



CROSS COUNTRY SASKATCHEWAN

2018/2019

COMPETITION FUNDING GUIDELINES AND APPLICATIONS

Revised by High Performance Committee

October 2018



CROSS COUNTRY SASKATCHEWAN

TABLE OF CONTENTS

	Page
OVERVIEW	3
BASE LEVEL COMPETITION	4
Base Level Funding	4
HIGH PERFORMANCE COMPETITION	6
1. High Performance Development Funding	6
2. High Performance Elite Funding	8
COACHING	10
Base Level and High Performance Coaching Support	10
WESTERN CANADIAN CHAMPIONSHIPS TRIP	11
CANADIAN NATIONAL CHAMPIONSHIPS TRIP	12
APPLICATIONS	14
1. Application for Base Level Funding	15
2. Application for High Performance Development Funding	16
3. Application for High Performance Elite Funding	17
4. Application for Base Level and High Performance Coaching Support	18
ATHLETE/COACH AGREEMENT	19



CROSS COUNTRY SASKATCHEWAN

OVERVIEW

Cross Country Saskatchewan (CCS), is committed to supporting the development of competitive cross-country ski racing in Saskatchewan. To further this, funding has been made available for athletes at the base level and athletes at the developing and elite levels of high performance competition.

Through **Base Level Funding** CCS recognizes the starting point for racing teams of member clubs and their athletes, and provides those teams with assistance to support racing within the province as the team sees fit.

Through **High Performance Development Funding** CCS recognizes and supports that intermediate step when the developing athlete has already proven his/her ability at provincially (but not nationally) sanctioned races, and wishes to challenge both him/herself and others, at nationally sanctioned races, such as those beyond the borders of the province. The athlete will strive to acquire a ranking on the Canada Points List (CPL), as established through Cross Country Canada (CCC).

Through **High Performance Elite Funding** CCS recognizes and supports the accomplished athlete who has already proven his/her ability, provincially and nationally.

The CCS Base Level and High Performance Funding programs are available to both able bodied and disabled athletes. Selection criteria for the High Performance Funding programs place emphasis on the athlete’s demonstrated ability and results from the previous year’s competition. For the purposes of this document, an “event” refers to all Sask Cup races hosted by a club over one or two days, such as a free technique and a classic race.

All applications and required submissions shall be returned together, no later than the posted application closing date. **The High Performance Committee (HPC) will be reviewing all submissions.** This will occur shortly after the closing date, to ensure the initial payments are made as soon as possible.

Included in this document is the “Athlete/Coach Agreement” form that can be used by coaches to enter into ethical agreements with their athletes.



CROSS COUNTRY SASKATCHEWAN

BASE LEVEL COMPETITION

Base Level Funding

The Base Level Funding program is a grassroots CCS initiative to provide the racing teams of member clubs with financial assistance for their young and developing racers. CCS recognizes that many young ski racers need to travel to various races throughout the province. Race exposure for these young athletes is critical for their development to high performance skiing.

CCS will provide funding of **\$200 per licensed racer** meeting the established criteria. This funding will be available to each racing team of a member club to assist in the development of their young athletes.

Racing teams may apply for funding on behalf of athletes in their respective clubs who showed commitment to competition and performance development throughout the season. Team coaches should submit a list of athletes who met the following criteria in the 2018-19 season by **November 9th, 2018**.

Key Criteria are:

1. Athletes shall have held a CCS Race License in the previous race season and for the current race season.
2. Athletes shall have attended at least three CCS sanctioned Sask Cup races (a race being defined as one Sask Cup race – one of which must be classic) in the ski season that counts towards Sask Cup points standing, in addition to Provincial Championships.*
There are currently six Sask Cup races, and Provincials planned for the 2018-19 race season. If any Sask Cup races are cancelled, the HPC may choose to reduce the require number of attended races.
3. Athletes awarded High Performance Development or Elite funding are also eligible for Base Level Funding.
4. Athlete shall be in the “Under 23” (U23) categories (or U35 for Para Nordic athletes).
5. Base level funding is to support travel expenses for athlete attendance at races.
6. **CCS shall receive applications by November 9th, 2018.**

**An athlete that can provide proof of illness (signed letter from a doctor) that prevented his/her participation in the provincial championships or NOT MORE THAN TWO regular Sask Cup race events that they intended on attending, will still be considered eligible for base level funding.*



CROSS COUNTRY SASKATCHEWAN

**If an athlete is unable to attend the provincial championships due to inclement weather and adverse traveling conditions the HPC may waive the requirement of attending the Championship if the athlete can provide proof of registration to the event and of adverse traveling conditions*

CCS will compare the list of names submitted with the Sask Cup race results. Any discrepancies will be checked with the club. The funds will be payable upon acceptance and verification of the athletes listed on the application form.

