

ATLANTIC ALPINE ATLANTIQUE (AAA) CODE OF CONDUCT 2020



CODE of CONDUCT STANDARDS

The Code of Conduct applies to members of any Atlantic Alpine Atlantique (AAA) team -- coaches, athletes, chaperones & parents alike. The high standards established by the Code of Conduct aim to create an environment in which all team members are respectful of others, demonstrate pride and goodwill, and exemplify the spirit of fair play and sportsmanship. Each team member is an ambassador for their home club, and the Provinces of Atlantic Canada.

1. Respect for Others

AAA is committed to providing an environment in which all individuals are treated with respect. Disrespectful, offensive, abusive, racist or sexist remarks or actions have no place in the sport. Discriminatory practices, sexual harassment or any other form of harassment, based on the protected characteristics and definitions as set out in the Human Rights Act, will not be tolerated.

2. Curfew

Team members must adhere to the curfew as established by their coach(s) and/or chaperones.

3. Fair Play

AAA strongly supports fair play in sport and in every way is against cheating of any kind, including the use of substances and methods not permitted by National Sport Organizations and the Canadian Centre for Ethics in Sport. AAA will help in every way possible to promote fair play.

4. Alcohol, Tobacco, Cannabis and Performance Enhancing Drugs

- A minor is defined by the laws of Atlantic Canada (legal age for purchasing or consuming alcohol, tobacco, cannabis products is 19 years).
- Minors shall not consume any controlled substances at any time during races or training, during travel to or from races or training, or at any official AAA function.
- All AAA are smoke and tobacco free. There shall be no use of tobacco products including snuff and chewing tobacco or vaping during AAA events.
- Participants must not use illegal drugs/narcotics or performance-enhancing drugs or methods.

5. General

All participants of Team Atlantic /Atlantique are always expected to behave in a proper and sportsmanlike manner and in all circumstances. Based on the rules of the International Competition Rules. (ICR)
Infractions

Minor Infractions

The head coach or his/her designate is responsible for dealing with all minor infractions of the type noted, but not limited to, those described below.

- Disrespectful behaviour
- Unsportsmanlike conduct such as arguing
- Being late for, or absent from, team activities or functions
- Minor disturbance during quiet time
- Disrespectful comments
- Bullying
- Use of controlled substances by athletes, and/or coaches at AAA activities or functions, or at competition sites
- Other similar minor infractions

Major Infractions

The AAA appointed Discipline Committee is responsible for responding to all major infractions including, but not limited to:

- Repeated minor infractions
- Activities which endanger the safety of others
- Use of controlled substances by minors at any time
- Bullying, offensive, abusive, racist or sexist comments or actions (repeated)
- Criminal activities (should be reported to the proper authorities)
- Or any other major infractions

Disciplinary Sanctions - Ranges of Response

A range of sanctions will be applied, consistent with the inappropriate behaviour.

Minor Infractions:

Sanctions for minor infractions committed by an athlete will be assessed by the athlete's head coach.

Major Infractions:

Sanctions for all major infractions will be determined after a review of the infraction by the AAA Discipline Committee. The harshness of the sanction will depend on the severity of the infraction.

Possible sanctions include, but are not limited to:

Minor Infractions (Disturbances)

- Verbal reprimand
- Written reprimand

- Race or event suspension
- Written and/or oral apology provided by the offender to the offended individual(s)
- Other appropriate sanctions determined by the discipliner (head coach)

Major Infractions

- Written and/or oral apology provided by the offender to the offended individual(s)
- Multi-race or event suspension
- Sent home at own expense* (must be accompanied by an adult)
 - *The disciplined participant's family will be billed for all travel costs incurred with this sanction.*
- Other appropriate sanctions determined by the AAA Discipline Committee

Note: In addition to and apart from AAA's discipline procedures the AAA Chair or designate may contact local police or law enforcement regarding any criminal or illegal behavior, if necessary.

- A Club or Atlantic province may enforce further discipline.

Code of Conduct - Disciplinary Procedures

- Infraction occurs.
- The head coach/designate handles all minor violations, in keeping with the AAA Code of Conduct. Before applying sanctions, the head coach will give the alleged offender an opportunity to explain his/her side of the story. The head coach shall complete an infraction report for all minor infractions and sanctions applied.
- All **major and minor infractions** are to be brought to the attention of the Chair of the AAA Committee as soon as possible, by completing and submitting an infraction report.
- The alleged offender will be informed of the procedures outlined in this policy. If that person is an athlete, he/she will be informed of his/her right to consult an athlete's representative. Non-athletes will have the right to consult an individual of choice.
- The Chair of the AAA Committee or designate, upon receipt of a infraction report, will refer the matter to the AAA Committee. This AAA Discipline Committee will be comprised of:
 - The Chair of AAA Committee, or designate, who will chair the Committee;
 - One athlete chosen by the Chair of AAA Committee, or designate, from the list of AAA athletes (not related to the alleged offender);
 - One coach chosen by the Chair of AAA Committee, or designate, from a list of AAA coaches (not related to the alleged offender).
- The AAA Discipline Committee will meet as soon as reasonably possible after the incident is reported. The meeting will follow the steps outlined in the infraction hearing process. The following principles will be observed:
 - The alleged offender is given reasonable notice of the hearing and can address the Committee
 - The alleged offender may be accompanied by a representative of his/her choice or any other advisor including legal counsel
 - The hearing is held in private

- Witnesses may be invited to present evidence at the meeting
- Those responsible for the complaint, if there are any, shall present their case to the AAA Discipline Committee.
- The AAA Discipline Committee will determine by majority:
 - if the infraction occurred
 - the severity of the infraction
 - an appropriate sanction
- If majority is not reached by the AAA Discipline Committee on whether the infraction occurred the allegation will not be sustained.
- If majority is not reached by the AAA Discipline Committee on the severity of the infraction and/or the sanction applied, the least severe of the sanctions being considered shall be chosen.
- The AAA Discipline Committee shall determine appropriate sanctions using the policies and guidelines outlined in this Code of Conduct. The Discipline Committee shall provide a copy of its decision to the alleged offender, his/her advocate and the AAA Committee. The AAA Discipline Committee will forward a copy of the decision to the alleged offender's coach, and if the appellant is under the age of 19, his/her parent(s) and/or guardian(s).
- The decision of the AAA Discipline Committee shall take effect immediately.

Code of Conduct - Appeals Procedure

- Any member of a AAA team, who is affected by a decision of the AAA Discipline Committee, shall have the right to appeal that decision. Individuals wishing to appeal the discipline decision shall have 48 hours from the time he/she received the written decision of the AAA Discipline Committee to launch an appeal. All appeals shall be in writing and the Notice of Appeals Form shall be used. Detailed reasons for the appeal shall be submitted to the Chair of the AAA Committee.
- Upon receipt of a notice of appeal, the Chair of the AAA committee will immediately forward the Appeal to the sport arbitration system.

Code of Conduct - Confidentiality

Every effort must be made to keep all information, including written documents, confidential. All communication of disciplinary matters to outside parties shall be handled by the Chair of the AAA Committee; therefore, all other persons involved in a disciplinary matter, including the person(s) being disciplined, shall not disclose the details of the matter to outside parties. All documentation to reside with the athlete's Chair's PSO office at the end of the discipline process.

Commitment

By signing this document, the athlete, and Parent/Guardian agree to abide by the AAA Code of Conduct.

Athlete Name

Athlete Signature

Date

Parent/Guardian Name

Parent/Guardian Signature

Date

Revised: June 22, 2019