



Policy & Procedure

Universal Code of Conduct

Cross Country Alberta is waiting for guidelines of the adaptation and implementation of the Universal Code of Conduct from the sport community - Sport Canada or Nordiq Canada. Once available, CCA will take steps to implement the universal code.

Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), version 5.1

Source: *Source: Sport Information Resource Centre* <https://sirc.ca/canadian-sport-policies/>

Canada's national sport community is dedicated to creating a safe and welcoming sport environment. On behalf of the national sport organizations (NSOs), multisport service organizations (MSOs), and Canadian Olympic and Paralympic Sport Institute (COPSI) Network members, we are pleased to provide version 5.1 of a Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). The UCCMS will provide the foundation for the development of a coordinated implementation strategy to prevent and address maltreatment across all levels of the Canadian sport system, and for all participants (athletes, coaches, officials, administrators, practitioners, etc.). The UCCMS is a result of an extensive consultation process that sought insight and expertise from within the sport system and from external subject matter experts.

Key documents:

- ***Universal Code of Conduct to Prevent and Address Maltreatment in Sport, v5.1 (2019)***
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In the interim, Cross Country Alberta's Values, Norm of Behavior, Coaching Code of Conduct and the Athlete's Code of Conduct applies.

Cross Country Alberta Values

At CCA we believe that: Responsibility, Respect, Integrity, Partnerships, Excellent Service, Learning and Growth are valued and demonstrated throughout our organization.

All people have the right and are encouraged to participate in cross-country skiing. Sporting excellence should be achieved through fair play, ethical and moral behavior. Participation in cross-country skiing contributes to a healthier lifestyle and feelings of well being. The roots of cross-country skiing are founded in an inherent love of outdoor experiences in nature.



Cross Country Alberta Norms of Behavior for Directors

- WE are Cross Country Alberta: there is no THEM within us.
- WE hear and respect each other's opinions.
- WE support decisions made collaboratively and through due process.
- WE confront problems directly, without alienation and discord.
- WE are frank, open and polite in our communications.
- WE share the work to the greatest extent possible.
- WE complete what we have committed to do.

Coaching Code of Conduct

POLICY: All Coaches employed by CCA must abide by the following code of conduct.

(Program Operational Policies /Leadership Development / Coaching Code of Conduct 4.2.5)

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal, as well as, athletic development of their athletes. They must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches must recognize that they are conduits through which the values and goals of a sport organization are channeled. Thus, how an athlete regards his/her sport is often developed to aid coaches in achieving a level of behavior which will allow them to assist their athletes in becoming well-rounded, self-confident and productive human beings.

COACHES HAVE A RESPONSIBILITY TO:

1. Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.
2. Direct comments or criticism at the performance rather than the athlete.
3. Consistently display high personal standards and project a favorable image of their sport and of coaching. For example, a coach should: a) Refrain from public criticism of fellow coaches' especially when speaking to media or recruiting athletes. b) Abstain from the use of tobacco products while in the presence of his/her athletes. c) Abstain from drinking alcoholic beverages when working with athletes. d) Not use alcohol in conjunction with athletic events or victory celebrations at the playing site. e) Not use profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties.
4. Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to these responsibilities in contributing to a safe environment.
5. Communicate and cooperate with registered medical practitioners in the diagnoses, treatment and management of their athletes' medical and psychological problems. Consider the athletes' future health and well being as foremost when making decisions regarding an injured athlete's ability to continue playing or training.
6. Recognize and accept when to refer to athletes to other coaches or sport specialists. Allow the athlete's goals to take precedence over all others.
7. Regularly seek ways of increasing professional development and self-awareness.



8. Treat opponents and officials with due respect, both in victory and defeat, and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of their sport and the spirit of such rules.
9. In the case of minors, communicate and cooperate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development.
10. In an educational institution, be aware of the academic pressures placed on student-athletes and conduct practices and games in a manner so as to allow academic success.

COACHES MUST:

1. Ensure the safety of the athletes with whom they work.
2. At no time become intimately and/or sexually involved with their athletes. This includes requests for sexual favours or threat of reprisal for the rejection of such requests.
3. Respect athlete's dignity; verbal or physical behaviours that constitute harassment or abuse are unacceptable.
4. Never advocate or condone the use of drugs or other banned performance enhancing substances. Never provide underage athletes with alcohol.

Athletes Code of Conduct

1. Personal conduct at all times shall be beneficial to personal performance, team functioning and the production of a positive team image. Athletes must maintain a clean appearance and attire when with CCA.
2. Athletes shall not publicly criticize CCA programs, management, or coaches and instead should voice opinions or concerns confidentially through a member of the CCA Board, CCA Staff, Provincial Coach & Development Director and/or Team Leader.
3. Respect and consideration towards fellow athletes, coaches, officials, and other members of the public is required.
4. All Athletes are expected to respect the individual needs and requirements of all team members at all team events and functions.
5. Smoking is NOT permitted for minors and it is strongly discouraged for all adult athletes.
6. Alcohol consumption is NOT permitted by underage skiers at any time during the period of this agreement. Breach of this code will result in immediate removal from competition and camps.
7. Athletes may not drive team vehicles.
8. Athletes will at all times abide by the rules of the International Ski Federation (F.I.S.) and Nordiq Canada (previously Cross Country Canada).
9. Athletes are to adhere to the laws and customs of the region or country hosting events in which they participate.
10. Athletes are expected to attend all official functions held in conjunction with a particular competition and/or athletic event, when requested by the team leader and/or team manager.