CALEDONIA
NORDIC • SKI • CLUB

P.O. Box 1243,
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Code of Conduct Policy

Effective Date: October 19, 2026
Approved by: 2026 CNSC Board of Directors

1. Purpose

The purpose of this policy is to establish clear standards of conduct that support a safe, respectful, inclusive, and abuse-free sport environment at Caledonia Nordic Ski Club (CNSC). This policy reflects applicable CNSC bylaws and policies and, where relevant, the Nordiq Canada Safe Sport framework and the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), as amended from time to time.

CNSC representatives and participants must conduct themselves honestly, respectfully, and in a manner consistent with the safety and best interests of CNSC and its community. Bullying, harassment, abuse, discrimination, and retaliation are not permitted.

2. Application

This policy applies to the following CNSC representatives and participants:

- Members with annual memberships as well as day pass holders;
- Athletes (youth, competitive, recreational, and masters);
- Parents and guardians;
- Coaches, officials, instructors, and volunteers;
- Employees, contractors, and staff; and
- Directors, officers, and committee members.

It applies when:

- Participating in CNSC programs or events;
- Using CNSC facilities;
- Traveling or training with CNSC;
- Representing CNSC as an official (director), employee, or contractor; and
- Engaging in CNSC-related online or digital interactions.

3. Safe Sport Principles

All persons to whom this policy applies are expected to uphold:

- Respect – dignity and fairness for all;

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- Safety – physical, psychological, and emotional;
- Inclusion – welcoming all backgrounds and abilities;
- Integrity – honest and responsible conduct; and
- Accountability – taking responsibility for actions.

4. Expected Behaviour

All persons to whom this policy applies must:

- Treat all other members with courtesy, dignity, and respect;
- Follow CNSC bylaws, policies, rules, and directions from authorized personnel;
- Act in a manner that reflects positively on CNSC;
- Respect personal boundaries, consent, and privacy; and
- Contribute to a positive and supportive sport environment.

5. Maltreatment, Bullying, Harassment, and Prohibited Behaviour

- Maltreatment: Any conduct that causes or has the potential to cause physical or psychological harm, including abuse, harassment, bullying, neglect, or discrimination.
- Bullying: Repeated or severe behaviour that humiliates, intimidates, degrades, or harms another person, including verbal, physical, social, or cyberbullying.
- Harassment: Unwelcome conduct that demeans, humiliates, intimidates, or threatens an individual, including sexual harassment.
- A single serious incident may constitute bullying, harassment, or abuse.
- Prohibited Behaviour: The following are strictly prohibited:
  - Bullying or harassment in any form;
  - Discrimination or hateful conduct;
  - Psychological, physical, or sexual abuse;
  - Grooming: using trust, influence, or authority to create an inappropriate or exploitative relationship or boundary violations;
  - Neglect: failure by a person in a position of responsibility or authority to provide reasonable care, supervision, or protection to a participant, where such failure may place the participant's safety, well-being, or development at risk;
  - Cyberbullying or online harassment; and
  - Retaliation against anyone who reports concerns in good faith.

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6. Duty to Prevent and Report Harm

All persons to whom this policy applies share responsibility for supporting a safe environment and must:

- Avoid engaging in maltreatment;
- Speak up or seek help when witnessing concerning behaviour;
- Report concerns honestly and promptly; and
- Cooperate with Safe Sport processes.

Members in positions of trust (e.g., employees, coaches, officials, directors, and program leaders) have an enhanced duty of care.

7. Reporting and Safe Sport Pathways

Concerns should be reported as soon as reasonably practicable through an available reporting pathway, including:

- Through CNSC's general manager, directors, head coaches, and/or program leaders; and
- Through the applicable independent Safe Sport authority or other external authority, where the matter falls within that authority's jurisdiction.

CNSC will address reports in accordance with its bylaws, applicable policies, and any governing Safe Sport requirements. Reports will be handled:

- Seriously and promptly;
- With confidentiality and fairness; and
- Without retaliation.

8. Complaint Handling and Discipline

A breach of this policy may result in corrective or disciplinary action appropriate to the person's role and the seriousness of the conduct, in accordance with the BC Societies Act, CNSC's bylaws, applicable employment or volunteer arrangements, other CNSC policies, and any applicable Safe Sport process. Measures may include:

- Education or corrective action;
- Verbal or written warnings;
- Suspension from activities or programs;
- Removal from leadership roles;
- Termination of membership; and
- Referral to Safe Sport bodies or external authorities.

Before CNSC suspends or terminates a membership, it will follow the process required by its bylaws and applicable law, including providing notice of the proposed action and a

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reasonable opportunity for the member to respond. Any decision will be made in good faith, on relevant information, and with procedural fairness appropriate to the circumstances. Corrective or disciplinary action will be proportionate to the conduct and consistent with applicable CNSC and Safe Sport requirements. Nothing in this policy limits a reporting obligation or referral to an external authority where required or appropriate.

9. Online and Digital Conduct

This policy applies equally to:

- Social media;
- Messaging apps; and
- Emails and online forums

Online bullying, harassment, or harmful conduct is a violation of this policy.

10. Retaliation

Retaliation against any person who:

- Reports maltreatment;
- Participates in an investigation; or
- Seeks Safe Sport assistance

is strictly prohibited and constitutes a serious breach.

11. Policy Review

This policy shall be reviewed by the Board of Directors at least every five (5) years, or sooner if required by legislative, governance, organizational, or applicable Safe Sport changes.

12. Acknowledgement

All persons to whom this policy applies are expected to read, understand, and comply with this policy. Membership in CNSC constitutes acknowledgement of the obligation to comply with this policy, subject to CNSC's bylaws and applicable law.