

RFSC SKATER BEHAVIOUR POLICY

The purpose of Rossland Figure Skating Club (RFSC) Behaviour Policy is to outline the organization's guiding principles for appropriate behaviour in all club and skating related activities. Included in this policy is a complaint and disciplinary process so that all RFSC skaters understand how complaints are reported and the process in which action will be taken in an effort to provide a safe, fair and nurturing learning environment.

Skating is a competitive and individualized sport that requires safe and courteous behaviour from all participants, on and off the ice. RFSC's expectations of appropriate behaviour are described below and are divided into two sections: 1) Skaters' Code of Conduct 2) Harassment, Bullying and Discrimination.

1) SKATERS' CODE OF CONDUCT

The RFSC Skater Code of Conduct was developed to promote a sporting environment where skaters' work diligently, treat all people with respect, dignity, and sportsmanship, keep the environment safe, do a fair share of the work, and have fun!

Athletic Discipline:

- a) Skaters must be ready and prepared for lessons each day. Have a snack prior to going on the ice, make sure you've gone to the bathroom, and change into the proper attire (hair tied back, proper, safe clothing).
- b) Skaters are expected to be on time to skate the duration of their lesson.
- c) Bring some water, skating journal, and any clothing that you may need to the ice. Store them in a safe spot.
- d) Warm up with at least a lap forwards and backwards in both directions and stretch at the boards if you haven't done so off- ice already.
- e) Stretch off-ice prior to your lesson starting if you are receiving the first lesson.
- f) Skaters may only touch the music player to play his or her solo, interpretive, or dance music. Otherwise, everybody listens to the playlists and/or CD's the coach has prepared without interruption.
- g) Each skater should run through his/her freeskate (and interpretive, if applicable) at least once a week.
- h) Practice what is taught in your group lesson so that you do not fall behind or delay your teammates.
- i) Check the skating requirements book whenever necessary. It will be left at the ice level near the music player.
- j) Set goals and work towards them.
- k) Ask friends and family to sit in the stands (not the Player's boxes) if they come to watch you. Remember, you need to focus on your practice.
- l) The ice surface should be used for practice, not for conversation. (Working in small groups with coach's approval is acceptable.)
- m) Foul language, yelling, and abusive or aggressive behaviour, including kicking holes in the ice, are prohibited, and will result in loss of privileges.

Respect for Team:

- a) Bring a positive attitude and demonstrate positive sporting behavior.
- b) Be a good role model.
- c) Be a good ambassador for the team.
- d) Let the coach know if you are going to be late or absent.
- e) Respond to requests from coaches, teammates and volunteers promptly and politely.

Safety: behaviors that promote a safe training environment

- a) Due to insurance requirements, only registered Skate Canada members are permitted on the ice, except in a medical emergency.
- b) Change room is unsupervised, limit your time to 30 min before and after your practices.
- c) Enter onto the ice surface only when a coach is present.
- d) Food, gum and drinks (other than water) stay in the changeroom.
- e) Respect the skater(s) and coach(es) who have the right of way.
- f) First right of way goes to coach and skater(s) in a lesson.
- g) Second right of way goes to the skater whose music is playing.
- h) Get up promptly if you fall, unless you are hurt (a coach will help you if this is the case). Other skaters should continue with their practice unless the coach asks for your assistance.
- i) Practice spins in the middle of the ice and jumps on the ends.
- j) If you need to leave the ice for any reason, let the coach know before you leave.
- k) The gates in the rink boards must be kept closed while a session is in progress, to ensure the safety of skaters on the ice. Sitting on the boards is not permitted.
- l) Skaters must clear the ice promptly at the end of each session.
- m) No running is allowed inside the arena
- n) No electronics are allowed in the changerooms to protect skater's privacy

Fairshare: each skater needs to do his/her fair share to keep this club running smoothly.

1 Program Assistants:

- a) Be present and attentive for the Program Assistant meeting starting 15 minutes prior to each CanSkate session.
- b) Prepare the circuits as explained by the coach. The coach will give everyone a job and answer questions if you are unsure. Skaters will need to do this set-up and make the according notes, not the coach.
- c) Help the CanSkaters learn the skills which the coaches have taught them. Make them feel good about themselves and what they have learned.
- d) Put away all the Canskate equipment at the end of the day on Wednesday with your assigned partner.

