



# **PARTNER AGREEMENT**

**AND**

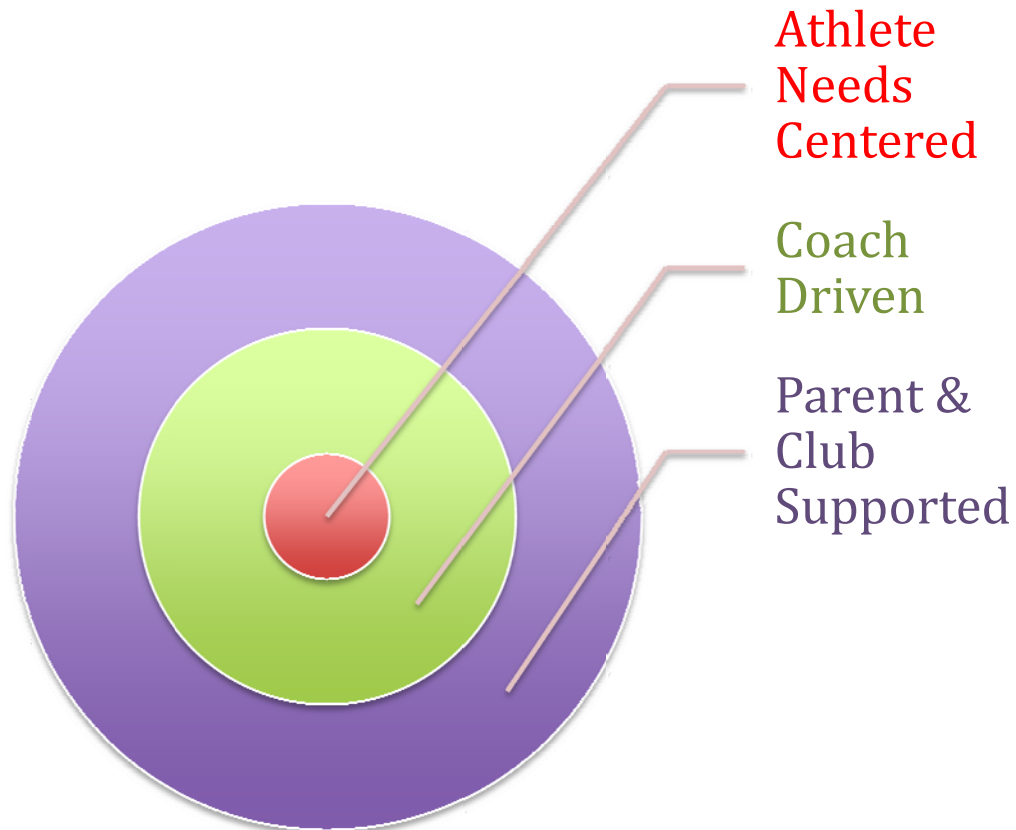
# **CODE OF CONDUCT FOR ATHLETES, PARENTS/GUARDIANS, COACHES AND ADMINISTRATION**

**(Version 2, July 2012)**

## **The Falls Creek Race Program has the following objectives:**

- To provide an exceptional racing and training program in a competitive, emotionally and physically healthy atmosphere that will help each athlete mature and reach his or her maximum potential as a competitor and young adult and enable the athlete and all others who are involved to have a safe, happy experience and have fun!:

## **The program and plan is:**



## **Responsibilities of the Athletes, Coaches and Parents/Guardians**

In order to accomplish these objectives it is essential that all apply a coordinated 'team effort'. All athletes, coaches and parents/guardians and staff must agree and commit to working together. It is only in this way that the best chances for athlete success is possible.

