



CODE OF CONDUCT AGREEMENT

Purpose: The purpose of this document is to create a common language that can be used to support all components of the Vernon Figure Skating Club: the athletes, the coaches, the board, the parents and the facilities; it is further meant to develop a positive, respectful, safe and healthy environment in our club. The realization of these ideas will create a club culture of healthy sportsmanship. Therefore:

This agreement is built on pillars of respect

- *Respect for you the athlete*
- *Respect for your fellow athletes*
- *Respect for your coaches, parents and support people*
- *Respect for the property*

Skating is a competitive and individualized sport that requires safe and courteous behavior from all participants, on and off the ice. Each skater is responsible for being aware of and practicing the rules of etiquette and safety noted below.

What does respect for you as an athlete look like?

- Show up early and be prepared to fully participate for the duration of your session, including proper warm-up.
- Take bathroom breaks during floods or at the start or end of session, not during. If necessary, use the 'buddy system' and/or change room 5 located on the ice surface. Your safety while at the rink is important, and the coaches cannot keep eyes on everyone both on and off the ice.
- Bring Kleenex, mitts, gloves and unbreakable water bottles at the beginning of the session and store on the player's bench. Do not leave the ice, unless you are injured.
- Dress in a manner that reflects your dedication and preparedness to learn the sport. No jeans please: your clothing should ensure safety and your ability to move freely. Long hair should be tied back.

- Respect your body by doing your best to make healthy choices with foods and by saying no to drugs and alcohol. The Club has a zero tolerance policy to drugs & alcohol.
- Be sure to follow the Club's established rules for right of way and watch out for other skaters. Courtesy on the ice is very important and must be used at all times.
- Phones and/or electronics are not to be brought onto the ice or inside of the Clubroom.
- Do not go on the ice unless the Zamboni is off and a coach is present.

What does respect for fellow athletes look like?

- Be kind always. Encourage one another. Help celebrate your co-skaters successes.
- Do not bully. See and adhere to Skate Canada's "Bullying Policy" on p. 4 of this document.
- Older skaters behave as role models for the younger skaters. They look up to you.
- If a skater falls on the ice it is important for the safety of the skater and others on the ice that the skater gets up immediately if not injured.
- Un-sportsmanlike and disrespectful behavior and/or abusive language or gestures towards any Club members on or off the ice or via social media will not be tolerated and will be dealt with accordingly.
- Cell phones, iPods and all other electronic devices must not be used during any sessions (on ice or off ice classes). Electronics should be left in the skater's bag or in the lockers and should not be brought rink side. The upstairs Clubroom is considered a 'locker room' and privacy is important. If necessary, please use your cell phone in the viewing area.
- Do not record skaters or post images of other skaters to social media of any kind. Doing so is a breach of contract and may lead to immediate dismissal.

What does respecting the coaches/parent and support people look like?

- Listen to instruction and do your best to practice what is taught. Keep moving. Do not stand around. Use your time wisely, including using the washroom prior to session and not leaving the ice for any reason.
- Disrespectful behavior and/or abusive language or gestures towards a coach will not be tolerated.
- Acknowledge that it is the coach's responsibility to control the music.

- If you cannot make a session, contact your coach ahead of time to let them know.
- If you have to leave early, notify the coaches ahead of time and again when you leave.
- Due to insurance requirements, only registered Skate Canada members are permitted on the ice, except in medical emergency.
- CSA approved hockey helmets need to be worn by all CanSkate, Star 1 and beginner Teen/Adult skaters, up to and including Stage 5. This is a Skate Canada regulation and must be adhered to. If a skater does not have a properly fitted helmet he/she will not be allowed on the ice.
- Thank your coaches, parent/guardian, support people and arena staff periodically - they love that!

What does respecting the property look like?

- All harnesses/ Club equipment are only to be used by a coach, or under a coach's supervision.
- Do not pick holes in the ice or step on the wooden benches with your skates on.
- Wear hard skate guards when walking off ice.
- Clean and dry your skate blades after each ice time.
- Wait until the Zamboni is off the ice and the doors are closed before stepping out on the ice.
- Do not bring food, gum or any breakables onto ice or players bench.
- The doors in the rink boards must be kept closed while a session is in progress.
- Be gentle with the music equipment; do not abuse it.
- Keep the space around you neat and tidy. Clean up after yourself in the Clubroom and all other arena areas.
- Always show arena staff respect - they too appreciate hearing 'Thank you!'

As citizens of Vernon, it is your job to report any suspicious activity, such as vandalism, loitering or odd behavior to the Coaches, and if necessary the rink attendant. Our rinks are public spaces with open access to everyone within the community. Safety is our first priority. Coaches have contact info for rink attendants. P.V. - 250-309-4760. KTP - 250-309-8047.

