

Code of Ethics

Principal Statement on Ethics

1. Sporting integrity is based on the acceptance of rules, fairness, equality, respect for others, moral conduct and a sense of what is right. Snowsport Scotland's goal is to create a sporting environment where violence, breaking the rules, the abuse of drugs, the lack of fair play and other unethical behaviour are automatically rejected as being irrelevant to the true purpose of sport.

Why adopt a code of ethics?

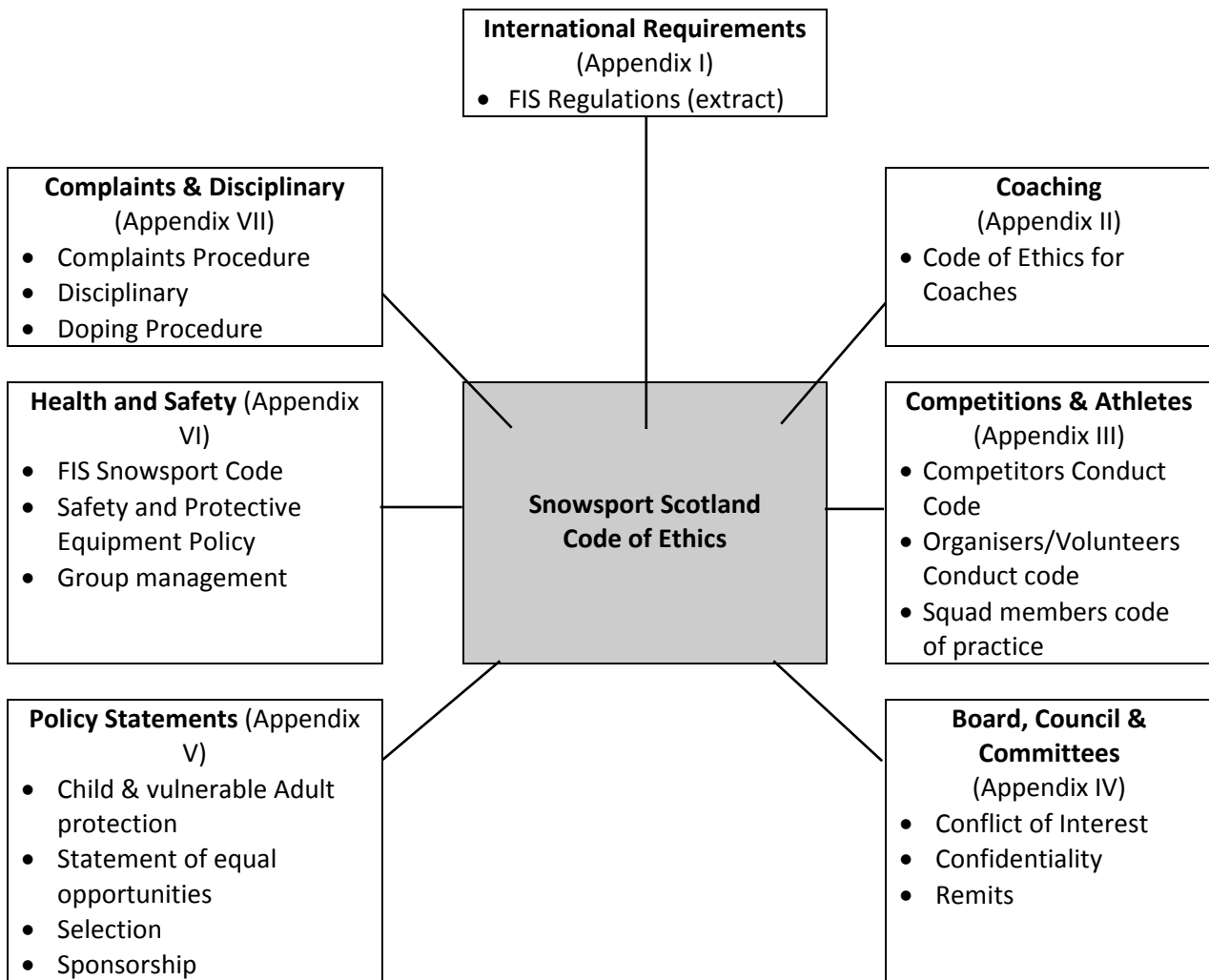
2. A Code of Ethics is not only a policy document but also a living concept for all members. It incorporates the concepts of friendship, respect for others and always participating with the right spirit. It is based on a way of thinking, not just a way of behaving. It incorporates issues concerned with the elimination of cheating, gamesmanship, doping, violence (physical and verbal), exploitation, unequal opportunities, excessive commercialisation and corruption.
3. The basic principle of this code of ethics is that ethical considerations leading to fair play are integral and not optional elements of all sports activity, sports policy and management and apply to all levels of ability and commitment, including recreational as well as competitive sport.

