



BIATHLON ONTARIO

Athlete Agreement and Code of Conduct

This must be completed by any athlete who competes outside of their home club.

I, _____ hereby declare that I have read and fully understand the Biathlon Ontario Athlete Agreement and Code of Conduct, and agree to abide by the terms herein.

I, _____ agree to complete and file with Biathlon Ontario, the required Emergency and Medical Information and Consent Form, and to ensure that I have a copy of same at all races or camps at which I participate. I agree to ensure that I carry adequate health /medical insurance coverage, and that I will be responsible for any costs for medical treatment not covered by my insurance.

I, _____ agree to abide by the rules, bylaws, regulations, and/or laws of Biathlon Ontario, Biathlon Canada, the province of Ontario, Canada, any host jurisdictions, and host venues.

Athlete's Signature

Date

Signature of parent/legal guardian for athlete under age 18



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The following Athlete Agreement and Code of Conduct is for the benefit of the athletes, coaches, volunteers, and all of Biathlon Ontario. Its purpose is to create the best possible environment for our athletes and coaches in which to strive to achieve excellence. An understanding of this agreement will clarify the responsibilities of participants, as well as those of Biathlon Ontario.

GENERAL RESPONSIBILITIES

It is the responsibility of the **athlete** to ensure:

- they are physically capable of participating in a scheduled Biathlon event
- that they have all necessary firearms licenses and import permits to allow them to participate in events in Canada or the United States or other jurisdictions
- that they have valid Health Insurance under the Ontario Health Plan
- that, when traveling outside of Ontario, they have adequate supplementary emergency medical insurance coverage
- they read the Biathlon Ontario Travel Policy, to understand the travel arrangement responsibilities of Biathlon Ontario, the athlete, and the minor-aged athlete's parents

It is the responsibility of **Biathlon Ontario and its Member Clubs**:

- in conjunction with Biathlon Canada, to organize programs and provide resources for the development of Biathlon in Ontario, by the provision of opportunities for coaches' and officials' training, in accordance with the budget of Biathlon Ontario.
- to provide a program of training opportunities and races for the development of athletes in the sport of Biathlon.

GENERAL RULES OF CONDUCT

Biathlon Ontario athletes should always remember that they are ambassadors for the sport of biathlon, for Biathlon Ontario, and Biathlon Canada.

Biathlon Ontario Athletes should:

- demonstrate good sportsmanship and show respect for others by winning with humility and losing with dignity
- avoid behaviour that could cause disruption or interference with other competitors during training or competition
- strive to demonstrate a positive and supportive attitude towards themselves and others



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- work as a cooperative member of a team
- be respectful of the equipment of others
- be responsible for the safe handling, care and maintenance of their own equipment

Biathlon Ontario Athlete shall:

- avoid any behaviour that could reasonably be expected to significantly disrupt or interfere with a competition, training camp, or preparation of any athlete for an event
- treat with respect, and avoid damage to, all property, facilities and equipment used for the purpose of training or competition, including but not limited to:
 - rental accommodations
 - vehicles
 - host club facilities
 - equipment
 - clothing of others

The athlete shall be held personally accountable for any such damage and will reimburse Biathlon Ontario directly for any such damage as determined by the Biathlon Ontario VP Technical

- avoid the use of banned substances that contravene the rules of Biathlon Canada, the International Olympic Committee (IOC), the rules of the International Biathlon Union and the Canadian Policy on Doping in Sport. Athletes, in consultation with their coaches, have a responsibility to be aware of, and avoid the use of performance enhancing substances or practices
- submit, without prior warning, to unannounced doping-control tests in addition to other prior-notice tests and submit at other times to doping-control testing when requested by Biathlon Ontario, Sport Canada, the Canadian Centre for Ethics in Sport (CCES) or other authorities designated to do so. Failure to submit to such testing may be grounds for immediate revocation of Biathlon Ontario membership
- avoid the possession of anabolic drugs and neither supply such drugs to others directly or indirectly nor encourage or condone their use by knowingly aiding in any effort to avoid detection of the use of banned substances or banned performance enhancing practices
- refrain from the use or possession of illegal drugs as defined by the Criminal Code of Canada
- refrain from smoking at any official biathlon event
- refrain from the consumption of alcohol during any event. Possession or consumption of alcohol by athletes who have not reached the age of majority in Ontario is strictly forbidden during team trips, regardless of the drinking age in the host jurisdiction



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- adhere to the Laws of the host jurisdiction
- Adhere to the curfew and quiet times set by the Head Coach if the athlete is staying/traveling with the team. There shall be no visiting in rooms during quiet times or after curfew
- ensure that room visits involving athletes not rooming together will take place with doors opened and allowing a clear view of the room and occupants
- Agree to pay their share of coaching costs for an event if they are receiving any coaching support at the event. This cost would include coaching fees and the cost of the coach(s)' travel (transportation, accommodations, and meals). They would also be billed for their share of the cost of any waxes used on their skis by Biathlon Ontario personnel
- Ensure that, if staying/traveling with other athletes, that the coach, or designate, is aware of and in concurrence with their whereabouts and activities at all times when away from the team accommodations or event site
- Read, understand and abide by the Biathlon Ontario Policy on Dealing with Harassment.

