

ATHLETE AGREEMENT

Valid until April 2023

(Name of the Athlete)

Telephone: _____

E-mail: _____

Team values

Caledonia Nordic ski club is here to create an environment of safety and gratitude to foster a growth mindset amongst our athletes while cultivating their sense of courage, curiosity and resilience. As such, we want our athletes to feel safe to voice their opinions and concerns and take ownership of their development.

Collaboration, inclusion and empathy are the fundamental pillars of our team. Every team member is encouraged to practise self-compassion, aspire to self-regulate, and have the self-awareness to foster open communication.

Team members are encouraged to take ownership, be proactive and focus on solutions. Cultivating an atmosphere of fun, play, and performance while prioritizing health is vital to achieving our racing goals and potential.

This program's emphasis is on development in alignment with the LTAD model. We value effort and dedication to allow for a growth mindset.

We believe in sport for life – therefore, competition is only one avenue to allow individuals to develop and improve their skiing and shooting abilities. It is essential that the athlete feels self-motivated rather than pressured to participate in any aspect of training or racing. We believe it is necessary to offer various programs to accommodate the different interests of developing athletes. The national program is reserved for athletes who are focused on performance. The provincial program is for those who want to race in leisure and casual way. For recreation and other sports for life pursuits, the club offers different programs that may be more appropriate.

The Athlete agrees to the following:

For the sport:

- To respect the policies put forth by CCES (www.cces.ca)
- To respect and honour the rules and regulations at events and those of regulating bodies involved in your sport.

For the club and our community:

- To represent the CNSC Team respectfully and responsibly.
- To not misuse any substance or communication platform while representing CNSC.
- To thank several volunteers at every event.
- Leave all sites as you found them or in better condition.
- To always value and respect our competitors.
- Follow and respect all club policies, codes of conduct, and procedures at all times.

For the team:

- Respect others at all times and display good sportsmanship.
- To demonstrate commitment to your teammates and show up ready and on time.
- Let your coaches and teammates know in advance when you cannot attend a session.
- Make the right decisions for the team if you are sick before an event. If you are sick at an event, you will make reasonable efforts to protect your teammates.
- Never leave a fellow teammate behind alone with a single adult and wait with them until there are either two adults, their parents or another athlete.
- To consistently support and value your teammates and treat them with dignity and respect.
- To engage and maintain open communication, communicate your differences respectfully and be solution orientated with your teammates and coaches.
- Differences in training ideas are encouraged to be discussed with the coaches at appropriate times during meetings. Training is a dynamic process – so should coaching.
- To respect curfews and team schedules.
- To respect and understand that significant deviations from these engagements could result in losing the privilege of being part of the team so long you do not undergo the learning process necessary to be capable of adhering to these engagements.
- Wear a minimum of a t-shirt during training.
- Come to training knowing your training plan.
- Come to training with a watch that allows you to execute your training. Garmin is the only watch that can download planned sessions – not mandatory but recommended over other sports watch brands.
- To respect the travel policy as stated in https://commit2kids.ca/pdfs/EDU_TravelGuidelinesYouthSport_en.pdf
- To respect the team values at all times.
- To be present at team meetings.

For yourself:

- Call the Canadian sports helpline if you need support, and even if you are unsure if you do: call or text: 1-888-83SPORT (1-888-837-7678).
- Always protect and prioritize your health (physical, emotional and spiritual) over performance.
- Inform the coach of health-related concerns you deem worth sharing only if you feel comfortable sharing this information.
- I will never communicate via any electronic platform with a single parent or coach; I will always include at least two coaches or athletes.
- I will always wear high-viz when roller-skiing.
- To make sure you are bear aware (get the education you need). The athlete's responsibility is to bring bear spray when they deem it necessary.

- Have a Strava Beacon function on when training to let others know of your whereabouts.
- Wear protective eyewear during races and roller skiing.

For your interpersonal relationship with your head coaches:

- Respect the head coach's time off, which will be specified for every season. This includes electronic communications.
- Respect the caretaker's / head coach's privacy by never entering his property unless invited to do so in a context not associated with their position as head coach. Athletes should never be on the caretaker's property unless accompanied by their parents or at the very least by one other athlete.

Significant deviations from this code of conduct will be addressed in the following manner:

1. Discussion with the head coaches or a head coach if others are not present to listen to all those involved, make an action plan and find an appropriate agreement aligned with the code of conduct.
2. Any persistent deviations will be reported to our program's committee, which will decide on the appropriate measures. If this happens during a competition, this role falls under the head coach.

For national program members

- Training Peaks is like an athlete's athletic passport. It informs coaches on what you can do and how you responded internally and externally- given you fill in the diary and the log portions. It also tells provincial coaches what kind of athlete you are: your ability to be organized, communicate and your level of consistency with your training—as such, filling in Training Peaks is mandatory. National athletes must complete their Training Peaks daily. Athletes who haven't filled out their Training Peaks will not receive their training plan for the next week. Please seek help from a coach to overcome barriers.
- The national program is reserved for athletes who wish to reach their highest potential. A yearly review of the athlete's commitment and behaviour will be held by the lead coaches and the head coaches to determine which athletes will be accepted into the national racing program. This program reserves the right to deny some applications if the committee of coaches does not deem the athlete's participation fit with the group's mission.