Print, fill out, scan and email completed forms to:

ccs@sasktel.net

Or send to:

Cross Country Saskatchewan

1860 Lorne Street

Regina, Saskatchewan S4P2L7



CROSS COUNTRY SASKATCHEWAN

HIGH PERFORMANCE COMPETITION

1. High Performance Development Funding

CCS, through Development Funding, will assist provincially ranked athletes who have enjoyed success at the Sask Cup level and have demonstrated both the ability and desire to strive towards the elite level. CCS will provide funding ranging from **\$250 to \$750 to each racer** meeting the established criteria. **Please see the Application Form on Page 16 of this document to apply.**

This level of funding is provided to assist the developing athlete in attending out-of-province CCC sanctioned events and high level training camps. Other race events, subject to approval by the HPC, may qualify for funding.

These include CCC sanctioned races such as BC Cups, AB Cups, MB Cups, Ontario Cups, Quebec Cups, Nor Ams (such as Easterns and Westerns), and Nationals, as well as out-of-province High Performance training camps.

To be eligible for **High Performance Development Funding**, and to be recognized as a High Performance Development Skier, all following criteria shall be met:

1. Athlete races at a Midget level or higher and in the U23 categories or the U35 Para Nordic category at “out-of-province” events.
2. Athlete have demonstrated results from the previous year’s race season.
3. Athlete hold a CCS Race License for the current year.
4. Athlete hold a CCC Race License for the current year.
5. Athlete be coached by a NCCP - ICC and CC or equivalent (old Level 1) coach, or higher.
6. Events be out-of-province CCC sanctioned races and high level training camps or other events approved by the HPC.
7. Athlete may identify up to three events.
8. **CCS shall receive applications by November 9th, 2018** with each planned event listed on the application for athletes to be eligible.
9. **Athletes are strongly recommended to attend two (2) Sask Cup races and shall attend the CCS Provincial Championships (unless there is demonstrated conflict with a CCC event) in order to receive funding.**
10. Funding will be given in order of priority. 1. To athletes that placed first in Sask Cup Points/ had the highest CPL points in their category during the previous race season, in their category; 2. To athletes that placed second in Sask Cup Points/ had the highest CPL points in their category during the previous race season; 3. To athletes that placed third ... etc.



CROSS COUNTRY SASKATCHEWAN

Each qualifying athlete can claim funding for up to three eligible events at funding of up to \$250 per event, for the upcoming season. Funds shall be requested on an event-by-event basis and will be released once the proof of participation via Zone 4 can be attained. Athletes are asked to send an e-mail to ccs@sasktel.net asking for funds as soon as the Zone 4 results can be checked. Exceptions to this process may be considered if a written request is received in advance. Out-of-province means an event that is held outside the province of the athlete's current residence on November 30, 2018.

During the season, an athlete may select an event or events not listed on his/her application to substitute for one or more listed events that he/she was not able to attend. Changing selected events shall be approved by the HPC, and substitute events shall meet the criteria for acceptable events. To initiate this request, the athlete should contact CCS. *Print, fill out, scan and email completed forms to: ccs@sasktel.net*

Or send to:

***Cross Country Saskatchewan
1860 Lorne Street
Regina, Saskatchewan S4P2L7***



CROSS COUNTRY SASKATCHEWAN

2. High Performance Elite Funding

CCS through Elite Funding will assist provincially ranked athletes who have enjoyed success at both the Sask Cup level and nationally and demonstrated results. CCS will provide funding ranging up to a total of \$1500. **Please see the Application Form on Page 17 of this document to apply.**

This level of funding is provided to assist the elite athlete in attending out of province CCC sanctioned events as well as high level training camps. Other race events, subject to approval by the HPC, may qualify for additional units of funding.

These include CCC sanctioned races such as BC Cups, AB Cups, MB Cups, Ontario Cups, Quebec Cups, Nor Ams (such as Easterns and Westerns), and Nationals, as well as out-of-province High Performance training camps.

