



Aiming for Excellence

Coach/Manager Screening Policy and Code of Ethics

Application: This policy applies to Managers and Coaches working directly for Biathlon Alberta at any camp, clinic, tour, or related activity. Biathlon Alberta affiliated clubs are strongly encouraged to conform likewise to this policy.

- 1. The fundamental objectives of Biathlon Alberta programs are:**
 - a) To provide the highest possible level of coaching and support to athletes involved in Provincial Team programs;
 - b) to act with professionalism and integrity in all situations; and,
 - c) to provide the best possible environment in which athletes may succeed while at competitions.

- 2. Coaches and Managers are required, prior to any involvement with Biathlon Alberta programs, and every three years thereafter, to:**
 - a) Provide a criminal record check, including vulnerable sector verification;
 - b) read, acknowledge, and be bound by the [NCCP Code of Ethics](#) and the **Biathlon Alberta Coach's and Manager's Code of Ethics**.

- 3. Guidelines for Alberta Biathlon Team practices**
 - a) **Conflict of Interest:** It is acknowledged that coaches will have pre-existing relationships with athletes and clubs; however, coaches are expected, when requested by committees or staff, to exercise objectivity when evaluating athletes.
 - b) All athletes participating in competitions as part of a Biathlon Alberta Team shall be referred to the Canadian Centre for Drug-Free Sport and made aware of controlled substances and doping protocol.
 - c) Athletes aged 18 years or under must be accompanied to doping control by a Coach/Manager.
 - d) Coaches and Managers are not permitted to give drugs or medication to athletes; athletes should be referred to a Medical Practitioner.

- e) Massage may be practiced only by a certified Massage Practitioner/Therapist.
- f) Coaches and Managers are to refrain from smoking while on duty or in the presence of athletes.
- g) Coaches and Managers may not consume alcohol in the presence of athletes under the age of 18 years, or prior to operating a vehicle. In all situations, coaches and managers are to remain sober and exercise discretion in the consumption of alcohol.

4. Training and Discipline

Persons in authority have the responsibility not to harass an individual. It must be recognized, however, that disciplined training is an indispensable part of high-performance sport. Such discipline should not be confused with harassment. It is of vital importance, however, that those in authority:

- a) Communicate performance standards, selection criteria, rules and regulations to all participants;
- b) be fair and consistent in taking corrective action and in applying discipline;
- c) avoid favoritism, and;
- d) use appropriate terminology; address individuals by name and avoid the use of derogatory slang or offensive terms.