



POLICY – CODE OF CONDUCT

Date Written: January 2022

Approved by Executive in minutes of meeting dated January 4, 2022

Amended by Executive in minutes of meeting: N/A

The Code of Conduct applies to all club members and volunteers and is intended to ensure that all members, ski club users, including athletes, coaches, parents, and volunteers, can participate in club activities within a safe, fun, and positive environment. The purpose of the code is to provide expectations for all members and volunteers and is a tool to promote positive, supportive interaction.

1. Ski Club Conduct

Bullying and harassment is not acceptable or tolerated at the Omineca Ski Club. All members will be treated in a fair and respectful manner.

2. Bullying and harassment

- (a) includes any inappropriate conduct or comment by a person towards a member that the person knew or reasonably ought to have known would cause that member to be humiliated or intimidated, but
- (b) excludes any reasonable action taken by a member or executive relating to the management and direction of members or the ski club.

Examples of conduct or comments that might constitute bullying and harassment include verbal aggression or insults, calling someone derogatory names, harmful hazing or initiation practices, vandalizing personal or ski club belongings, and spreading malicious rumours.

3. Members must:

- not engage in the bullying and harassment of other members
- report if bullying and harassment is observed or experienced
- apply and comply with the club's policies and procedures on bullying and harassment

4. Application

This policy statement applies to all members and volunteers, including season pass holders and day users. It also applies to interpersonal and electronic communications, such as email and social media.



Omineca Ski Club, Box 1008, Burns Lake, BC VOJ 1E0

5. Reporting

If members, volunteers, or ski club users experience or witness bullying or harassment they should notify info@ominecaskicub.ca or seek advice from a member of the Board. All formal complaints will be received and addressed by the board. Omineca will follow Cross Country BC protocols for dealing with bullying and harassment.

(<https://www.crosscountrybc.ca/sites/default/files/documents/Harassment%20Policy%2003.pdf>)