



# Member Code of Conduct Agreement

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The St. Thomas Skating Club (herein identified as “STSC” or “the Club”) supports *Skate Canada’s Code of Conduct* and the *National Safe Sport Program*. The purpose of the **STSC Member Code of Conduct** (herein identified as the “Code”) is to outline the organization’s expectations and guiding principles of all members (both skater and parent/guardian) of appropriate decision making and behaviour within the Club. The Code is our roadmap to maintaining the safety and well-being of all individuals (including members, Coaches, Board of Directors, volunteers, and facility operators) within our skating community.

Participation in STSC activities brings with it many benefits and privileges. At the same time, STSC members are expected to fulfill certain responsibilities and obligations including, but not limited to, complying with the expectations set forth in the STSC Member Code of Conduct.

Individuals subject to this Code are expected to uphold and commit to the highest standards of behavior to ensure the safety and well-being of all.

## 1. Scope

This Code applies to all individuals during the business, activities, and events of STSC, including but not limited to on and off-ice training, club events, practices, training camps, travel, competitions, and meetings. As aforementioned, this Code applies to all members including both skaters and parents/guardians.

This Code also applies to conduct that occurs outside of business, activities and events when such conduct:

- adversely affects relationships within STSC (and its work and sport environment);
- is detrimental to the image and reputation of STSC; and/or
- is sufficiently serious and significant as to be of general importance to skating and/or of general importance to the overall ability of STSC to discharge its objective.

## 2. Guiding Principles

With respect to our **Member Code of Conduct**, these are some of the key ethical principles that guide our actions throughout this Code:

### 2.1 Act and behave with integrity

Integrity is the bedrock principles of our behaviour. It is through integrity that all individuals subject to this Code earn trust. Every individual is clear on the values of STSC and will keep our commitments – to each other and to all of our stakeholders. Every individual will act with good judgment and avoid even the appearance of impropriety.

### 2.2 Treat others with respect, dignity and fairness

Every individual will treat one another with respect, fairness and dignity. Every individual will value equity, diversity and inclusion, and show due consideration for each other’s opinions, perspectives, and uniqueness.

### **2.3 Supporting a safe environment**

The safety and well-being of all individuals in the STSC community is imperative. It is everyone's collective responsibility to comply with all Safe Sport policies, procedures, education requirements, and program delivery standards and protocols in support of a safe and zero-tolerance environment that is free from all forms of misconduct (which includes maltreatment) abuse of authority, bullying and/or abusive behaviour, harassment and discrimination.

### **2.4 Take Accountability**

Every individual will bring their full energy, attention and commitment to their jobs/positions, skating, coaching, officiating, etc. Every individual is accountable for their actions. No individual will deliberately mislead or deceive. Every individual will seek clarification when uncertain and raise concerns when they suspect wrongdoing or a safety concern. All individuals to whom this Code applies have a responsibility to notify the organization immediately of any violation or suspected violation of the Codes. No individual shall retaliate against an individual who has reported an incident in good faith.

### **2.5 Commitment to Excellence**

In performing their duties/function, each individual will pursue excellence and strive for continuous improvement.

### **2.6 Good judgment**

Every individual will think before they act. When gauging appropriateness of an activity or practice, each individual will be guided by their common sense and sound judgment.

#### **This agreement is built fundamentally on pillars of respect:**

- Respect for the athlete
- Respect for fellow athletes
- Respect for coaches, parents and support persons
- Respect for the skating community
- Respect for the sport

The STSC adheres to the [Skate Canada's Code of Ethics](#). As a member of Skate Canada, you are required to read and abide with this as well. Please view online at [www.skatecanada.ca](http://www.skatecanada.ca) A hard copy is posted on the Club bulletin board.

A copy of this Member Code of Conduct will be on the STSC website for future reference.

### 3. Skater/Athlete Expectations

In addition to acting in accordance with the above stated guiding principles (section 2), which form the basis of this agreement:

- Skaters must remember at all times that they represent STSC, as well as Skate Ontario and Skate Canada.
- Skaters are to report any medical or well-being problems in a timely fashion, where such problems may limit the skater's/athlete's ability to participate in club programs, train or compete.
- Skaters are to properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons.
- Skaters must always respect the decisions and guidance of Club and private Coaches.
- If you need to speak to a coach outside of your lesson time, please do so while they are off the ice. Do not interrupt other skater lessons.
- Skaters shall at all times treat individuals and property with dignity, courtesy and respect, including but not limited to other skaters and their parents/guardians, coaches, officials, volunteers, and all other individuals that are part of the club.
- Skaters will adhere to all City of St. Thomas and Town of Aylmer municipal facility by-laws and policies. Failure to do so will result in reporting of behaviour and actions to the appropriate enforcement agent. If you are prohibited in the future from being on the STSC training premise, your membership with STSC will be revoked. No refunds will be processed in this event.

### 4. Parent/Guardian Expectations

In addition to acting in accordance with the above stated guiding principles (section 2), which form the basis of this agreement:

- Parents/Guardians assume responsibility for their child'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 and have confidence in their own independence. 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 will always respect the decisions and guidance of club and private Coaches.
- Parents shall instill confidence in their child'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.
- Parents will adhere to all City of St. Thomas and Town of Aylmer municipal facility by-laws and policies. Failure to do so will result in reporting of behaviour and actions to the appropriate enforcement agent.

If you are prohibited in the future from being on the STSC training premise and you do not have a responsible adult able to assume responsibility for getting your child to the arena on your behalf, your child's membership with STSC will be revoked. No refunds will be processed in this event.

- Discuss personal safety around the rink with your skater, keeping in mind the public access to the rinks.

## 5. Agreement

I acknowledge that I have read and understand the **STSC Member Code of Conduct** in its entirety. I understand what is expected of me (*and of my child, if applicable*) and will adhere to the Code for the duration of the membership year September 1<sup>st</sup> through August 31<sup>st</sup>. I understand that a violation of this Code on my part (*or that of my child, if applicable*), may be subject to disciplinary action up to and including expulsion from the Club.

Print Skater's name: \_\_\_\_\_

Parent Signature: \_\_\_\_\_ Date: \_\_\_\_\_

***If skater/athlete is 18 years of age or older:***

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Reference:** [Skate Canada's Code of Ethics](#), *St. Thomas Skating Club Complaint, Dispute Resolution, Suspension and Expulsion Policy*, [Skate Canada Safe Sport Program](#)

**Last Updated / Effective Date:** November 5, 2023