Who is it for?

4. Ethical practice applies to all those concerned with all individuals involved in sport in what ever capacity - as members, coaches, athletes, officers, directors, officials, teachers, team managers and staff. In relation to this code of ethics, the term 'representative' is used to encompass all people involved in the sport since in one capacity or another, they are part of sport.

What does it mean to me?

5. Ethical practice is underpinned by a set of widely supported principles regarding: humanity, relationships, commitment, co-operation, integrity, advertising and promotion, confidentiality, anti-doping, abuse of privilege, personal standards, safety and competence.
6. The following diagram highlights how the principles are put into practice within Snowsport Scotland



Deeds not Words

7. In order for a code of ethics to be meaningful it is about behaviour and living the code, rather than empty rhetoric. The code is to be owned, signed into and actively used by all representatives within Scottish Snowsport.
8. The Principal Statement on Ethics is not expected to change, but the documents and policies outlined as appendices will be regularly reviewed (normally every 3 years) and updated to reflect changing requirements and circumstances.
9. Inevitably there will be instances (hopefully rare) when there is an alleged or actual infringement of the code. There is a complaints system in place (see Appendix VII for details). In the first instance any concerns or complaints should be directed to the Chairman of Snowsport Scotland at the Snowsport Scotland Office.

Code of Ethics for Coaches, Leaders & Instructors

Coaches, leaders and instructors, qualified by Snowsport Scotland, must recognise that they are role models through which the values and goals of the sport of skiing, and the Snowsport Scotland, are channelled.

Throughout this document three assumptions have been made in respect of the names used to describe certain groups of people.

- **Coaches** refers to all instructors, leaders and coaches holding qualifications awarded by Snowsport Scotland, operating in the terms of such an award.
- **Participants** refers to all persons being led, instructed or coached by persons mentioned above. This may be synonymous with athletes, students, pupils or clients.
- **Coaching** refers to the delivery of information, supervision or instruction of skiers.

Coaches must also recognise that they assume the full range of “duty of care” responsibilities whilst participants are under their control.

The purpose of this Code of Ethics is to establish and maintain standards for coaches and to inform and protect members of groups operating under their supervision.

This code has been developed from the National Association of Sports Coaches: “Code of Ethics and Conduct”.

Ethical standards comprise such values as integrity, responsibility, competence and confidentiality. Coaches, in assenting to this Code, accept their responsibility to parents of child participants, participants, colleagues, Snowsport Scotland and to society. In pursuit of these principles, coaching staff subscribe to standards in the following areas.

This Code of Ethics is a framework within which to work. It is a series of guidelines rather than a set of instructions. It should be viewed in conjunction with the description of your Snowsport Scotland qualification.

The coaching of participants is a deliberately undertaken responsibility, and all active coaches are responsible for the observation of the principles embodied in this Code of Ethics.

Humanity

1. All coaches must respect the rights, dignity and worth of every human being and their ultimate right to self-determination. Specifically, coaches must treat all participants equally, within the context of their activity, regardless of: gender, ethnic origin, disability, religion or political persuasion.

Relationships

2. Coaches will be concerned primarily with the well-being, enjoyment, health and future of the individual participant and only secondarily with the optimisation of performance.
3. A key element in the coaching relationship is the development of independence. Participants must be encouraged to accept responsibility for their own behaviour and performance in training, in competition and in their social life.
4. All coaches are responsible for setting and monitoring the boundaries between a working relationship and friendship with participants. This is particularly important when the coach and participants are of opposite sex and /or when the participant is a young person. The coach must realise that certain situations or friendly actions could be misinterpreted, not only by the participant, but by outsiders

motivated by jealousy, dislike or mistrust, and could lead to allegations of sexual misconduct or impropriety.

