

Code of Conduct – Squad and Team Members

1. Introduction

This Document sets out a code of conduct and behaviours that all athletes who are selected to a British Ski and Snowboard Squad and Teams will be expected to comply with. Breach of this code may lead to suspension or expulsion from the squad and team and/or suspension of an athlete's FIS licence

2. Squad and Team Members Obligations

British Ski and Snowboard Squad and Team Members shall:

- 2.1 comply with reasonable directions issued by the British Ski and Snowboard Discipline Committee and reasonable directions of the relevant Squad and Team Manager.
- 2.2 not be involved in nor persist with any conduct or activity that he/she know or ought to have known may bring the Squad and Team Members, British Ski and Snowboard or the Sport into disrepute.
- 2.3 not be involved in any conduct or activity that he/she knows or ought to have known may harm the name or reputation of British Ski and Snowboard or any Sponsor of British Ski and Snowboard nor British Ski and Snowboard's relationship or contractual obligation with any British Ski and Snowboard Sponsor.
- 2.4 not knowingly be involved in a situation which may bring the Squad and Team Members into disrepute, contempt, scandal or ridicule.

3. Code of Conduct

Squad and Team Members shall observe the following:

- 3.1 Smoking by Squad and Team Members is prohibited.
- 3.2 British Ski and Snowboard has a Dry Squad and Team Policy, which means that from the day upon which a Squad and Team is assembled until it is disbanded, no Squad and Team Member is allowed to drink alcohol or to purchase or knowingly have alcohol in their possession without the consent of the Squad and Team Manager. This policy may only be relaxed for celebrations or other occasions involving (in either case) the Squad and Team as a whole at the discretion of the Squad and Team Manager.
- 3.3 Not use or condone the use of illegal or prohibited drugs. The athlete must further acknowledge that British Ski and Snowboard, the British Olympic Association, the Sports Council and the International Ski Federation (FIS) have the right to conduct random, without notice dope testing, both during the course of and outside competition, and that he/she has read and will comply with the specific rules on Doping and Prohibited Drugs (available from BSS's office)
- 3.4 Not take unnecessary risks. The athlete is reminded that dangerous, reckless, foolhardy or negligent conduct, on or off the hill, will contravene FIS guidelines and may create a serious liability situation. This is particularly relevant where racers are in close proximity to the skiing public.

Code of Conduct – Squad and Team Members

- 3.5 Be sensitive to local codes and customs. This is a matter of particular importance at the international events where squads and team members are present as guests of the host nation.
- 3.6 Be aware that any behaviour that may adversely affect another member of the Squad and Team will not be condoned. Bullying, in particular, will not be tolerated. The same applies to any behaviour that may bring BSS or the nation itself into disrespect.
- 3.7 Report any concerns or grievances to a coach, team manager, safeguarding lead, other staff member or Discipline Chair and expect these to be resolved informally, or where necessary via the BSS Grievance Policy.

4. Child Safeguarding

- 4.1 It is the responsibility of all adults and children to treat each other with dignity, respect, sensitivity and fairness regardless of age, gender, race, religion or belief, sexual orientation, ability or disability.
- 4.2 I will be supportive and committed to other team members and respect officials, opponents and accept decisions.
- 4.3 I will not use bad language.
- 4.4 I will not use the internet, phone or other electronic device to make derogatory remarks about other people involved in snowsports, or teams, or anything related to snowsports that could bring the sport into disrepute.
- 4.5 I will not bully others face to face or by texting, using the internet or other electronic devices.
- 4.6 I will report any concerns I have to my coach, Lead Welfare Officer or parents/carers.
- 4.7 I understand that if I do not abide by BSS rules I may be subject to disciplinary action.

5. Sponsorship and Squad and Team Clothing

The purposes of this clause are to ensure the continued ability of British Ski and Snowboard to raise funds to finance the Squad and Team and the support services provided to the Squad and Team and for the benefit of present and future competitors. Subject in all cases to clause 6 below Squad and Team Members agree:

- 5.1 To wear only the sports clothing authorised and/or supplied by British Ski and Snowboard at all Squad and Team Appearances.
- 5.2 When the Athlete has personal clothing sponsorship arrangements, then the athlete will submit high level details of such arrangements to the Squad and Team Coach for approval and authorisation to comply with 4.1 above.

Code of Conduct – Squad and Team Members

- 5.3 Not to wear or use any sports clothing, footwear or equipment other than as expressly authorised by British Ski and Snowboard at Squad and Team Appearances.
- 5.4 To keep all official Squad and Team clothing, footwear or equipment as supplied to them and/or authorised by British Ski and Snowboard in good condition (allowing for fair wear and tear) and not to modify them in any way or attach anything to them and to ensure that the relevant authorised supplier's trade mark and/or name are clearly visible on the items.
- 5.5 Not to have tattooed or branded on their body any name, logo or design of any commercial entity.

