

BIATHLON CANADA

ATHLETE CODE OF CONDUCT

The long-term objective of Biathlon Canada is to become one of *the* most competitive associations in the world.

To foster a successful team, Biathletes, Coaches, Assistants and Team Leaders must be willing to modify certain lifestyles and conform to team guidelines and a code of conduct. This is in keeping with the goal to provide an environment of mutual respect and professional conduct for the pursuit of common team goals and accountability for individual conduct and performance in relation to the program.

In order to realize this goal, it is imperative that all members of our National Teams adhere to a code of conduct. What is a code of conduct? A code of conduct can be defined as describing expected behaviors or actions with respect to stated core values or beliefs.

Those values, which are the foundation of the Biathlon Canada Code of Conduct, include:

<i>Discipline</i>	<i>Excellence</i>	<i>Honesty</i>	<i>Responsibility</i>	<i>Commitment</i>
<i>Integrity</i>	<i>Respect</i>	<i>Harmony</i>	<i>Accountability</i>	<i>Leadership</i>

Therefore, the intent of this code of conduct is to describe the general attitude and behavior that each team member is expected to display when he/she represents Canada and the sport of Biathlon. This code describes in very explicit terms, the expected conduct of team members (i.e. biathletes) and the various levels of informal and formal disciplinary action that will be applied to deal with behavior deemed inappropriate during all National Team activities (i.e. Tours, Training Center Activities and Training Camps). Any incidents of harassment will follow the process as found in the Biathlon Canada Harassment Policy.

Each team member must sign this code of conduct before he/she can participate in the activities of the National Team.

Code of Conduct (Biathletes)

1.0 General code of conduct

As appropriate, all are required to:

- 1.1 Demonstrate personal integrity and respect by maintaining high standards of behavior, politeness and sportsmanship at all times.
- 1.2 Abide by the standard that the use of drugs banned or restricted by the IOC, IBU, Biathlon Canada or any Act of Parliament is PROHIBITED.
- 1.3 Acknowledge that injury or illness, which in the opinion of the Coach and the National Team Physician may compromise a Biathlete's ability to perform to their best ability, may result in the removal of that Biathlete from the team.
- 1.4 Demonstrate respect for all the team members (athletes, coaches, the manager/team leader, massage therapist, physiotherapist, doctor, etc.). Disrespect will not be tolerated.
- 1.5 Demonstrate respect for all the members of Biathlon Canada and the IBU, including the Officials, members of the Organizing Committee and Competitors from any other teams.
- 1.6 Demonstrate commitment to the National Team Program and Biathlon Canada by participating in all National Team marketing and promotional activities, and other general activities as required.

- 1.7 Demonstrate respect and an acceptable level of responsibility to National Team Sponsors and Suppliers.

2.0 Codes specific to Performance

As appropriate, all are required to:

- 2.1 Prepare to do your best performance, to prepare physically and mentally for competition.
- 2.2 Participate in all national training camps/activities as required.
- 2.3 Participate in all national (Canadian Championships, and Selection Trials) and international competitions (World Cups, World Championships, Olympic Games, IBU Cups and Continental Cups) *if selected*.

3.0 Codes specific to National Tours and National Team Activities and Camps

As appropriate, all are required to:

- 3.1 Obey curfews and schedules, and punctually attend all team meetings.
- 3.2 Keep all team areas, neat, clean and orderly. For shared sleeping areas, respect your roommate and their wishes for a neat, clean and orderly space.
- 3.3 Follow any guidelines established by the Head Coach or the established regulatory authority regarding the use of alcohol.
- 3.4 Obey the ammunition and rifle handling and transportation laws of the country in which they are representing Biathlon Canada, be it for training or competition circumstances.
- 3.5 While on the tour or at a camp, the athlete must demonstrate an irreproachable conduct for the duration of the trip that specifically includes:
 - 3.5.1 Behaving in a respectful manner towards all. Inappropriate language will not be tolerated as it may expose the athlete and/or the NSO to further public scrutiny. Athletes may be subject to disciplinary action depending on the severity of the situation.
 - 3.5.2 Demonstrating a respect for property especially in any public setting where the actions may be observed and reported. Willful vandalism, theft or the destruction of property will not be tolerated. Perpetrator(s) will not only be subject to disciplinary action, but may also be subject to prosecution as governed by local laws. A Team member witnessing an infraction must immediately inform the Head Coach or Team Leader.
 - 3.5.3 Athletes will behave within the policies and practices of Biathlon Canada. Damage of reputation of the sport and/or of the individual is unacceptable.
 - 3.5.4 Biathletes agree not to voluntarily participate in any form of activity within their control (including a sporting activity) that may compromise performance during the duration of the tour.
 - 3.5.5 Biathletes may only leave the tour or camp with the permission of the Team Leader or Head Coach.
- 3.6 While on tour or during a training camp, Biathletes will refrain from inappropriate behavior, which includes:
 - curfew violations
 - un-sports-manlike conduct
 - public misconduct
 - unconsensual sexual activity with another team mate, coach or staff person

- tampering with the equipment of other athletes
- use of tobacco in any form
- abuse of alcohol and/or drugs (as defined in 1.2 and 3.3 above)
- quitting or purposefully disqualifying oneself from a race

4.0 Discipline for inappropriate behavior and breaches of the Code of Conduct

Any breach to the code of conduct will be evaluated through due process as per Section IV (Default of Agreement) of the Athlete Contract, whereby the staff/coach and/or Executive Committee will have the authority to take the following disciplinary measures:

- verbal warning
- written warning
- suspension from current competition or team activity
- removal from team and being sent home
- suspension of all or any portion of Biathlon Canada funding
- suspension from designated Biathlon Canada teams and, or competitions for one year
- suspension from designated Biathlon Canada teams and, or competitions indefinitely

In every case the Executive and Coaching staff of Biathlon Canada may use discretion in interpreting the above.

This code constitutes an agreement by which the athlete commits to respect the norms of the Team. If an athlete does not respect the code, he/she is liable to the appropriate sanctions/discipline.

By signing below I acknowledge that I have read and agreed to abide by the above conditions.

NAME OF SQUAD, TOUR or ACTIVITY:

NAME:_____

SIGNATURE:_____

WITNESS:_____

SIGNATURE:_____

PARENTS' SIGNATURE

(IF MINOR)_____

DATE:_____