



# TEAM BC CODE OF CONDUCT

Updated February 2019

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## **PART 1: GENERAL GUIDELINES**

### **1.1 Introduction**

Members of Team BC are expected to conduct themselves at all times in the spirit of fair play and in a responsible manner. While representing BC it is expected that all participants (athletes, coaches, chef de mission, chaperones and managers) will fulfill their roles and responsibilities as outlined in this handbook. Individuals who fail to do so will be subject to discipline. Though several infractions have been listed in this document, please note that this list is not comprehensive. Any infraction will be dealt with in an appropriate manner by all parties concerned.

### **1.2 Definition**

In the following rules and regulations, the term "delegate" refers to any athlete, coach, judge, chaperone, manager, therapist or other official representing the BC delegation to an event.

### **1.3 Standard of conduct**

Key standards of conduct are outlined below.

### **1.4 Respect for Others**

GBC is committed to providing an environment in which all individuals are treated with respect. Furthermore, GBC supports equal opportunities and prohibits discriminatory practices. Team members will refrain from comments or behaviours, which are disrespectful, offensive, abusive, racist or sexist. Being a member of Team BC is an honour, and should be treated as such.

### **1.5 Unbecoming Conduct**

Definition: Exhibiting behaviour which is unbecoming of a Team BC member or which reflects negatively on the Province of British Columbia. All members of Team BC will represent British Columbia with dignity, personal integrity and within the spirit of fair play at all times.

All members of Team BC will show respect for the social and cultural values of every person they have the opportunity to interact with.

### **1.6 Harassment**

The Gymnastics BC Harassment policy is comprehensive and can be found here. [https://www.gymbc.org/files/Policies/2018/GBC%20Policy\\_Conduct%20and%20Discipline.pdf](https://www.gymbc.org/files/Policies/2018/GBC%20Policy_Conduct%20and%20Discipline.pdf)

GBC does not tolerate Harassment in connection with any of its internal or external business, sport or related activities, and is committed to providing an environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment that promotes equal opportunities and prohibits discriminatory practices.

This policy applies to all employees, directors, officers, volunteers, coaches, athletes, participants, officials, members and persons with an employment or contractual relationship with GBC, during the course of their involvement in GBC sanctioned

activities and/or events. GBC encourages the prompt reporting of all incidents of Harassment, regardless of who the alleged offender may be.

For the purposes of this policy, Harassment may occur:

- a. at sporting events, competitions or training sessions;
- b. at the office;
- c. at office or sport-related social functions;
- d. at GBC's business or sport functions, such as meetings, conferences, training sessions, and workshops;
- e. during work- or sport-related travel;
- f. via the telephone, electronic and/or other telecommunication devices;
- g. elsewhere if the person harassed is there as a result of work- or sport-related responsibilities or a work- or sport-related relationship.

Any behaviour that satisfies one or more of the following definitions of Harassment may describe a breach of the Gymnastics BC Codes of Ethics and Conduct.

#### **1.6.1 Personal Harassment**

Behaviour, including communication, conduct or gesture, which:

- a. is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals;
- b. would be considered by a reasonable person to create an intimidating, humiliating or uncomfortable work or sport-related environment.

#### **1.6.2 Sexual Harassment**

Behaviour involving unwelcome sexual advances, requests for sexual favours or other communication (verbal or written) or physical conduct of a sexual nature when:

- a. such conduct might reasonably be expected to cause embarrassment, insecurity, discomfort, offense or humiliation to another person or group;
- b. submission to such conduct is made, implicitly or explicitly, a condition of employment or participation in a sport-related activity;
- c. submission to or rejection of such conduct is used as a basis for any employment or sport-related decision;
- d. such conduct has the purpose or the effect of interfering with a person's work or sport performance or of creating an intimidating, hostile or offensive work or sport environment.

#### **1.6.3 Retaliation or Acts of Retaliation**

Types of behaviour that may constitute Harassment include, but are not limited to:

- a. written or verbal abuse or threats;
- b. physical assault;
- c. unwelcome remarks, jokes, innuendoes, or taunting about a person's body, sexual orientation, attire, age, marital status, ethnic or racial origin, or religion;
- d. displaying of racist or other offensive or derogatory material, racial, ethnic or religious graffiti;

- e. practical jokes, hazing or initiation rites which cause awkwardness or embarrassment, endangering a person's safety or negatively affecting performance;
- f. obscene gestures;
- g. intimidation;
- h. behaviour which undermines self-respect or adversely affects performance or working conditions;
- i. false accusations of Harassment motivated by malice or mischief, and meant to cause other harm.

