



ATHLETE AGREEMENT

Valid until April 30, 2020

(Name of the Athlete)

Telephone: _____

E-mail: _____

A. GENERAL RULES OF CONDUCT

1. When I am representing SLNC, I will dress in clean and appropriate clothing while traveling and representing Sovereign Lake Nordic Club.
2. I will not publicly criticize any equipment or products provided by sponsors or contributors to the program.
3. I agree to refrain from any activity likely to, or which actually does reflect adversely on, or embarrass Sovereign Lake Nordic, or other athletes, and agrees at all times to a conduct which will reflect positively on Sovereign Lake Nordic, and the sport of Cross-Country Skiing.

B. TRAINING AND COMPETITION RULES

4. Coaches shall provide a comprehensive training and competition program designed to assist the Athlete in their pursuit of excellence.
5. I shall appear at all scheduled training sessions and competitions unless I previously notify the Head Coach or Program Leader.
6. I acknowledge that I am aware of FIS, IBU, Nordiq Canada, and CCBC rules and agree to abide fully by these rules and to refrain from any activity that would put me or Sovereign Lake Nordic Club in violation of the rules or that would jeopardize their eligibility for competition.
7. I accept the principle that, due to the individual nature of our sport, the final responsibility for the observance of rules rests on me.

C. GENERAL OBLIGATIONS OF THE ATHLETE

I agree:

- a. To represent the Sovereign Lake Nordic Team (and Club) in a dignified and responsible manner.
- b. I will not consume alcohol, smoke tobacco, vaping products, or consume any drugs for non-medical reasons while attending any team activity.
- c. I will avoid any form of public behavior, which brings discredit to the coaches and Sovereign Lake Nordic Club
- d. I will thank several volunteers at every Local, Regional, Provincial and National race that I attend.
- e. I demonstrate a commitment to consistent and regular weekly digital recording and reporting in Training Peaks (if applicable). Failing to do so for two consecutive weeks will result in no future personal schedules.
- f. I will notify the Head Coach or Program Leader of any health-related problems or other legitimate reason of significance that prevents me from training or racing.
- g. I agree to discuss all disagreements over coaching or activities with the Head Coach and not publicly criticize (including postings on blogs, websites and social media sites).
- h. I agree that major training and racing based deviations from the prescribed schedule must be cleared and approved by the Head Coach (Eric de Nys) or Program Leader.
- J. If I am sick, or should become sick during a team trip, the athlete will be responsible for separate accommodation as to not jeopardize the health of their team mates. Or better yet...stay at home.



This is an Athlete Agreement between the Sovereign Lake Nordic Race Team and:

Athlete Name (Print)

(D/M/Y)

Address

City

Province

Postal Code

Signature of the Athlete:

Parent/Guardian Name (Print)

Program Director (Eric de Nys)

Date

TEAM COHESION AGREEMENT

As members of the Sovereign Lake Nordic Club, we are all committed to a positive team environment that will allow all of us to achieve our potential. Group cohesion, in combination with a strong work ethic, is a powerful mechanism for enhanced performance, both individually and as a group. Our goals are shared, and so is our success.

We will achieve this goal of team cohesion through an emphasis on the following:

D. Communication

- Communicate openly any concerns, constructively and in a timely manner (within 24 hours).
- All cell phones, tablets or other digital media are to be turned off and put away while in team meetings, group presentations or similar settings.

E. Respect

- Treat all teammates, coaches and staff with utter respect. The same respect you expect of others.
- Eliminate gossip and negative non-constructive comments
- Be loyal to the team, your teammates, and the team's shared goals.

F. Attitude

- Make no excuses.
- Focus on the positive.
- Include everyone.

G. Professionalism

- Be courteous and professional in all public spaces, including lodge, parking lot and out on trails.
- Leave bad races at the venue. Learn from them and move on.

H. Bullying and Harassment

- Harassment may relate to any form of discrimination set out in human rights legislation, but it does not have to. Discriminatory harassment includes harassment related to race, gender, religious creed, colour, national origin, ancestry, disability, medical condition or age.
- Bullying and harassment are any behaviour that demeans, embarrasses, humiliates, or verbally abuses a person and that is known or would be expected to be known to be unwelcome. The improper behaviour does not have to be made with the intent to harass or discriminate, to be in violation of this policy.
- Prohibited conduct includes but is not limited to the following behaviours:
 - written or verbal abuse or threats, including any and all swearing;
 - intimidating conduct or gestures;
 - unwelcome remarks, jokes, taunts;
 - unwelcome physical contact;

- v. vandalism or theft of personal property;
- vi. abuse of authority which undermines performance or threatens an individual's career;
- vii. racial, religious or ethnic slurs;
- viii. practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- ix. verbal, physical or sexual assault;
- x. unwelcome sexual flirtations, advances, requests for sexual favours, or invitations, whether indirect or explicit;
- xi. unwelcome comments, innuendo, taunting, or questions about a person's looks, body, attire, age, race, religion, gender, sexual orientation, or sex life;
- xii. displays of pornographic, racist or other offensive or derogatory material;
- xiii. leering, whistling, or other suggestive or obscene gestures;
- xiv. condescending, paternalistic or patronizing behaviour which undermines self-esteem, diminishes performance, or adversely affects the environment.
- xv. sexual harassment may be directed at registrants of the same sex or the opposite sex.

I. Disciplinary Actions:

Athletes, who do not comply with the above, are acting against the collective will of the team and against the achievement of our shared goals. If the behaviour cannot be remedied through mutual communication, sanctions will immediately be imposed by the coaching staff in the following order:

Step 1. Verbal warning,

Step 2. Written warning + suspension (depending on the severity of the incident) from team activities,

Step 3. Termination from all team activities, and possible membership with Sovereign Lake Nordic.

Depending on the severity of the incident, it is at the discretion of the Programs Director, Management and Board of Directors to remove an individual without following Steps 1 or 2.

Athlete Name (Print)

Athlete Signature

Program Director, Eric de Nys

Date