

# Lake Region Figure Skating Club

## Code of Conduct

The basic purpose of this code is to inform LRFSC skaters and their parent of the standards of behavior, conduct and appearance that they are expected to abide by anytime they are present at a LRFSC activity or representing the club subject to violating circumstances as described below.

Use of alcohol, tobacco or a controlled substance will not be allowed. The club will enforce the penalties determined by the ND High School Activities Association. No fees will be refunded due to a skater's ineligibility due to illegal substance use. The LRFSC encourages parents to seek counseling for the skater in the appropriate area.

Reasonable manners and behavior are expected both on and off the ice. Respect for other people and communities' property is expected of all skaters/club members. Swearing, discourteous language or disrespect is not allowed at any time nor is it to be directed to any individuals. If coaches, rink parents or board members witness any of the following inappropriate behavior of members the Code of Conduct will be enforced. Inappropriate includes, but is not limited to, swearing, discourteous language or gesture, or disrespect used toward the coaching staff, another skater, or any club member; extreme display of anger; destruction of rink or locker room property; or inappropriate dress or personal appearance as described in the LRFSC Handbook (section: protective gear/dress code).

Coaches, Board Members, rink parents and skater's parents will be allowed to use their discretion in issuing violations. If a member has displayed problems as defined by this Code of Conduct during any LRSC skating activity the following will apply;

1. First Violation – the skater/club member will be talked to privately about the violation and if necessary will be asked to leave the ice/arena. Parents of the skater and the Board of Directors will be notified and the violation will be documented.
2. Second Violation – the skater/club member will be asked to leave the ice/arena. Parents of the skater and the Board of Directors will be notified and the violation will be documented. The skater/club member will be suspended from skating and all LRFSC activities for a period of one week.
3. Third Violation – the skater/club member will be asked to leave the ice/arena. Parents of the skater and the Board of Directors will be notified and the violation will be documented. The skater/club member will be suspended from skating and all LRFSC activities for a period of two weeks. The skater/club member will meet with the Board of Directors to discuss the violations and develop a plan for change.
4. Any additional Violations – the skater/club member will be suspended from all LRFSC activities and will meet with the Board of Directors for the determination of further disciplinary action.

It is the responsibility of all club members to help enforce this Code of Conduct. If a club member should witness a violation he/she will respond by informing the violator that they have observed the violation of the Code of Conduct and ask the violator to leave the ice/arena. Failure to comply with the direction of the individual giving the violation will result in an immediate suspension. The violation will be reported to a board member.

Club members are encouraged to be positive and supportive in their relationships with their skaters, coaches, and board members. A team effort by parents, LRFSC board members and skaters is needed for skater progress, enjoyment and betterment of the club.

### **Grievance Policy:**

All coaches, skaters and parents are expected to follow the Lake Region Figure Skating Club's 24-hour rule. When a coach, skater or parent has an issue which needs to be discussed, they must agree to wait 24-hours after an event, practice, etc. before contacting that coach/skater/parent in person, by phone or by email. This will allow all parties a "cool down" period. This rule does not apply in an emergency situation.

If any member has a concern or grievance we expect the member to abide by the following, however, a member can contact a Board Member at any time for assistance with any concern or grievance. It is recommended that concerns be documented in writing at each of the following stages:

1. Discuss concern with coaches Robyn and/or Alexis.
2. If the grievance is not resolved the member should then contact the Skating Director, Joyce Nelson.
3. If the grievance is not resolved after meeting with coaches and Skating Director the Board President should be contacted.
4. If the grievance is still not resolved the member will meet with the Board of Directors. The decision made by the LRFSC Board of Directors will be final.

### **Acknowledgment**

**I understand the terms and conditions set forth in this code of conduct and I agree to adhere to them.**

Member Signature (required, regardless of age) \_\_\_\_\_ Date \_\_\_\_\_

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Member Signature (required, regardless of age) \_\_\_\_\_ Date \_\_\_\_\_

Member Signature (required, regardless of age) \_\_\_\_\_ Date \_\_\_\_\_

**Parent/Guardian Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**Parent/Guardian Signature** \_\_\_\_\_ **Date** \_\_\_\_\_