The Squad and Team Member's agreement as specified above is subject to the right of the Squad and Team Member to be involved in individual promotional activities a reasonable time after the completion of their event. For the avoidance of doubt, a reasonable time would normally be the day following the event or thereafter.

6. Press Conferences

When attending a Squad and Team competitive event the Squad and Team Member agrees to comply with the provisions of the British Ski and Snowboard Media Protocols that exist and in any event to represent BSS in a positive fashion.

7. Attendance

A Squad and Team Member having accepted an invitation to any training activity shall attend such activity promptly and fully. A Squad and Team Member shall only be excluded attendance for good reason (e.g. ill health or family bereavement) and then only when the earliest practicable notice is given in writing (preferably by fax or e-mail transmission) to the Squad and Team Manager.

8. Specialised Equipment

British Ski and Snowboard agrees in good faith to present to the BOA any reasonable representations put forward by representatives of the Squad and Team Members in connection with a request for designation of any item as Specialised Equipment (as designated from time to time by the British Olympic Association, National Olympic Committee pursuant to the provisions of the Olympic Charter ("BOA")) provided that British Ski and Snowboard reserves the right upon prior notification to such representatives to oppose such request in discussions with the BOA.

Code of Conduct – Squad and Team Members

9. Violations of this Code

It is understood that the provisions set out below relate to the grounds for the early termination of Squad and Team status during its term and for addressing less serious violations of this Code. This provision (and the right of appeal contained therein) shall have no application to the normal processes of selection to the Squad and Team (please refer to the BSS Selection policy on the British Ski and Snowboard website).

9.1 Where the British Ski and Snowboard Board of Directors shall have concerns regarding the behaviour of a Squad and Team member, the following protocols shall normally be observed.

- 9.1.1 The Chief Executive shall on behalf of the British Ski and Snowboard Board of Directors write to the Squad and Team member concerned setting out in details its concern.
- 9.1.2 A meeting shall be arranged between a representative of the British Ski and Snowboard Board of Directors, who shall not be the Chair of the relevant Discipline Committee, together with the Chief Executive together with the Technical officials concerned to discuss in open the constructive fashion the issues of concern.
- 9.1.3 An action plan shall be produced by the Chief Executive (such plan if reasonably possible to have the consensus support of all persons attending the meeting) with a view to resolving the issues of concern. The Action plan shall set out a clear timetable, objectives and performance indicators (as appropriate) in order that all involved shall be under no misunderstanding as to the steps required to be taken.
- 9.1.4 Should there be any material failure to achieve any performance indicators within the timetable specified then the British Ski and Snowboard Board of Directors may consider addressing the matter in accordance with clause 9.2 below.

9.2 The British Ski and Snowboard Board of Directors (or a person acting under the authority of the Board of Directors) may terminate Squad and Team status of a Squad and Team member by giving written notice if the Squad and Team member shall be guilty of gross misconduct or shall commit a serious or persistent breach of this Code or of any of the rules or in accordance with paragraph 9.1.4 above.

- 9.2.1 A Squad and Team member shall have a right of appeal in respect of the termination of their appointment in accordance with the provisions of the Schedule set out below.

10. Appeal

If a Squad and Team member shall receive notice of the termination of Squad and Team membership in accordance with Clause 9 above, the Squad and Team Member shall have the right to

Code of Conduct – Squad and Team Members

appeal. Application must be made in writing to the Chief Executive. The appeal will be referred to the British Ski and Snowboard Board of Directors who will appoint a panel of up to three persons, who may but need not be members of the British Ski and Snowboard Board, to hear the appeal. Any appeal must be made in writing within ten working days from receipt of written notice of termination of the Squad and Team Member's Appointment.

Procedures for an Appeal hearing

Procedures at the hearing will be at the discretion of British Ski and Snowboard. A Squad and Team member will be advised, normally not less than three working days in advance, of the applicable procedures.

If on appeal the case is considered to warrant a lesser penalty or to be unproven, the Notice of termination may either be reduced to a lesser penalty or rescinded.

Gross Misconduct

If it is considered that the Squad and Team Member has committed an act of Gross Misconduct the Squad and Team Membership will be liable to summary termination in accordance with Clause 9 above.

Examples of Gross Misconduct include:

- ◆ Wilful damage to British Ski and Snowboard property.
- ◆ Being under the influence of alcohol or drugs whilst performing duties for British Ski and Snowboard.
- ◆ Fighting or threatening behaviour.
- ◆ Unauthorised removal or retention of British Ski and Snowboard property.
- ◆ A criminal offence arising from or related to being on the Squad and Team.
- ◆ Any other criminal offence which may adversely affect the reputation of British Ski and Snowboard
- ◆ Falsifying records or expenses claims.
- ◆ Disclosing confidential information to any person without authorisation
- ◆ Serious breach of the Code of Ethics or the Child Protection procedures of any member association of British Ski and Snowboard

The foregoing does not represent a complete list of matters which may be regarded as Gross Misconduct but are given only by way of example.