If you feel that the abuse is of a sexual or physical nature, it must be reported to the police.

How to recognize harassing &/or abusive situations:

There are many indicators, both physical and behavioural, to suggest possible harassing &/or abusive situations. Unexplained injuries, sexually explicit actions or language, or sudden changes in behaviour are just a few examples.

As an athlete, coach or support staff, you should be aware of the environment in which you participate by:

- Being familiar with GBC's harassment policy and the screening process in place for staff and volunteers;
- Knowing how to voice your own concerns;
- Acting on your suspicions by obtaining facts;
- Trying to resolve problems within your team before approaching other services; and
- Having the situation corrected, and, if necessary, removing the victim from the environment.

Creating a safe sport and recreation environment is a collective effort and requires the awareness and actions of coaches, volunteers, sport and recreation organizations, local clubs and associations, schools, all levels of government and the participants.

At any time you are traveling with Team BC, if you or someone else finds themselves in an uncomfortable situation and is unsure about what to do, please contact a Coach, Chaperone, Manager, Support Staff member, Chef de Mission or other Team BC member.

## **1.7 Alcohol, Marijuana, Cannabis products and Tobacco**

BC Law defines a minor as a person under the age of 19 years. No minor is permitted to consume alcohol, marijuana or cannabis products, nor use any tobacco or vaping products at any time during a Team BC activity or event including travel to and from the event. The BC Law will apply to Team BC members, even when traveling to a province or country where the minimum age is defined differently, unless the age is

higher, in which case local law will apply. Adults shall not be under the influence of alcohol, marijuana or cannabis products at any time while they are performing their official duties as a member of Team BC.

### **1.8 Illegal Drug Substance**

All Team BC members will be “drug free” except for medication prescribed by a physician which has been declared to the Team Manager or Chef de Mission; there will be zero tolerance for the use of illegal drug substances by any member of Team BC.

## **PART 2: EXPECTATIONS OF TEAM MEMBERS**

### **2.1 Dress Code**

All Team BC members will wear appropriate Team BC clothing while traveling and while with Team BC. In addition, all Team BC members must wear appropriate Team BC clothing which identifies them as a Team BC member, when they are in any public area, including a cafeteria or restaurant, traveling between the dorm (hotel) and venue, airport, etc.

Team BC expects professional, respectable attire reflective of a sporting event. Underwear may not be visible, midriff must be covered and clothing which does not exemplify the Team BC spirit will not be acceptable. All Team BC members must wear appropriate clothes (i.e. no pajamas) when they leave their dorm/hotel room.

When in public, an article of Team BC clothing that allows for easy identification must be worn at all time (i.e. Team BC t-shirt, hoody, track suit, etc.)

### **2.2 Curfew**

Curfews will be set by the Team Coach(es) / Team Manager / Chaperone. All athletes, coaches, and managers will stay in their assigned accommodation and all athletes will abide by curfew.

### **2.3 Disturbances or Disruptions**

All members of Team BC will show respect for their own team members, other team members, and athletes, coaches, chaperones and managers of all provinces and territories. All members of Team BC will show respect for regulations and standards set down by the Chef/ Managers/ Chaperones.

Participants who want to socialize must go in the lobby or in common areas. Athletes cannot go in the rooms of athletes of a different gender.

### **2.4 Alcohol, Marijuana, Cannabis products and Tobacco**

Minors (under 19) found possessing or using any alcohol, marijuana, cannabis or tobacco or vaping products will have these items confiscated and will be subject to further discipline. Any Team BC delegate found possessing illegal substances will have these items confiscated, will be subject to further discipline and/or involvement of law enforcement as appropriate.

Athletes who are 19 years or older, and who have completed all of their competitive events, and who have received permission from their team manager to consume alcohol, marijuana or cannabis products (where legal), must abide by the following conditions:

- They may not consume alcohol, marijuana or cannabis products in the rooms of the official hotel or residence.
- They may not consume alcohol, marijuana or cannabis products in the presence of underage athletes.
- They may not appear intoxicated in the presence of underage athletes.

## 2.5 Injury during the Event

If an athlete is injured during the event, the coach is responsible for informing the Team Chaperone or Team Manager.

## PART 3: DISCIPLINE SYSTEM – GENERAL

### 3.1 Carding System

To help Team BC members understand the Code of Conduct, the following Carding System will be implemented in the event of an incident. All cards will be issued by the Local Carding Committee (“LLC”) or the Local Disciplinary Committee (“LDC”).