2 Skater Volunteers:

- a) Complete the required 20 hrs of volunteer time that is related to supporting the Club

3 All skaters

- a) Keep the change room clean and tidy.

- b) Advise coach of absences by text for short notice. All planned absences must be communicated by email to the designated Ice Manager.
- c) Have Fun!

2) HARASSMENT, BULLYING AND DISCRIMINATION

The RFSC and Skate Canada are committed to providing a skating environment in which all individuals are treated with respect and dignity. Each individual has the right to participate in a respectful environment free from bullying, harassment and discrimination.

Harassment may relate to a form of discrimination set out in human rights legislation, but it does not have to. Discriminatory harassment includes harassment related to race, sex, religious creed, color, national origin, ancestry, disability or medical condition or age.

Bullying and harassment are any behaviour that demeans, embarrasses, humiliates, or verbally abuses a person and that is known or would be expected to be known to be unwelcome.

Prohibited conduct includes but is not limited to the following behaviours:

- written or verbal abuse or threats, including swearing;
- intimidating conduct or gestures;
- unwelcome remarks, jokes, taunts;
- unwelcome physical contact;
- physical or sexual assault;
- vandalism of personal property;
- abuse of authority which undermines performance or threatens an individual's career;
- racial, religious or ethnic slurs;
- practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- unwelcome sexual flirtations, advances, requests for sexual favours, or invitations, whether indirect or explicit;
- unwelcome comments, innuendo, taunting, or questions about a person's looks, body, attire, age, race, religion, sex, sexual orientation, or sex life;
- displays of pornographic, racist or other offensive or derogatory material;
- leering, whistling, or other suggestive or obscene gestures;
- condescending, paternalistic or patronizing behaviour which undermines self-esteem, diminishes performance, or adversely affects the skating environment.

This repetitive improper behaviour is insulting, intimidating, humiliating, malicious, degrading, or embarrassing. The improper behaviour does not have to be made with the intent to harass or discriminate, to be in violation of this policy.

VISITING SKATERS

Visiting skaters who are not members of the RFSC are welcome to share ice time providing they have received approval of the RFSC Executive and the Head Coach. They are also asked to read and agree to the terms of the RFSC Behaviour Policies.

RFSC'S COMPLAINT AND DISCIPLINARY ACTION

The aim of disciplinary action procedures is to provide for a fair and proper opportunity for complaints or concerns to be heard. In the interest of all RFSC skaters and parents it is important that it is clearly stated and understood.

1) COMPLAINTS

All complaints or concerns must be addressed to the designated RFSC Conflict Mediator in writing; either given to a mediator in person or by email. All efforts will be made to manage and resolve complaints or concerns in house. However, in the event that it cannot be resolved it will then be referred to the Kootenay Region Conflict Mediator designate.

For wellbeing/behaviour and other concerns that require mediation support please contact the 2018/2019 designated RFSC Conflict Mediator - Genevieve Fortin ge_fortin@yahoo.com , alternate is Cindy Hall cindy.a.hall@gmail.com.

A decision, if required, will be made at the next scheduled Board meeting. RFSC Board members may not be sought out individually at the arena, their home or place of business to register complaints.

2) DISCIPLINARY ACTION – 3 STRIKE RULE

When an individual violates any of the areas outlined above they are subject to disciplinary action. Warnings are issued by the RFSC Conflict Mediator or designated alternate. Disciplinary action can include suspension of membership by the Board. If a skater is in violation of the RFSC Behaviour Policy she/he will be:

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| Strike 1 | Warned and parents will be verbally informed. |
| Strike 2 | Skater will be warned again with written letters to skater, coach and parent. |
| Strike 3 | Skater will be suspended at the RFSC board's discretion (usual minimum 1 month). |

If the behaviour of a skater is in serious breach of conduct (at RFSC Board's discretion) said skater may be immediately suspended.

****In cases of suspension NO REFUND of any kind will be granted****

The signature below signifies that I have read and agree to the terms outlined above.

Date:

Athlete Name:

Athlete Signature:
