

Code of Conduct and Athlete Agreement

GENERAL INFORMATION AND INSTRUCTIONS

Anyone participating in a program conducted under the auspices of the Alberta Luge Association, including athletes, parents, Officials, and volunteers must abide by its contents.

By signing this document you will be acknowledging that you have read it, understood it, and are willing to abide by its contents.

Persons present while any violation of the Code of Conduct occurs must leave the area immediately or be considered a participant by choice.

Any person observing or having knowledge of an activity, which may discredit the Alberta Luge Association, harm a program participant, or disrupt the program must approach the offending individual(s) and inform him, her or them of their unacceptable behavior. If this misbehavior continues, the observer is expected to report it immediately to a staff member or, if a staff member is not available, an athlete representative. The Alberta Luge Association will ensure that the observer is not exposed to any repercussions.

RULES OF CONDUCT

1. Be a registered member in good standing with ALA and a member of either CLC / MLLC.
2. All athletes, coaches, staff, officials, and volunteers will maintain an atmosphere of mutual respect toward each other, regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status.
3. Refrain from any behaviour that constitutes harassment or assault, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behaviour that constitute harassment include, but are not limited to:
 - i. Written or verbal abuse, threats or outbursts;
 - ii. The display of visual material which is offensive or which one ought to know is offensive;
 - iii. Unwelcome remarks, jokes, comments, innuendos or taunts;
 - iv. Leering or other suggestive or obscene gestures;
 - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - vi. Practical jokes which cause awkwardness or embarrassment endanger a person's safety or negatively affect performance;
 - vii. Any form of hazing;
 - viii. Physical or sexual assault;
 - ix. Intimidation or bullying;
 - x. Behaviours such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment;
 - xi. Retaliation or threats of retaliation against an individual who reports harassment.

4. Refrain from any behaviour that constitutes sexual harassment or assault, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
 - i. Sexist jokes;
 - ii. Display of sexually offensive material;
 - iii. Sexually degrading words used to describe a person;
 - iv. Inquiries or comments about a person's sex life;
 - v. Unwelcome sexual flirtations, advances or propositions;
 - vi. Unwelcome sexual flirtations, advances, requests or invitations;
 - vii. Persistent unwanted contact; and
 - viii. Any behaviour that may constitute sexual assault.
5. Refrain from the use of power or authority to coerce another person to engage in inappropriate activities.
6. In the case of adults, avoid consuming restricted legal substances (alcohol, marijuana) in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with ALA events.
7. Respect the property of others and not wilfully cause damage.
8. Notify ALA immediately in writing of any injury and or concussion symptoms or other legitimate reason that will prevent the Athlete from participating in an upcoming training session or event, and ensure in the case of an injury that a certificate from a medical doctor setting out the specific nature of the injury is forwarded to ALA within one week of the injury. If an athlete is injured, they must provide a Doctor's note, clearing the athlete of all injuries and or symptoms and that they are capable of returning to sport related activities.
9. All participants involved in ALA programs will honor not only the rules and regulations of the ALA but also those rules and regulations of any venue or equipment (i.e. training centers, Luge facilities, meeting facilities, hotels, rental vans/cars, etc.) both nationally and internationally. Adhere to all Federal, Provincial, or host country laws.
10. Any loss of property or intentional or unintentional physical damage to the property of any venue that occurs because of a violation will be paid for by the individual(s) involved. In the event an individual cannot be specifically identified, ALA is permitted to spread out the damage costs over other individuals with a connection to the offense (e.g. a hotel room of occupants can be equally charged for damage that may have been caused by only one person but is not provable as such).
11. No one will commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), Canadian Anti-Doping Agency (CADP), Canadian Olympic Committee (COC) or International Luge Federation's (FIL) rules. Should any participant have an illness or medical condition that requires him/her to take a medication that is on the WADA list of Prohibited Substances and Prohibited Methods, he/she will apply for approval from the relevant anti-doping organization for the therapeutic use of a prohibited substance by filling out a Therapeutic Use Exemption (TUE) form.

12. Possession or use of illegal substances, including performance enhancing drugs, will not be tolerated, nor will the supply of such substances to others directly or indirectly, nor to encourage or condone their use by knowingly aiding in any effort to avoid detection of the use of the illegal substances. Underage consumption of restricted legal substances will not be tolerated.
13. Participate, if asked by the ALA to do so, in any Doping Control/Education Program.
14. To follow a recognized training and competitive program as designed by the Coaching Staff; the athlete may exercise discretion regarding personal safety issues and conversely, the coaching staff may exercise the same discretion if it is concerned with the athlete's safety/ability to train or race.
15. Provide the Coaching staff with the training logs or update reports or any other appropriate information upon request.
16. Participate as may be requested by the ALA in any media, communication and promotional program as formulated by the ALA.
17. Shall promptly notify the coaching staff and ALA Office and of any new contact information.
18. Comply always with the Bylaws, policies, rules and regulations of ALA, as adopted and amended from time to time and mutually agreed upon.

DISCIPLINARY ACTION

Violations of the Code of Conduct and Athlete Agreement may result in, but not be limited to:

1. Disbarment from a day's schedule of activities.
2. Athletes may have their movements restricted for a given period and confined to a specific location (e.g. Travel will not be permitted, if already on a trip, athletes will be required to stay away from the track or other training facilities)
3. Temporary suspension from the program or probationary status (length to be determined by a disciplinary committee).
 - If the suspension involves a request for an athlete to return home, then the athlete will be required to reimburse the funding organization (i.e., ALA, CLC or MLLC) the full cost of returning home, if applicable. The athlete may not return to the program after the suspension until all outstanding financial debts have been settled.
4. Loss of opportunity to participate in future programs conducted under the auspices of the ALA.
5. Permanent expulsion from the program.



ATHLETE DECLARATION

I hereby declare that I have and read and understand the ALA Code of Conduct and Athlete agreement. I undertake to fulfill all commitments and responsibilities outlined in the agreement, and understand the possible consequences if its provisions and requirements are violated.

A breach of the above agreement may result in the member losing their "in good standing" status within the Alberta Luge Association and membership being suspended or revoked.

ACKNOWLEDGMENT

I agree to abide by the provisions and requirements of this Code of Conduct and also agree to be responsible for all costs for damage for which I am deemed responsible.

Signature of Athlete

Date

Printed Name

**PARENTAL CONSENT FOR DISCIPLINE
AND
AGREEMENT TO PAY DAMAGES**

PARTICIPANTS UNDER 18 YEARS OF AGE AT THE TIME THIS FORM IS SIGNED MUST HAVE THIS PORTION COMPLETED BY THEIR PARENTS OR LEGAL GUARDIANS.

This is to certify that I, _____, as parent (guardian) of

_____, do hereby give consent to the Alberta Luge Association, its assigned officials, and staff to discipline the individual who has acknowledged this copy of the Code of Conduct while a participant in, arriving for, or departing from a program during which this Code of Conduct is applicable. I also agree to be responsible for all costs for damage for which said individual, acknowledging this copy of the Code of Conduct, is deemed responsible.

Signature of Parent of Guardian

Date

Printed Name