**Yellow Card:** Members who have a minor infraction will receive a yellow card. Three yellow cards automatically equals 1 red card.

**Red Card:** Members who have major infractions will receive a red card. Athletes can receive a red card for a first offense.

### 3.2 Types of Infractions

Examples of minor infractions - “misconduct” which will not be tolerated:  
(This is not a comprehensive list)

- Failing to follow the dress code
- Disturbances or disruption after quiet time at the residence or hotel
- Unbecoming conduct such as arguing, rudeness, or disrespect
- Use of tobacco products, including snuff, by minors
- Missing curfew by up to 30 minutes
- Leaving the group or being by yourself without permission
- Failure to stop a behaviour when asked to.
- Not following through on a behaviour that you were asked to (i.e. meet in the lobby in 10 minutes, put your team jacket on)
- Other similar infractions of minor severity

Examples of major infractions (“gross misconduct”) which will not be tolerated:  
(This is not a comprehensive list)

- Curfew violations exceeding 30 minutes
- Repeated disturbances or disruptions after quiet time at the residence or hotel
- Leaving residence or hotel room after curfew
- Repeated unbecoming conduct
- Damage to rooms or property
- Use of alcohol, marijuana or cannabis products by a minor at any time

- Use of illegal drug substances
- Other similar infractions of major severity

### 3.3 Group or Team Infractions

If an infraction has occurred where one or more Team BC members violates the Code of Conduct, but it is not clear who is specifically responsible, the entire group will receive a card. An example of this is when there is a mess (yellow) or damage to a room (red), that nobody will take responsibility for.

### 3.4 Carry Over Between Team BC Events

Athletes, who receive a card at a competition, will continue to have that card until the completion of the next event, within a 365 day period. For example: An athlete receives 2 yellow cards at Westerns. They begin their trip to the Canadian Championships with two yellow cards. The first minor infraction at the Canadian Championships will earn them a third yellow card and elevate them to a red card. Discipline proceedings will follow immediately.

### 3.5 Range of Discipline

Minor infractions

- Verbal/written apology
- Loss of privileges/early curfew
- Written reprimand
- Contact parents
- Repeated infractions become Major infractions (see "Carding" explanation)

Major Infractions

- Automatic loss of banquet privileges
- Return home at parent's expense (this can, and will be applied for the first major infraction)
- Verbal/written apology
- Loss of accreditation
- Removal from residence
- Removal from competition
- Loss of funding, present and/or future
- Loss of privilege to travel or participate with Team BC for a specified time frame (max. 1 year/365 days recommended)
- Removal of athlete from official competition results

### 3.6 Specific Examples of How Discipline Ranges May be Applied

Disciplinary ranges – are suggestions only and the disciplinary committees are not limited to these suggestions. These examples are not necessarily in order of severity.

Breach of Curfew

- Suspension from activities and privileges
- Removal from a portion of or remainder of the competition
- Return of offender home at their own expense

Dress Code

- Suspension from certain activities and privileges
- Verbal or written reprimand
- Formal verbal apology to the Chef
- Formal written apology to the Chef

- Sanction from future events

#### Unbecoming Conduct

- Verbal or written reprimand
- Formal verbal apology to appropriate parties
- Formal written apology to appropriate parties
- Suspension from activities and privileges
- Suspension from competition
- Suspension from future competitions
- Return of offender home at their own expense

#### Disturbance after Curfew

- Early curfew
- Verbal or written reprimand
- Request for formal verbal apology to appropriate parties
- Request for formal written apology to appropriate parties
- Re-allocation of room assignments – charged to the athlete
- Suspension from team activities
- Return of offender home at their own expense

#### Any Repeat offence

- Suspension from certain team activities and privileges
- Removal of accreditation or banquet ticket or social activities
- Removal from a portion of or remainder of competition
- Return of offender home at their own expense

#### Use of Alcohol, marijuana or cannabis products, and/or tobacco or vaping product by a minor

- Removal of accreditation
- Removal from a portion of or remainder of the competition
- Return of the offender home at their own expense

## **PART 4: DISCIPLINE SYSTEM - PROCEDURAL**

### **4.1 Relevance of Cards for Athletes**

#### **1<sup>st</sup> Yellow Card**

1<sup>st</sup> warning – athlete will meet with team coach, their chaperone and manager