## **ATHLETE RESPONSIBILITIES**

- Participate and commit fully to the training and racing plan as designed by the coaching staff and committee (dryland, on snow training, equipment, diet, rest etc...); giving 100% to the achievement of their personal advancement plan
- Respect for each other
- Communicate with the coaches and committee (as directed) on all aspects of the program plan
- Wear team uniforms and insignia whenever directed by the coaching staff or a committee member
- Dress in a manner that is a credit to themselves, team, and program
- Behave in a fashion that brings credit to themselves, team and program and not engage in any behaviour that is unbecoming and could bring the club into disrepute.
- Respect all athletes, coaches,, club members, the committee ,officials, mountain staff and the general public
- Respect the decisions of the coaching staff and committee
- Maintain equipment in excellent condition

## **COACH RESPONSIBILITIES**

- Commit 100% to the program and personal achievement of all athletes
- Behave according to the Skiing Australia Ltd. Coaching Code of Ethics
- Communicate with athletes on any and all aspects of their personal goals
- Coach the athletes in a logical sequence and use all of the tools available to them  
Communicate with parents on all relevant performance and program related aspects
- Represent the best interest of all athletes
- Constantly improve their skills and knowledge
- Communicate with other coaches and committee (as directed) on all aspects of the program plan
- Not engage in any behaviour that is unbecoming and that could bring the club into disrepute.
- Respect all athletes, coaches,, club members, the committee ,officials, mountain staff and the general public
- Respect the decisions of the coaching staff and committee

## **PARENT AND GUARDIAN RESPONSIBILITIES**

- Look out for their child's best interests as they enter, participate in, and exit from the sport
- Monitor their own expectations of their child's performance and progress; realizing that athletes who feel they cannot meet their parents' expectations may quickly lose motivation
- Communicate with coaches and club via correct pathways
- Participate in the clubs activities that form part of the overall program
- Support club sponsors
- Honour financial commitments to the club
- Communicate with coaches and committee (as directed) on all aspects of the program plan
- Not engage in any unbecoming behaviour that could bring the club into disrepute.
- Respect all athletes, coaches,, club members, the committee ,officials, mountain staff and the general public
- Respect the decisions of the coaching staff and committee
- Pay all costs incurred through the participation of their child or a child that they are responsible for and all costs relating to their own participation as a member of the club. This includes providing the club with necessary credit and payment information to meet ongoing financial obligations.
- Complete in time and lodge all race entries with the requisite authority and pay all other expenses relevant to the child racing including travel and accommodation of a child or parent/guardian or member.
- Comply with all legal requirements of a parent or guardian of a child participating in the activities of the club.

## **ADMINISTRATION RESPONSIBILITIES INCLUDING THE COMMITTEE**

- Conduct the affairs of the club in a legal ethical and financially responsible manner
- Not have any conflict of interest with the club and if this is the case, immediately declare them to the committee
- Comply with the club's constitution and rules and all laws pertaining to the operation of a race club in the State of Victoria. Communicate with the committee, members, coaches, service organisations or authorities and the general public on all aspects of the program plan and administration of the club
- Not engage in any unbecoming behaviour that could bring the club into disrepute.
- Respect all athletes, coaches, club members, the committee ,officials, mountain staff

- and the general public
- Respect the decisions of the coaching staff and committee
- Organize fundraising events that help reduce the cost to participating members and member's families
- Respect member's privacy

## **BEHAVIOR**

**It is essential for the safety of the members of the club, the safety of the public and the ongoing operation of the club that members do not engage in behavior that could endanger themselves, other members, staff or the general public. Consequently the club has a discipline and grievance policy which is based on fairness and common sense.**

Unacceptable behavior includes, but is not limited to:

- Repeated failure to participate in the program as designed for the athlete
- Adhere to the skiers responsibility code.
- Refusing to wear team uniforms and insignia as requested
- Disrespect for other people and property (athletes, coaches, officials, sponsors, equipment, ski areas etc...)
- Blatant use of foul language
- Bullying
- Stealing
- Athletes smoking or drinking alcohol of any kind
- Sexual activity, by consent or otherwise with team mates
- Using or encouraging the use of, or distributing drugs or illicit substances
- Inappropriate behaviour including but limited to unwanted physical advances

General common sense will be the guide in identifying other behaviors that are inappropriate.