Waxing policy for supported races

What is a supported race?

Supported races are those races such as BC Cups, Canadian Nationals, and Track-Attack Championships that are attended by a large group of athletes from the club.

Regional cups will be partially supported when a coach is available. The club will provide kick wax if a coach is available. Athletes and their families will be fully responsible for their glide wax - a recommendation will be given. We will fully support one regional race per year to encourage participation and expose athletes to the process.

For races to be successful, it takes a collective effort. Every athlete has to do their share to ensure that waxing services at races are successful. Here is a guideline to help us all be on the same page and work together to make this a good experience.

Before the races

We all must clean and travel wax our skis with CH6/PS6 using our waxes.

We all have to make sure that our name, category, club name, and wax pockets are marked well on the front of our skis ahead of the bindings. We should have our club's name on all our equipment so that the equipment can be returned should we leave something behind.

We are all responsible for having an extra pair of straps, pole shaft, pole tips, and a plate for our bindings. The team cannot support athletes with spare parts due to the availability of too many none compatible systems. This is the responsibility of every athlete.

At the races

When we get to the races, athletes have all the tools necessary to scrape, clean and wax their skis. Upon arrival, the athletes scrape and wax their skis with their waxes and tools. The team will provide a bench for the athletes to do so when possible. Athletes should then test their skis and decide which skis they would like to race on. Athletes bring their kick waxes, cleaners, and tools for training and warm-up skis. Once the athlete has picked the skis they would like to race on, they must clean the skis using their waxing kit and give them to the waxing technicians.

Athletes are responsible for preparing their warm-up skis.

We (the wax technicians) are responsible for preparing the racing skis. All other preparations are the athletes' responsibility, including proper tools and waxes. The racing skis will typically be ready 50 min before the race. The athletes should test their skis and let the wax technicians know how they perform using a 0-5 scale: 0 being bad grip or glide and 5 being the best kick or glide.

After the races

Athletes are responsible for cleaning and travel-waxing their skis using their supplies.

Waxes and other supplies

No waxes or other supplies will be used by the team provided by individuals unless there is an explicit agreement around a refund or the replacement of the supply – **ahead of time before the use of the product**. If no agreement is reached before using the product, the individual understands that they are donating their supplies to the team and that the team will not compensate or reimburse them. This is to avoid misunderstanding and to protect team cohesion.

**The only deviation for this guide could be for races where athletes must fly to the event. On this occasion, the guidelines and expectations will be made clear.*

Waxing service for non-team members or members of other teams

Caledonia Nordic Ski Team may provide waxes or waxing services to other team members or non-team members. For non-fluorinated waxing, we charge 15\$ for skate skis and 20\$ for classic skis. For fluorinated waxing services, we charge 40\$ for skate and 55\$ for classic skis.

For exchanges in services or material between a team or individual and CNSC's racing program, the terms must be made clear ahead of time. If no agreement is reached before using the product, the individual understands that they are donating their supplies or time to the team and that the team will not compensate or reimburse them. This is to avoid misunderstanding and to protect team cohesion.

Last-minute schedule changes

We train outdoors, and we are at the mercy of mother nature. We reserve the right to change the schedule during the summer up to 90 minutes before training sessions to accommodate for the weather conditions.

Team relay trials selection race policy

This policy is set forth to ensure that selection for relays is fair and impartial. In writing this policy, the following have been considered: sickness & injured athletes, style (skate versus classic), distance, format, waxes, crashes and incidents, schedule, communication, biathlete and cross-country skiers, pre-requisite points, racing license, and weather.

- Only athletes who fulfill the racing criteria will be considered for the teams. For instance, at Nationals, one needs to have a racing license and accumulated points. See page 20 for details: <https://skinationals2022.ca/wp-content/uploads/2022/02/2022-Ski-Nationals-Technical-Package-FINAL.pdf>
- The trial race will be held either the week of or the week before the race. Due to the short proximity of the trials to the event, sickness and injuries will not be considered. We deem that if an athlete is sick or injured in the days before a competition, they should reconsider their participation in the event.