#### **2<sup>nd</sup> Yellow Card**

2<sup>nd</sup> warning – parents will be contacted

Athlete will meet with team coach, chaperone and manager

Social functions may be restricted

Some privileges may be revoked

#### **3<sup>rd</sup> Yellow Card**

3<sup>rd</sup> offence – parents contacted again

Athlete may not attend banquet

Social functions will be restricted

Status is automatically raised to a red card (see below)

**1<sup>st</sup> Red Card**

Major infraction: discipline procedure will take effect

Parents will be contacted

Possible removal from the competition

May be sent home at parent's expense

Review of eligibility and funding from GBC for a time period to be determined by GBC (one year/ 365 days maximum)

**2<sup>nd</sup> Red Card**

Major infraction: automatic removal from the competition

Automatically sent home at parents expense

Review of eligibility and funding from GBC for a time period to be determined (one year/ 365 days minimum)

**4.2 Definitions**

**Local Carding Committee (LCC)** – Team Manager and one additional Team BC member appointed by the Team Manager for minor infractions (Yellow Card).

**Local Discipline Committee (LDC)** – Team Manager and 1 additional Team BC member appointed by the Team Manager, and head of the delegation, for major infractions (Red Card).

**Appeal Committee (AC)** – CEO of Gymnastics BC may be contacted to strike an appeal committee.

**Gymnastics BC Discipline Committee (GBC-DC)** – Will be defined according to GBC's Policy and Procedures in effect at that time.

**Hearing** – A meeting with the athlete in question and the appropriate committee. Chef or Head of the Delegation may be used interchangeably.

For the purpose of the discipline procedures or any discipline matter with respect to this Part 4, the word coach can replace athlete if the discipline is directed at a coach's behaviour.

**4.3 Scope of Discipline**

Infractions or disciplines with immediate consequences will be dealt with by the LDC. For infractions with long term implications such as future funding or future team eligibility, the LDC will make recommendations that will be followed up by the GBC-DC.

**4.4 Issuing Cards**

If the Team Manager feels a complaint is valid, the LCC or LDC will meet with the athlete and hear his/her side (hearing). The LCC or LDC will excuse the athlete. The LCC or LDC will determine if a card will be given and the consequences. If a card is to be given, the Team Manager will meet with the athlete, and the Team Manager or Team coach, to explain that the card has been given.

The Team Manager will follow up with related requirements, such as notifying the head of the delegation, contacting the parents, or booking flights home.

The Head of the Delegation will be notified of all cards that are issued.

#### **4.5 Principles**

All infractions whether minor or major, have a procedure in place to be followed. This allows for consistency in the handling of all disciplinary matters.

All Team BC members have the right to a fair hearing. All disciplinary matters will be handled in a fair and consistent manner. In both types of infractions, the individual in question will have an opportunity to respond to the allegations.

The individual in questions will:

- Be given notice of the hearing and shall have an opportunity to address the committee
- The individual in question may be accompanied by an advocate/coach or other adviser
- The hearing shall be held in private with the discipline committee and the individual
- The committee may request that witnesses to the incident be present at the hearing to provide evidence or act as a witness
- Time sensitive issues (which affect participation in competition), will be addressed at the Chef's discretion
- Written decisions will be given to the individual and copied to GBC

#### **4.6 Appeals**

For time sensitive issues, appeals must be requested within 2 hours of the decision (or a reasonable time frame, depending on the situation).

- Appeals for minor infractions (Yellow Cards) will be handled by the LDC.
- Appeals for major infractions (Red Cards) will be handled by the AC.
- Appeals for long team consequences will be handled according to the Gymnastics BC appeal procedures.

Costs associated with the appeal, legal or otherwise, may be charged to the appellant, if the appeal is not successful.

#### **4.7 Removing Cards**

Following Canadian Championships or the end of the discipline period, whichever are later, athletes or coaches may apply to have cards removed.

Cards may be removed by 2 of the following: Team Manager / Chef De Mission, Technical Chair or GBC Technical Director and GBC CEO.

