



ATHLETES' CODE OF CONDUCT

Athletes representing the National Bobsleigh and Skeleton Team are expected to conduct themselves in a dignified and responsible manner at all times, maintaining respect and consideration towards the public, the coaches and other athletes.

This code outlines the expectations and obligations regarding behaviour during all National Team activities, including in circumstances where the individual identifies as National Team Athlete or associates with National Team activities. Infractions of the BCS Code of Conduct will result in the imposition of disciplinary sanctions that are reasonable and proportionate to the indiscretion in conduct being addressed.

Enforcement of the Code of Conduct may be the responsibility of the National Coach or the team leader for that specific team and shall be conducted as per the BCS Dispute policy or the BCS Policy on The Universal Code of Conduct to Prevent and Address Maltreatment in Sport.

The following are the Base Elements of the Standard of Conduct to which team members should hold themselves to for the betterment of the team and it is expected that all team members will conduct themselves in the following manner while representing themselves and Bobsleigh CANADA Skeleton:

- A. Conduct oneself in a manner which is conducive to high performance sport and the attainment of personal and team performance goals;
- B. Sportsmanship and Fair Play: In all practice and competition situations, team members are expected to perform to the best of their ability, within the context of the specific rules of the sport. Sportsmanship and fair play to teammates, opponents, and officials, should be in the forefront of a team member's basic philosophy and attitude;
- C. Attitude: There is an expectation that all Team members will be courteous, mature, cooperative and respectful at all times. Individuals should conduct themselves with the knowledge that they, alone, are responsible for their own actions;
- D. Language: The use of profane or improper language is not acceptable. Any loss of decorum while representing the team reflects poorly on the individual as well as BCS;
- E. Comply with all reasonable and proper requests from officials of BCS;
- F. While in team accommodations, Team members will respect the privacy and comfort of their fellow Team members and other residents, in particular those Team members and residents still involved in competition. Team members shall comply with the directions of their Coach or other responsible BCS official;
- G. Team members will respect the authority of officials from the National Bobsleigh and Skeleton Team, and international competition officials, and must behave with sportsmanship, decorum and dignity;
- H. When in public whilst representing the National Team, especially when dressed in elements of the Team uniform, or when identifying as a member of the National Team in any circumstances, Team members shall display politeness and general courtesy to all members of the public;

At team functions, Team members are to wear designated team uniform, unless otherwise advised. In giving pre-arranged interviews with media, Team members are required to wear team jacket, team tracksuit, or the team shirt.

The following behaviour is unacceptable and will not be tolerated. Based upon the severity and the frequency of any of the actions that contravene the BCS Code of Conduct, the team member will be dealt with according to the BCS Dispute Policy or the BCS Policy on The Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as applicable:

1. Any action that would impair the ability of the individual or athlete to meet the high performance sport expectations of the athlete or team;
2. Any violation of the BCS Policy on The Universal Code of Conduct to Prevent and Address Maltreatment in Sport;
3. Any violation of doping regulation as defined by IOC, WADA, CCES, COC, IBSF and/or BCS;
4. The willful abuse of any property including but not limited to vehicles, hotel rooms and team equipment. Any Team member who damages or contributes to damage of property must report this to the Team leader. Team members may be responsible for the cost of repairing damage they have caused;
5. Any action or conduct that would, unreasonably disrupt or interfere with a competition or training camp, or is detrimental to the reputation or image of BCS;
6. The breaking of curfew regulations as agreed to by the National Coach or team leader directly responsible for that team;
7. Any involvement with illegal drugs;
8. Any consumption of alcohol by underage athletes;
9. Any abusive use of alcohol;
10. Any illegal activities, including committing an act that is considered an offence under any law in the jurisdiction in which the act took place;
11. Any use of illegal equipment or illegal performance enhancing activity as defined by IBSF or BCS, whether in training or competition;
12. Any divulgence of information about training techniques or technical information to any unauthorized persons.

Based upon the BCS Dispute Policy and the BCS Policy on The Universal Code of Conduct to Prevent and Address Maltreatment in Sport, contravention of the Code of Conduct may result in, but not limited to, any of the following disciplinary sanctions: applied singularly, in combination and in any order of sequence for the infraction:

- a. Verbal reprimand/warning;
- b. Written reprimand/warning to be placed in individual's file;
- c. Verbal apology;
- d. Hand delivered written apology;
- e. Education;
- f. Probation;
- g. Team service or other voluntary contribution to BCS;
- h. Suspension from certain BCS events, which may include suspension from the current competition or from future teams or competitions;
- i. Levy of a fine up to \$1000;
- j. Eligibility restrictions
- k. Suspension of all BCS or Sport Canada funding;
- l. Suspension from certain BCS activities (teams, coaching or officiating) for periods of up to three years;
- m. Suspension from all BCS activities for periods of up to three years;
- n. Expulsion from BCS;
- o. Other sanctions as may be considered appropriate for the offense.