

Cross Country Ski Ontario Coaches Code of Ethics and Conduct

Cross Country Ski Ontario (XCSO) encourages an individual's maximum possible achievement in skiing by setting an environment in which training and competition occurs in an atmosphere that is fair and free from harassment and that recognizes the highest ethical standards of our communities and sport.

This Code of Ethics and Conduct is organized and based upon four basic principles;

1. Respect for Participants
2. Responsible Coaching
3. Integrity in Relationships
4. Honouring Sport

Respect for Participants

- A. In competition, training or other club activities coaches will act in a manner that respects the dignity and value of all participants, including athletes, volunteers, officials and other coaches and family members of the participants.
- B. Inherent in this is the right of all participants to be free of unwelcome verbal or physical conduct that are based on race, religion, sex, national or ethnic origin, colour, sexual orientation, marital status or age. Coaches must also show sensitivity for socio-economic status, physical or mental handicaps, family status and athletic potential.
- C. Coaches will provide feedback to the athlete in a manner that is sensitive to their needs and age and is focussed on the performance and not on the person.
- D. Coaches should refrain from intervening in personal matters that are outside the generally accepted jurisdiction of a coach.
- E. Coaches must respect the personal interests, family life and family values of the athlete as well as the privacy of medical information to which they may be privy.
- F. Coaches must respect the expertise, experience and insights of others involved in sport and acknowledge the right of athletes to consult with others.
- G. Coaches must communicate with athletes, parents and club officials as to the nature and scope of coaching services he/she is willing to provide.
- H. Coaches must provide athletes and parents with relevant and sufficient information and strive to achieve consensus about training programs, performance goals and competitive schedules.



Responsible Coaching

- A. Coaches are responsible for maintaining their current knowledge of technical skills and theory and the impact of current research on coaching practices. This includes safe practices in the use of materials and equipment and the appropriate use of practice and training activities that protect the health and safety of the athlete and all other participants.
- B. Coaches will act in the best interest of the athlete's development as a whole person – respecting and consulting with parents as regards family values and beliefs. The athlete's future health and well-being must be of prime consideration.
- C. Coaches must ensure that athletes are aware of safe practices in training, use the appropriate safety equipment, train in a safe environment and respect the dignity and rights of other participants who may be using the same facilities.
- D. Coaches must be familiar with, understand and adhere to the Concussion Management and Return to Play protocols. Coaches must ensure athletes are aware of the importance of reporting head injuries in other sports and their impact on the athletes' wellbeing. <http://xcskiOntario.ca/wp-content/uploads/2017/01/10.-Concussion-Mgt-and-Return-to-Play-policy.pdf>
- E. Coaches must assume the role of a surrogate parent ("*in loco parentis*") while on team trips and judiciously exercise control over athlete behaviour in such a manner that reflects family and club values and expectations.
- F. Coaches must be aware of the prohibited performance enhancing substances identified by Canadian Centre for Ethics in Sport (CCES). Coaches have a responsibility to educate athletes concerning the consequences of the use of these substances and actively discourage their use. Lack of appropriate preventive action by a coach in this matter constitutes a serious violation of this policy.
- G. The use of behaviour modifying substances by athletes is also to be actively discouraged by coaches. Coaches have a responsibility to actively discourage the inappropriate use of these substances by athletes at all times and to report to the appropriate system officials on the inappropriate use by an athlete during a competitive event, trip or camp.
- H. Understand and comply with the Rule of Two and Team Travel guidelines

Integrity in Relationships

- A. Because coaches are role models and mentors and have a special degree of trust and influence for athletes, they are expected to be sincere, honest and honourable in their relationships with others



- including all athletes, volunteers, officials and other coaches.
- B. Coaches must accurately represent their qualifications and experience in spoken and written communications in a clear manner which cannot be misinterpreted.
- C. Coaches must respect an athlete's club affiliation and understand that recruitment of athletes by club coaches can be disruptive for the athlete, coach and club and is not considered ethical. Recruitment by senior (university/college teams and NTDC) teams is an acceptable practice, however, an athlete's coach should be included in initial discussions.
- D. Coaches must notify another coach when working with that coach's athletes and in so doing must respect the methods and practices of the other coach. Coaches must also respect an athlete's club coach relationship and ensure that open communication is established when working with an athlete(s) from another club.
- E. Coaches must not exploit any relationship established as a coach to further personal, political or business interests at the expense of the best interests of the athletes, other participants or the club.
- F. The coach/athlete relationship has an inherent power imbalance. Coaches must be acutely aware of power in coaching relationships that may coerce another person to engage in or tolerate sexual activity or intimacy. This includes the use of explicit or implicit threats of reprisals, implicit or explicit rewards for compliance, sexually oriented comments, gestures or inappropriate and/or unwanted touching.
- G. Coaches must use discretion in resolving disputes with colleagues or officials using appropriate language and location to do so.

Honouring Sport

- A. Coaches should recognize, act upon and promote the value of sport to individuals and to society in general.
- B. Coaches must encourage the positive aspects of sport including fairness, integrity, respect for others and personal growth and development. Coaches must also actively reduce the negative aspects of sport. e.g. winning at all costs, short term gains for long term damage, unfair exploitation of others.
- C. Coaches must actively encourage responsible behaviours and activities and discourage the misuse of substances which negatively impact an athlete's health and wellbeing.
- D. Coaches must refrain from consuming tobacco, cannabis or illegal substances while coaching or in the presence of athletes.



- E. Coaches must refrain from using alcohol at the site of athletic events or at victory celebrations conducted at a competition venue where junior athletes may be present. Good judgement and discretion must guide coach actions at all other times. As coaches are role models, they are expected to model behaviour consistent with expectations for athletes.
- F. Coaches must know and support the rules, regulations and standards of cross country skiing.
- G. Coaches must accept the role of officials and other division/district/club officials and administrators and refrain from direct or indirect verbal abuse of such officials and/or other coaches.

The maintenance of these ethical standards for coaches is in the best interest of the athletes and the sport of cross country skiing. It is recommended that clubs, Districts and XCSO should ensure that coaches sign a copy of this code and maintain the copy on file. A new copy should be signed at least every second year.

Coaches who have not signed a copy will not be engaged as supervising coaches for XCSO subsidized trips.

Complaints may be initiated by an athlete, other coach, club official, division/district administrator or parent who has been directly subject to or has observed a breach of this code of ethics and are subject to the XCSO Discipline and Complaints Policy.