### **PART 5: INFORMATION FOR SUPPORT TEAM**

#### **5.1 Relevance of Cards for Coaches**

(This is not a comprehensive list)

Minor Infraction (Yellow Card)

- Changing team decisions without consulting Team Manager (curfew or meal times)
- Failing to train or supervise all athletes on your assigned team
- Putting club athletes ahead of team responsibilities
- Wearing club tracksuits on the competition floor

- Rude or disrespectful treatment of others

#### Major Infraction (Red Card)

- Failing to supervise athletes when assigned to do so
- Appearing intoxicated in the presence of athletes

#### For Coaches/Chaperones/Managers

- Written reprimand
- Loss of privileges/accreditation
- Loss of privilege to travel or participate with Team BC for a specified time frame
- Loss of funding, present or future (one year / 365 days maximum)

### 5.2 Coaches

- Will follow the Code of Conduct. Individuals who fail to do so will be subject to discipline as outlined in Section 3
- Will assist in chaperoning duties of the athletes as directed by the Team Manager/ Chef de Mission
- Will attend technical meetings, awards ceremonies and banquets and will attend all team meetings, team activities and carry out duties of their job descriptions, unless exempted by the Team Manager/Chef de Mission.
- Coaches will submit a written report

### 5.3 Managers/Chaperones

- Will follow the Code of Conduct
- Must attend team meetings and team activities
- May not leave the "group" without first checking with the Team Manager or Chef.
- Must work collaboratively and respectfully with each other and with coaches to ensure a safe and fun environment for everyone as well that allows athletes to perform at their best.

## PART 6: INFORMATION FOR PARENTS

### 6.1 Information for Parents

It is a requirement of these Rules and Regulations that the parent and the athlete's personal coach bears the responsibility for preparing athletes in such a way as to leave no doubt whatsoever of precisely what conduct is expected of them when participating in any program, event or competition sponsored or sanctioned by GBC.

Please know the Code of Conduct. Please review and explain it to your child/athlete.

Team travel can be both challenging and rewarding. GBC's goal is to build as much team cohesion as possible in a short time. It is very feasible to manage several teams of athletes. GBC asks you to help educate your son/daughter of the Code of Conduct prior to travelling as a member of Team BC.

While GBC does not want to restrict a parent/guardian from accessing their child/ren, we respectfully ask that you limit visiting with your child during Team BC trips.

### **Parents are asked to please observe the following requirements**

- Parents are asked to attend the team meeting at their son/daughter's training camp for a Code of Conduct orientation with the Team Manager.
- Athletes will sit as a team, eat as a team, travel as a team and observe the competition as a team.
- Athletes will stay in the team residence (dorms/hotels) with all members of their team. Athletes will be housed at the discretion of the Team Manager and Team Coaches. Consideration of the individual athletes' well-being and comfort in a new environment, will be given. With some of the younger athletes, an adult, or an older athlete may share a room with them.
- Prior to competing, the athletes will remain as part of the team and are not able to participate in extra-curricular activities (dinners, shopping or tourism) with their family or other non-Team BC members. Following competitions please check with the Team Manager to see if arrangements for extra-curricular activities can be made. You may not take your child from the competition site/residence without first informing the Chaperone/Manager. It is preferred that a 24-hour verbal/written notice be given to Chaperone/Managers so that arrangements and schedules can be accommodated.
- Parents are not permitted in an athlete's dorm or hotel room and are asked to contact the Team Manager before coming to the hotel or dormitory. It is feasible to meet with your child in the lobby of the hotel or dormitory. Please make those arrangements prior to coming to the hotel or dormitory so the Team Manager knows where your child is at all times.
- Please let the Team Manager know how to contact you so you can be reached if your child requests it. Team Managers will be accessible by cellular phone. Please remember that they will be very busy managing the teams and we would like to minimize the requests if possible. If your child is late returning to the hotel or dormitory and the Team Manager/Chaperone has not been informed of this, your child may be subject to disciplinary action.
- If you would like to help Team BC staff during an event, please ask if you are able to volunteer to help supervise for a period of time. The Team Manager will let you know if you can be of assistance.
- Breaches of the Code of Conduct by parents, or as a result of parents will result in sanctioning against the athlete following the procedure as set out in the Code of Conduct.

### **Please Consider the Following Information to Help Make the Trip More Enjoyable for Your Child**

Your child will be entering a new environment and will have to adapt to some changes. They will experience different coaches, meals, and sleeping environment. Since it is not possible for us to replicate each child's home environment, we need to help the children adapt.

### **Athlete Pre-Requisites**

In order for athletes to be prepared for this type of trip, they should have experienced some activities where they have been away from their family overnight (a sleepover with friends). If this is the first time the athlete has been away from their parents, they are not likely ready to participate and enjoy the event. Please help athletes to come prepared.

**Nutrition**

We generally eat three meals per day at family style restaurants or cafeteria style eateries if meals are provided as part of an accommodation package. We encourage athletes to pack healthy snack food or to bring money to purchase additional snacks if they are accustomed to eating more frequently.