Parents/Guardians Responsibility

- Parents/Guardians assume responsibility for their son/daughter's on and off ice conduct.
- Parents/Guardians of younger skaters: skater must be age appropriate to be dropped off at the rink. Typically they need to be able to tie their own skates. If you must leave, please ask another parent to be responsible for your child in case of emergency.
- You are asked not to disturb your child during skating sessions (i.e.: give instructions from the boards, hand motion or comments from the stands) It is the coach's job to coach and discipline the skaters while on the ice and during dryland. If the skater receives direction from too many people, it may have a negative effect. Discuss any concerns with your coach.
- If you need to speak to a coach, please do so while they are off the ice. Do not interrupt lessons.
- Parents shall emphasize the importance of values like sportsmanship, respect, cooperation, competition and teamwork to their son/daughter, offering praise for competing fairly, participation and skill development.
- Parents shall instill confidence in their son/daughter's ability and skill development. Always avoid comparison with other skaters; let skaters progress at their own pace.
- Parents shall at all times treat individuals and property with dignity, courtesy and respect, including but not limited to skaters, coaches, officials, volunteers, other parents, and all other individuals that are part of the club.
- Discuss personal safety around the rink with your skater, keeping in mind the public access to the rinks.

Bullying Policy

Vernon Figure Skating Club is committed to providing a skating environment in which all individuals are treated with respect and dignity, and adheres to the Skate Canada policy on Bullying. Each individual has the right to participate in a respectful environment free from bullying.

Bullying is any behavior that demeans, embarrasses, humiliates, or verbally abuses a person, and is known—or would be expected to be known—to be unwelcome. Prohibited conduct includes but is not limited to the following behaviors:

- Condescending, paternalistic or patronizing behavior which undermines self-esteem, diminishes performance, or adversely affects the skaters environment;

- Written or verbal abuse or threats, including swearing;
- Unwelcome remarks, jokes, taunts;
- Unwelcome comments, innuendo or taunting, or questions about a person's looks, body, attire, age, race, religion, sex, sexual orientation, or sex life;
- Unwelcome physical contact;
- Intimidating conduct or gestures;
- Vandalism of personal property.

The improper behavior does not have to be made with the intent to harass in order to be in violation of this policy.

Everyone connected with VFSC has a responsibility to play a part in ensuring that our club's skating environment is respectful and free from bullying. This means not engaging in, allowing, condoning, or ignoring behavior which is contrary to this policy. In addition, anyone who believes that someone has experienced or is experiencing harassment is encouraged to notify a representative of VFSC's leadership (Coaches or member of Executive.)

Confidentiality

We understand that it can be extremely difficult to come forward with a complaint of discrimination, bullying or harassment, and that it can also be difficult to be wrongly accused of such conduct. VFSC recognizes the interest of both the complainant and the respondent in maintaining confidentiality.

VFSC shall maintain all records in a confidential manner, except in the extent that disclosure of any of this information is necessary for the purpose of investigating the complaint, or taking disciplinary and corrective action in relation to the complaint, or is required by law.

Course of Action Policy

When a complaint is made against a skater, coach, parent/guardian or executive member for the breach of any article of this Code of Conduct:

1. The first response will be ascertain the validity of the complaint followed by mediation between the involved parties led by a representative of VFSC leadership. The goal of this mediation is to help bring understanding of the negative impact of the words or actions, and establish an agreement to end the offending behavior. A notification will be sent to the Executive, coaches and the parties involved.

2. When a second complaint is made a warning will be issued to the offender with a three-day suspension. A notification will be sent to the Executive, coaches and the parties involved. A letter of apology will be required from the offending party prior to returning when the suspension is lifted.
3. If a third complaint is made, it will result in a 30-day suspension (no refunds, discounts or reduction of ice fees). A meeting with the offending party, parents, Executive and coaches. Notification will be sent to the Executive, coaches and the parties involved. A letter of apology will be required from the offending party prior to returning once the suspension is lifted.
4. After a fourth complaint, the Club membership will be suspended for the remainder of the skating year (August 31; no refunds, discounts or reduction of ice fees). Notification will be sent to the Executive, coaches and the parties involved. A letter of apology will be required from the offending party prior to membership being considered for the new skating year (Sept. 1).

The Club reserves the right to change the order of the course of action based on the severity of the breach.



The VFSC adheres to the Skate Canada Code of Ethics. We require that you read and abide. Please view online at www.skatecanada.ca. A hard copy is posted on the upstairs bulletin board.

I acknowledge that I have read and understand the Code of Conduct Agreement in its entirety, I understand what is expected of me and I will do my best to support and uphold the Vernon Figure Skating Club's code of conduct policies and to adhere to the policies, procedures, rules, standards, and ethics of the VFSC and Skate Canada at all times.

Print Skater's name: _____

Skater Signature: _____ Date: _____

Parent Signature: _____ Date: _____