positive image of the ski club.
- act in ways that bring respect to the athlete, my coaches, team, and the BC Alpine organization.
- know that the first line of communication is with my coach.
- use acceptable language at all times, and speak positively of others.
- never engage in offensive, insulting or abusive language or behavior
- never engage in bullying, intimidation or harassment.
- cooperate with coaches, officials, volunteers and fellow athletes (including setting up and tearing down training and race courses as expected by coaching staff and the racing officials).
- be a role model for younger athletes
- **HAVE FUN!**
- be fully responsible for maintaining my highest potential academic achievement.
- notify affected teachers of absences and plans to make up coursework.
- train regularly, consistently giving my maximum effort during training and competitions.
- set measurable goals and work with coaches to achieve the goals.
- listen to and show respect for my coaches and all officials.
- **obey all BC Alpine Code of Conduct requirements.**  
[http://bcalpine.com/files/Policy\\_Files/](http://bcalpine.com/files/Policy_Files/)
- refrain from any of the following practices or behaviours which are considered to be major infractions: using alcohol, drugs, tobacco, vaping or any illicit substances; engaging in sexual conduct or misconduct; explicit swearing; harassment; hazing; bullying; theft; vandalism; engaging in unsafe and unsanctioned activities; engaging in any criminal or illicit behaviour.
- report immediately to a coach when there is a situation in which someone has been hurt or could potentially be hurt.

THE PARENTS: As a parent of an athlete of the Apex Ski Club, I will strive to:

- be a supportive advocate for my child as an athlete participating in the ski program.
- monitor my conveyed expectations of my child's performance and recognize the adverse effect that an athlete may experience if he or she is not able to meet the parents' expectations.
- remember that children ski for FUN.
- applaud effort and good racing as well as success.
- let the coach do their job and not interfere with the coach or athlete by telling them what to do.
- keep a respectful distance from coaches during training on the hill as they are focused on the athletes.
- ensure that my child arrives for training on time, physically and mentally prepared to follow coaches' instruction for the training or race day.
- ensure satisfactory nutrition, hydration and clothing of the athlete (as directed by the coaching staff).
- always respect the technical officials' decisions.
- encourage the athletes to respect the competition, technical officials and volunteers.
- be respectful that the race corral is for athletes and coaches and should be an independent space free of parent intervention.
- respectfully communicate with coaches as required
- communicate with the Alpine Chair regarding any questions on the training plan, calendar, and general program information; share any feedback, ideas and concerns.
- communicate with the President on board related matters.
- be a positive influence in the club, by setting an example for the athletes.
- commit to the specified fundraising activities that are a requirement of a ski club family.
- support team and program sponsors where possible.
- follow through on mandatory volunteerism at their son or daughter's races at home, and when possible, at host clubs' events.
- **obey all BC Alpine Code of Conduct requirements.**  
[http://bcalpine.com/files/Policy\\_Files/](http://bcalpine.com/files/Policy_Files/)
- understand that failure to obey the Apex Ski Club Rules may lead to loss of privileges and potentially the loss of membership in the club.

We have read the Apex Ski Club Rules and discussed the commitments. We acknowledge the document's importance, and we agree to abide by the agreement and strive to model the outlined commitments.

Signature: \_\_\_\_\_  
(Athlete signature)

Name: \_\_\_\_\_  
(Athlete name)

Signed this: \_\_\_\_\_  
(Date)

Signature: \_\_\_\_\_  
(Parent or guardian signature)

Name: \_\_\_\_\_  
(Parent or guardian name)

Signed this: \_\_\_\_\_  
(Date)

Signature: \_\_\_\_\_  
(Parent or guardian signature)

Name: \_\_\_\_\_  
(Parent or guardian name)

Signed this: \_\_\_\_\_  
(Date)