## **DISCIPLINARY ACTION**

Athletes who behave in an unacceptable manner may where appropriate, be subject to disciplinary action by the coaches and / or the committee.

### **Minor infraction**

This has limited impact on the athlete, other athletes or individuals and the program as a whole. Minor infractions may result in the withdrawal of training

or racing privileges for a short period of time (eg.1 to 2 days)

Example:

- Inappropriate use of language
- Bullying

Repeated minor infractions may result in the withdrawal of training or racing privileges for a longer period of time (eg.1 to 2 weeks)

### **Major infraction**

This has serious impact on the athlete, other athletes or individuals and the program as a whole. Major infractions may result in dismissal from the Program.

Example:

- Use, encouraging the use of alcohol, or distributing drugs

The coaching staff are responsible for administering disciplinary action for minor infractions. Coaches must inform parents and the Club on these issues immediately.

The FCRS Committee, on recommendation from the coaching staff is responsible for administering disciplinary actions for major infractions. All disciplinary actions shall comply with the rules of natural justice and particularly the right of an accused person to be heard.

In the event of any infraction the club shall serve written notice of offence and the decision of the committee via email on the offender. The notice shall also outline the club's grievance procedure and the offender's right of appeal

### **APPEAL**

Appeals may be made in writing to the FCRC Committee within seven (7) working days of receipt of the notice of the infraction or offence. Appeals shall be conducted pursuant to the club's grievance and appeals procedure which shall comply with the laws of the State of Victoria.

There will be no refund of program fees for time missed resulting in a disciplinary action of any kind.

### **COMMUNICATION AND PAYMENT COMPLIANCE**

To facilitate the operation of the club and the safety of its members, coaches and staff and all participants are required to provide full contact details to the club administration including email, postal addresses and mobile phone numbers or as directed by the committee. The Club and all participants shall respect each

other's privacy and shall only use the information for proper purposes as decreed and directed by the committee.

Parents, Guardians or individual members where applicable shall provide the club with necessary payment information that will enable the club to meet ongoing financial obligations incurred by them in order for a child to participate in the club's activities including racing and all activities necessary to race. This obligation applies to individual members.

# Ten Commandments for Parents With Athletic Children

1. Make sure your children know that win or lose, scared or heroic, you love them, appreciate their efforts and are not disappointed in them. This will allow them to do their best without a fear of failure. Be the person in their life they can look to for constant positive reinforcement.
2. Try your best to be completely honest about your child's athletic capability, their competitive attitude, sportsmanship and actual skill level.
3. Be helpful but don't coach them on the way to the court, pool, gym, or track or on the way back or at breakfast, and so on. It's tough not to, but it's a lot tougher for the child to be inundated with advice, pep talks, and often critical instruction.
4. Teach them to enjoy the thrill of competition, to be "out there trying", to be working to improve their skills and attitudes. Help them to develop the feel for competing, for trying hard, for having fun.
5. Try not to re-live your athletic life through your children in a way that creates pressure; you fumbled, too, you lost as well as won. You were frightened, you backed off at times, you were not always heroic. Don't pressure them because of your lost pride.
6. Don't compete with the coach. If the coach becomes an authority figure, it will run from enchantment to disenchantment, etc., with your athlete.
7. Don't compare the skill, courage, or attitudes of your children with other members of the team, at least within hearing distance.
8. Get to know the coach so that you can be assured that the philosophy, attitudes, ethics, and knowledge are such that you are happy to have your child under this leadership.
9. Always remember that children tend to exaggerate, both when praised and when criticized. Temper your reaction and investigate before over-reacting.
10. Make a point of understanding courage, and the fact that it is relative. Some of us can climb mountains, and are afraid to fight. Some of us will fight, but turn to jelly if a bee approaches. Everyone is frightened in certain areas. Explain that courage is not the absence of fear, but a means of doing something in spite of fear or discomfort. The job of the parent of an athletic child is a tough one, and it takes a lot of effort to do it well. It is worth all the effort when you hear your youngster say, "My parents really helped, I was lucky, in this."