5. Coaches shall therefore abstain from and refuse to tolerate in others, all forms of harassment. Sexual harassment includes either or both of the following:
 - The use of power or authority in an attempt to coerce another person to engage in or tolerate sexual activity. Such users include explicit or implicit threats of reprisals for non-compliance or promises of reward for compliance.
 - Engaging in deliberate or repeated unsolicited sexually orientated comments, anecdotes, gestures or touching that:
 - are offensive and unwelcome
 - create an offensive, hostile or intimidating environment
 - can be expected to be harmful to the recipient and/or other participants/coaches.
6. The relationship between coach and participant relies heavily on mutual trust and respect. In detail this means that the athlete should be made aware of the coach's qualifications and experience and must be given the opportunity to consent to or decline proposals for training and performance.

Commitment

7. All coaches should explore with participants their expectation of the outcome of coaching. All coaching should be "student centred".

Co-operation

8. All coaches shall communicate and co-operate with other sports and allied professions in the best interests of their participants. An example of such contact would be the seeking of educational and career advice/counselling for young participants whose training impinges upon the performance of their studies.
9. Coaches must communicate and co-operate with registered medical and ancillary practitioners in the diagnosis, treatment and management of their participant's medical and psychological problems.

Advertising

10. Advertising by coaches in respect of qualifications and/or services shall be accurate and professionally restrained.
11. Coaches shall not display any affiliation with Snowsport Scotland in a manner that falsely implies sponsorship or accreditation by that organisation.

Integrity

12. All coaches shall refrain from public criticism of fellow coaches. Differences of opinion should be dealt with on a personal basis and more serious disputes should be referred to Snowsport Scotland.
13. Coaches must encourage participants to observe 'fair play' in competition and should actively seek to encourage a healthy, competitive environment.
14. Coaches must not compromise their performance by advocating measures which could be deemed to gain an unfair advantage. Above all, coaches must never advocate the use of prohibited drugs or other banned performance enhancing substances.
15. All coaches shall treat opponents and officials with due respect, both in victory and defeat and should encourage their participants to act in a similar manner.
16. All coaches shall accept responsibility for the conduct of their participants in so far as they will undertake to discourage inappropriate behaviour.

Confidentiality

17. All coaches inevitably gather a great deal of personal information about participants in the course of a working relationship. Coach and participant must reach agreement as to what is to be regarded as confidential information, i.e. not divulged to a third party without the express approval of the participant.
18. Confidentiality does not preclude the disclosure of information, to persons who can be judged to have a 'right to know', relating to participants when relevant to the following:
 - Evaluation of the participant(s) within the sport for competitive selection purposes
 - Recommendations concerning participants for professional purposes.
 - Pursuit of disciplinary action involving participants within the sport.
 - Pursuit of disciplinary action by Snowsport Scotland involving fellow coaches in alleged breaches of this Code of Ethics and Conduct.

Abuse of Privilege

19. Coaches are privileged, on occasion, to have contact with participants and to travel and reside with participants in the course of coaching and competitive practice. A coach must not attempt to exert undue influence over the participant in order to obtain personal benefit or reward.

Personal Standards

20. Coaches must consistently display high standards and project a favourable image of their sport and of coaching – to participants, other coaches, officials, spectators, the media and the general public.
21. Personal appearance is a matter of individual taste but the coach has an obligation to project an image of health, appropriately presented.
22. A coach must never smoke when coaching.
23. Coaches must not drink alcohol so soon before coaching that the smell will still be on their breath when working with participants.

Safety

24. All coaches have a responsibility to ensure the safety of the participants with whom they work as far as possible within the limits of their control.
25. All reasonable steps should be taken to establish a safe working environment.
26. The activity being undertaken should be suitable for the age, experience and ability of the participants. Coaches should pay particular attention to this when working with a group of varying ability.
27. The participants should have been systematically prepared for the activity being undertaken and made aware of their personal responsibilities in terms of safety.

Issues of Competence

28. Coaches shall confine themselves to practice in those fields of sport in which they have been trained/educated, and which are recognised by Snowsport Scotland to be valid. Valid areas of expertise are those directly concerned with ski coaching. Training includes the accumulation of knowledge and skills through both formal coach education courses and by experience at a level of competence acceptable for independent coaching practice.
29. All coaches must be able to recognise and accept when to refer participants to other agencies. It is their responsibility, as far as possible, to verify the competence and integrity of the person to whom they refer a participant.
30. Every coach should regularly seek ways of increasing their professional development and self-awareness.
31. All coaches should welcome evaluation of their work by colleagues and be able to account to participants, colleagues and Snowsport Scotland for their actions.

32. All coaches have a responsibility to themselves and their participants to maintain their own effectiveness, resilience and abilities, and to know when their personal resources are so depleted as to make it necessary for them to seek help and/or to withdraw from coaching, whether temporarily or permanently.