CONCUSSIONS

Each athlete or parent/guardian of an athlete who is under 18, commits to the following:

- Fair play and respect for all
- Concussion recognition and reporting, including self-reporting of possible concussion and reporting to a head coach when an individual suspects that another individual may have sustained a concussion
- Supporting the Return-to-Play Protocol
- To sharing any pertinent information regarding incidents or a removal from sport with the athlete's school and any other sport organization with which the athlete has registered.

USE OF SOCIAL MEDIA

Athletes are highly visible representatives of their home club, Biathlon Ontario and the sport of biathlon in general and are expected to uphold the values and responsibilities of the organization.

Biathlon Ontario prohibits malicious and reckless behavior when utilizing public media outlets.



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It is important that athletes recognize the power of public media domains and the potentially negative image that they can portray.

The malicious use of on-line social networks or any public media domain, including texting, shall not be tolerated by Biathlon Ontario and will result in disciplinary action. Such malicious uses include, but are not limited to:

- Derogatory language and remarks about their teammates or coaches; other biathlon athletes or coaches; athletics administrators or representatives of other institutions; or any member or director of Biathlon Ontario.
- Demeaning statements about or threats to any third party.
- Incriminating photos or statements depicting violence; hazing; sexual harassment; vandalism, stalking; underage drinking; selling, possessing, or using controlled substances; or any other inappropriate behaviors.
- Creating a serious danger to the safety of another person or making a credible threat of serious physical or emotional injury to another person.
- Indicating knowledge of an unreported misdemeanor, felony, or other criminal act.
- Indicating knowledge of an unreported Biathlon Ontario (or other Biathlon Governing Agency) violation regardless if the violation was unintentional or intentional.

If any athlete is found to be inappropriately using an on-line social network, he or she will be in direct violation of this policy and subject to sanctions administered by Biathlon Ontario.

RESOLUTION OF DISPUTES AND DISCIPLINARY PROCEDURES

Biathlon Ontario and the Athlete agree that alleged breaches and disputes relating to this Agreement shall be dealt with in a timely manner. Information relating to alleged breaches or disputes relating to this Agreement shall be kept confidential, and such information shall only be disclosed to outside parties with the express permission of Biathlon Ontario and the Athlete, unless such disclosure is required by law.



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All members of Biathlon Ontario should undertake to resolve any differences or disagreements with another member, in good faith and in a non-confrontational and timely manner.

Minor breaches of discipline shall be dealt with by the coaching staff and/or the Vice President Technical, by discussing the problem with the athlete(s) involved.

Resolution of the problem could involve the imposition of disciplinary measures by the coaching staff, which may include withdrawal of training or competition privileges including entry to races. The Athlete agrees that if expelled from an activity for breach of this Agreement, the Athlete will be personally liable for any travel, accommodation or other costs associated with the event, including their share of the Coaching costs, incurred by Biathlon Ontario on their behalf. Agreement on reimbursement of these costs will occur prior to the expelled Athlete leaving the activity site. In these extreme circumstances, these actions will only be considered after at least a telephone review with the Biathlon Ontario VP Technical, the Biathlon Ontario President, and the parents of any minor-age athlete.

If an informal approach fails to resolve the problem, or if there are persistent breaches of this Agreement, a formal complaint should be made to the Biathlon Ontario President. This formal (written) complaint should be preceded by notification of the parties involved within 24 hours of the problem occurring, and should include the following details:

- the time, date, and location of the problem
- the name(s) of the person(s) alleged to have breached the Agreement
- the name(s) of any person(s) who may have been wronged
- the full name and address of the person(s) making the complaint
- a specification of the rule or guideline broken
- a description of the offensive behaviour and the effect on others or on the event in process
- any other relevant information.

A Review Panel will be set up within 14 days of receipt of this written complaint, by the Biathlon Ontario President and will include the Biathlon Ontario President (or designate), the Vice President Technical (or designate), the head of Coaching staff at the event (or designate) and a representative of the person(s) alleged to have breached the Agreement. The Athlete shall be notified of the scheduling of this review.



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All parties to the dispute may call witnesses and submit evidence and ask questions of the others involved. A written record of the proceedings shall be made and may not be released by the panel except to the Board of Directors of Biathlon Ontario.

The Review Panel will advise the complainant(s) of its decision within 60 days of receipt of the written complaint. All decisions of the Review Panel shall be final.

This process does not relate to protests connected with a decision by a race jury regarding actions which are covered by Biathlon Canada and International Biathlon Union (IBU) rules and regulations.

Policy Review and Amendments

This policy has been reviewed and approved by Biathlon Ontario Board of Directors on:

Reviewed and Approved: 27 May 2020

Original: Oct 2012

David Cheung

Vice President of Administration

Biathlon Ontario