

NCO Partner Agreement and Code of Conduct

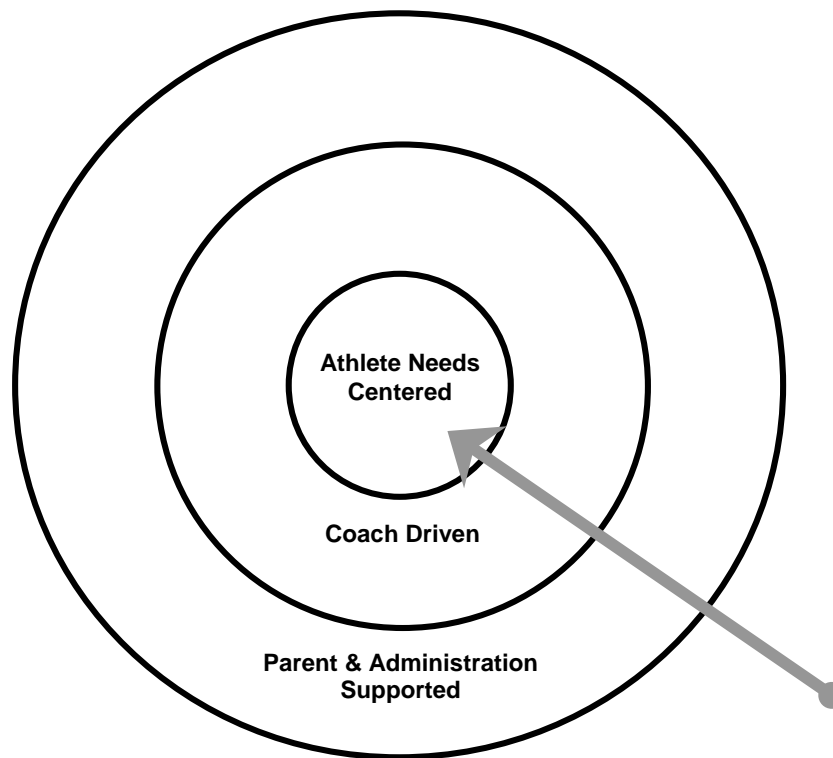
Athlete – Coach – Parent – Administration

Athlete Name: _____

The NCO Program has the following objectives:

- To provide an exceptional elite racing and training program and individual Athlete Advancement Plan in a competitive, emotionally (and physically) healthy atmosphere that will help each athlete mature and reach his or her maximum potential as a ski racer and young adult.
- To help develop properly prepared athletes for Ontario Provincial, Quebec Provincial and National Team programs.

The Program and Plan is:



Responsibilities of the Partners

In order to accomplish these objectives it is important that all partners apply a coordinated, “team” effort. All partners must agree and commit to “pulling their weight”. It is only in this way that the best chances for athlete success will be realized.

Athlete Responsibilities

The athlete, by signing this agreement, has agreed to:

- Participate and commit fully to the training and racing plan as designed by the coaching staff (dryland, on snow training, competition, equipment, diet, rest etc.) giving 100 % to the achievement of their Advancement Plan.
- Keep a detailed training and racing log.
- Communicate with the coaches on all aspects of their program plan.
- Wear team uniforms and insignia whenever directed by the coaching staff.
- Dress in a manner that is a credit to themselves, team and program.
- Behave in a fashion that brings credit to themselves, team and program.
- Support team and program sponsors.
- Show respect for athletes, coaches and officials.
- Respect the coach's decisions.

Coach Responsibilities

The coach, by signing this agreement, has agreed to:

- Teach the athletes, in a logical sequence, to use all the tools available to them in their quest to achieve their success.
- Commit 100% to the NCO Program and Athlete Advancement Plans.
- Communicate with athletes on any and all aspects of their individual Advancement Plan (listening – explaining – deciding – acting).
- Communicate with parents on appropriate aspects of the team and individual athlete programs.
- Behave according to the Alpine Coaching Code of Ethics.
- Represent the athlete's best interests regionally and Provincially as required.
- Support team and program sponsors.
- Constantly look for ways to upgrade their skills and knowledge.

Parent Responsibilities

The parent, by signing this agreement, has agreed to:

- Look out for their child's interests as they enter, participate and exit from the program.
- Monitor their own expectations of their child's performance and progress, realizing that athletes who feel they cannot meet their parents' expectations, quickly lose motivation.
- Communicate with coaches and administrators as needed on aspects of the program.
- Commit to the specified fundraising activities that form part of the overall NCO Program.
- Support team and program sponsors.

Volunteer Administration Responsibilities

The volunteers, by signing this agreement, have committed their organizations to:

- Ensure that the program is well defined and well understood by all parties involved and is available in a written outline form.
- Provide written and signed employment agreements with all coaching staff to include a contract, job description and code of ethical behaviour.
- Communicate with clubs, coaches, sponsors and other interested parties to promote an understanding of the program philosophy, entry and exit criteria.
- Conduct the affairs of the program in an ethical and financially responsible way.
- Organize fundraising events that will help reduce the cost to participating families.
- Support team and program sponsors.
- Report regularly to the NCD and OSZ Boards on all aspects of the NCO Program.
- Represent the NCO program interests regionally and Provincially as required.

Athlete Behaviour

Unacceptable Athlete Behaviour includes, but is not limited to:

- Repeated failure to participate in the program as designed for the athlete.
- Refusing to wear team uniforms and insignia as requested.
- Blatant disrespect for other people and property (athletes, coaches, officials, sponsors, equipment, ski areas etc.).
- Blatant use of foul language.
- Bullying.
- Stealing
- Smoking or drinking alcohol of any kind.
- Sexual activity with team mates.
- Using, encouraging the use of, or distributing drugs.

General common sense will be a guide in identifying other behaviors that are inappropriate.

Disciplinary Action

Athletes who behave in an unacceptable manner may be subject to disciplinary action by the coaches and/or the management committee.

Major Infraction – has serious impact on the athlete, other athletes or individuals and/or the program as a whole

Minor Infraction – has limited impact on the athlete, other athletes or individuals and/or the program as a whole.

Penalites

Minor infractions – may result in withdrawl of training or racing priveleges for a short period of time (eg: 1-2 days)

Eg:

- Inappropriate use of language
- Failure to participate in the designed program
- Bullying

Repeated minor infractions – may result in withdrawl of training or racing priveleges for a longer period of time. (eg: 1-2 weeks)

Major infractions – may result in dismissal from the NCO Progarm.

Eg:

- Sexual activity with team mates
- Use, encouraging the use or distribution of drugs

The coaching staff are responsible for administering disciplinary action for minor infractions. Coaches must inform parents and the Management Committee on these issues immediately.

The Management Committee, on recommendation for the coaching staff, is responsible for administering disciplinary action for major infractions.

Appeal

For minor infractions, appeal may be made to the Management Committee.

For major infractions, appeal may be made to an independent group of people not already on the Management Committee. This group will be comprised of:

- One OSZ Board member selected by the OSZ board
- One NCD Board member selected by the NCD board
- One individual not connected directly to either board and agreed upon by both boards.

There will be no refund of program fees for time missed resulting from a disciplinary action of any kind.

Commitment

By signing below, all parties agree that they have read the “Partner Agreement and Code of Conduct” and understand its contents. Furthermore, all parties agree to conduct themselves according to the guidelines in this document.

Athlete

Date

Coach

Date

Parent/Guardian

Date

NCO Administration

Date