**Club Responsibilities**

Clubs are expected to provide athletes (and their families) with information on topics such as; time changes, hydration, meals and snacks, behaviour, spending money, curfews and sleeping conditions.

## Code of Conduct – Declaration of Understanding

### For Athletes

Athletes will not be allowed to travel with the team if they have not signed and returned all forms Gymnastics BC or the Team Manager. Forms (and payment, if applicable) must be received a minimum of 7 days prior to departure.

Please make sure that you have read and understood the Code of Conduct. Here are the most important rules that all athletes must remember.

- Team BC is an environment where alcohol, marijuana or cannabis products or illegal drugs will not be tolerated. Any violator will receive a Red Card and may be sent home immediately, at their family's expense.
- At no time is an athlete permitted to go in the sleeping room of an athlete of the opposite gender.
- All athletes must request permission from their Chaperone /Manager to leave the group, gym or residences. In other words, the Chaperone/Manager must know where you are at all times.
- Consistent with safe sport principles, athletes may not be alone at any time. Always have a buddy with you. Your buddy must be a Team BC member (not an athlete from another province). Depending on your age, your Manager/Chaperone may approve that you leave the group by yourself.

Athletes must respect the curfew set by their Manager, Chaperone or Chef de Mission. In the event of a violation of any rule, disciplinary measures will be taken. The severity of the violation will determine the disciplinary measure being taken (Warning, Yellow Card, and Red Card, with possibility to be sent home immediately, at the family's expense).

### Athlete Declaration:

I, \_\_\_\_\_(name), declare that I have read and understood, and agree to be bound by, the Rules of Conduct for BC Team Representatives.

Athlete's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### Parent or Guardian Declaration:

I, \_\_\_\_\_(parent name), parent/guardian of \_\_\_\_\_(athlete name), declare that I have read and understood the Rules of Conduct for BC Team Representatives and agree to ensure that any financial obligations incurred as a result of my son/daughter violating the said Rules and Regulations will be paid. I further declare that I have discussed the Rules and Regulations with my son/daughter and am confident he/she understands them, and agrees to abide by them. I understand that any misconduct by a parent, or caused by the parent, will result in disciplinary actions applied to the athlete.

Parent / Guardian's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Return to Gymnastics BC.

Email: [info@gymbc.org](mailto:info@gymbc.org)

Fax: 604-333-3499

## Code of Conduct – Declaration of Understanding

### For Chef, Chaperones, Managers, Coaches and Judges

Chef, Chaperones, Managers, Judges or coaches will not be allowed to travel with the team if they have not signed and returned all forms to Gymnastics BC. Forms (and payment, if applicable) must be received a minimum of 7 days prior to departure.

While travelling as part of Team BC, the rules below must be observed.

- Supervision of athletes is a joint responsibility shared by the Coaches and Manager/Chaperones. Coaches must cooperate with Team BC Staff to ensure that all athletes follow the rules of the Code of Conduct. Funded coaches may be asked to supervise any athlete during the day or night; it is part of their duty as a funded coach.
- Coaches must meet with the Team Manager to discuss any changes to the next day's schedule (medical appointments, extra training time, etc.).
- Team BC is an environment where use of drugs or displays of drunkenness or intoxication will not be tolerated. While travelling as a member of Team BC, only those that are of legal age (in the province or country where the competition is being held) are permitted to consume alcohol. Marijuana or cannabis products and only in moderation.
- Chef, Chaperones, Managers, Coaches and Judges must act responsibly and respect the athletes' right to get a good night's sleep. Noise and disturbance in hotel rooms or corridors will not be tolerated.
- Team BC Chef, Chaperones, Managers, Coaches and Judges must demonstrate a high sport ethic and collaborate with each other.

In the event of a violation of any rule, disciplinary measures will be taken. The severity of the violation will determine the disciplinary measure being taken (Warning, Yellow Card, Red Card, with possibility to be sent home immediately, at own expense).

### Coach/Judge Declaration:

I, \_\_\_\_\_ (chef, chaperones, manager, coach judge's name) declare that I have read and understood, and agree to be bound by the Rules of Conduct for Team BC representatives. I agree to work with the Coaches, Judges, Chef, Manager and Chaperones to make this competition a safe and successful trip for all Team BC athletes.

I further declare that I have assisted my athletes in understanding the Rules of Conduct and will require them to abide by these regulations.

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

Return to Gymnastics BC.  
 Email: [info@gymbc.org](mailto:info@gymbc.org)  
 Fax: 604-333-3499