- Biathletes and cross-country skiers will be considered and given the same opportunities to race in any event, given that the athletes fulfil the first criteria.
- The format of the trial race will be of the same style (skate or classic) and will try to mimic within reason the demands of the race.
- If an athlete commits an infraction during the trial race, they will automatically receive a last-place position. The decision around the infraction will be made solely by the head coach using the flow chart provided by Nordiq Canada. No protest of the decision will be considered once the decision has been made. If the athlete's parents do not respect the decision, the athlete will be DNQ for parental misconduct. No adjustment in results will be made for the athlete affected by the infraction.
- In the event of a force Majeure where the weather (see cold weather policy for details) does not allow us to hold a trial race or if the trail conditions are deemed not safe by the head coach, the team will be selected according to the most recent results from a similar race. If the biathletes have not participated in such a race before trials, they will, unfortunately, be considered after the cross-country skiing athletes. Biathletes will be considered in order of their results from their most recent race that is the most similar to the event at hand.
- Waxing: athletes will be required to wax their skis using the recommended waxes. The athlete's responsibility is to have the recommended waxes listed in our team's wax box recommendation (See the Basic wax kit document for details). If an athlete is caught using HF, LF or other products that are not readily available and accessible to the whole team, the athlete will be DSQ.
- The athlete's responsibility is to make sure they are aware and informed of the time and date of the trial. This information will be posted on the Google calendar and Slack either the week of trials or the week before trials. Should an athlete miss their trials, no actions will be taken, and no communication from their parents will be acknowledged to influence the relay teams.
- Racing up: If athletes wish to race a category up, they will have to do so and qualify during trials. If an athlete outperforms a teammate from an older racing category, they will be considered first.

Cold weather policy

If the weather is colder than minus 15 degrees Celsius, all athletes will be required to wear an Airtrim mask to participate in the session's intensity (zone 3,4,5) or speed components. If an athlete does not have an Airtrim mask, they can use a carpenter's mask with an exhaust valve as long as they have ordered an Airtrim mask.

The official training sessions will be cancelled if the forecasted weather is colder than minus 20 for U12 and younger. Athletes aged U14 and older will have no such cut-off but will not be allowed to train in the intensity domain or shoot below minus 20.

The call to cancel a week-day session for the U12s will be made at 4:30 p.m. and posted on Slack's general channel. The call to postpone or cancel a weekend session will be made Friday at 4:30 p.m. During weekends, if the forecasted weather is colder than minus 20 at 9:30, training will be postponed to 10:30. If at 10:00 a.m. the weather is still below minus 20, the official session will be cancelled for the U12 group. If the weather is colder than minus 20, a training alternative will be available for athletes who do not deem it safe to train. Training below minus 20 is not mandatory and is at the athlete's own risk.

*Caveat for the U12 group

This policy has the following caveats for U12 skiers and biathletes. U12 biathletes are not to shoot if the weather is below minus 15 degrees Celsius. U12 skiers and biathletes must stay close to the stadium area when the temperatures are below minus 15 and must have a warm room to warm up if they get cold. If the club cannot provide a warm space for U12 to warm up – practice is cancelled only for this group.

P.G home races are to run only if the weather is above minus 15 degrees Celsius at 4:30 p.m. The race will be cancelled while running only if the weather gets below minus 18 degrees Celsius. The head coach and the chief of competition can cancel the race at any point if they deem the safety of the participants is at risk due to other environmental factors.

If an athlete is not well dressed for the temperature, the leading coach can deny the athlete to participate in training.

Decisions will be made using:

https://www.meteoblue.com/en/weather/forecast/multimodel/otway_canada_6095247

Wunderground weather network is the best current weather app:

<https://www.wunderground.com/dashboard/pws/IBCPRINC3>

Letter of recommendations

Every letter of recommendation (sports school, squads etc.) will be based on the athlete's dedication to the sport in terms of their commitment to technical development, sportsmanship, training consistency and completion using Training Peaks, their ability to communicate and their performances. Recommendations will be written by the head coach and informed by the lead coaches.

Age-based versus ability-based group criteria.

Athletes will be grouped based on their abilities and skills, not their age. The criteria will be based on speed and endurance, and technic proficiency. The decision will be made by a lead coach and the head coach. Athletes will have access to coaching that will better address their

coaching needs. This will allow for groups of athletes at a more similar level, thus facilitating longer outings. The athlete's social well-being will be taken into consideration when adequate.

Athlete committee

An athlete will be selected by the athletes to represent them and their wants and needs to the head coaches and the program directors in a written format. There will be an athlete representative for both biathlon and cross-country. The athlete representative will communicate once per month with this committee to inform them of any demands, wants or needs.

Biathlon and cross-country skiing function on an independent schedule.

Biathlon and our XC group will function on an independent schedule to fulfil each sport's needs. We are the same team and will try to work together as often as possible. The idea is to function so that each group can do what they need to be successful. This means for parents that if they have an athlete in each sport, it is the equivalent of driving one athlete to swim and the other to hockey. No accommodation by the teams will be made.

PHOTO RELEASE:

Photographs are regularly taken during CNSC program activities and special events. I grant permission to the CNSC team and other associated cross-country and biathlon organizations (e.g., CCBC, CCC, Biathlon B.C etc.) to use my/my child's photograph on its website, on exhibition space and for fundraising, development or public relations purposes.

Signature: _____

Parent/Guardian _____

Parent/Guardian _____

Parent/Guardian _____

Parent/Guardian _____

Date: _____

This is an agreement between the CNSC and:

Athlete Name: _____ Birth Date: _____
D/M/YR

Address: _____

City: _____

Province: _____ Postal Code: _____

Printed Name of Athletes Parent/Legal Guardian:

_____ Date: _____

Signature of Athletes Parent/Legal Guardian:

_____ Date: _____

Signature of the Athlete:

_____ Date: _____