To be eligible for **High Performance Elite Funding**, all following criteria shall be met:

1. Athlete races at a Juvenile level or higher and be within the U23 categories or the U35 Para Nordic category at “out-of-province” events.
2. Athlete have demonstrated strong results* from the previous year’s race season, in both Sask Cup and out of province CCC sanctioned races.
3. Athlete holds a CCS race license for the current year.
4. Athlete holds a CCC Race License, or equivalent, for the current year.
5. Athlete be coached by a NCCP - ICC and CC or equivalent (old Level 1) coach or higher.
6. Events are out-of-province CCC sanctioned races and high level training camps or other events approved by the HPC.
7. Athlete may identify up to three events. Additional events may be considered later in the season, but shall be approved by the HPC.
8. **CCS shall receive applications by November 9th, 2018** with each planned event listed on the application, for athletes to be eligible.
9. **It is strongly recommended that the athlete participate in both races of the provincials.**
10. SaskSport confirmed that it is appropriate for CCS to award this funding to our elite athletes who have temporarily moved from Saskatchewan to pursue high level training and competition (e.g. a university student that is a member of a university cross country ski team in another province or territory but who still has a permanent address in Saskatchewan). In this circumstance, the HPC may waive requirement #9 if all other requirements are met by the athlete.

*Criteria for Elite Funding differ from that of Development Funding. **The skier will be training and racing to achieve as high a national ranking as possible.** The skier will have CPL



CROSS COUNTRY SASKATCHEWAN

standing from the previous year and have demonstrated high performance abilities in both their ski racing and training history. The HPC will be reviewing applications based on current CPL standings (previous year's complete ski season). Please refer to the same CPL Distance standards that are used for the Nationals Trip:

Juvenile Boys: >61.00

Juvenile Girls: >57.00

Junior Boys: >66.00

Junior Girls: >60.00

Junior Men: >70.00

Junior Women: >64.00

Senior Men: >72.00

Senior Women: >66.00

Each qualifying athlete can claim funding for up to three eligible events for funding of up to \$500 per event for the upcoming season. Funds shall be requested on an event-by-event basis and will be released once the proof of participation via Zone4 can be attained. Athletes are asked to send an e-mail to CCS asking for funds as soon as the Zone4 results can be checked. Exceptions to this process may be considered if a written request is received in advance.

During the season, an athlete may select an event or events not listed on his/her application to substitute for one or more listed events that he/she was not able to attend. Changing selected events shall be approved by the HPC, and substitute events shall meet the criteria for acceptable events. To initiate this request, the athlete should contact CCS.

Print, fill out, scan and email completed forms to: ccs@sasktel.net

Or send to:

Cross Country Saskatchewan

1860 Lorne Street

Regina, Saskatchewan S4P2L7



CROSS COUNTRY SASKATCHEWAN

COACHING

Base Level and High Performance Coaching Support

For our athletes to strive for excellence in training and competition, both themselves and the province, the involvement of volunteer coaches is critical. Each racing team of a member club is recommended to have at least one certified coach to assist in the development of the team's base level and high performance program. Developing training plans, coordinating training sessions and travelling with the athletes to races requires both a time and financial commitment on the part of the coach. For this reason, *CCS will provide a grant to each applying coach*, to assist in offsetting some of the costs associated with coaching base level and high performance athletes.

Please see the Application Form on Page 18 of this document to apply.

The criteria for this grant are as follows:

1. Each applying coach shall base their application on one team coach supporting a competitive development program consisting of CCS licensed athletes in the U23 age categories, and/or the U35 Para Nordic category.
2. Licensed athletes, under the guidance of the coach, shall also qualify for one or more of the CCS Competition Funding programs: Base Level, High Performance Development or High Performance Elite.
3. If athlete numbers and the existing club high performance program warrant inclusion of a second coach, a second coach application may be submitted, and at the discretion of the HPC, be approved.
4. The coach **shall be "Trained" completely at the level for which they apply** (i.e., if the coach will be attaining their L2T level mid way through the season, the application will be based on the existing CC level standing).
5. The coach shall submit a document outlining the High Performance Program in place for the club. This would include, but not be limited to, planned training sessions, race schedule, etc.
6. **CCS shall receive applications by November 9th, 2018** to be eligible.

Available grant funds will be based on NCCP level attained as of October 31st, 2018.

NCCP – L2T - **\$250**

NCCP T2T- **\$500**

NCCP Level L2C or higher - **\$750**

Examples of how the coach can utilize this funding: 1) honorarium for coach's time spent working with athletes, 2) travel assistance for coach and athletes to attend local races, 3) general coaching supplies, stationary, etc. The coaching support grant is designed to assist the existing coach in their function as a team coach. This grant is **NOT INTENDED** for coaching development but to support the coach as they work with the team and individual athletes.



CROSS COUNTRY SASKATCHEWAN

WESTERN CANADIAN CHAMPIONSHIPS TRIP

The Western Canadian Championships (Westerns) is a CCC Tier 1 sanctioned event tailored to developing skiers approaching, or advancing through, elite development. In 2019, Westerns will be hosted by Telemark Nordic Ski Club in West Kelowna, BC from February 7th to 10th. CCS will support athletes competing in the Midget to Senior Age Categories.

1. Midget and older athletes holding a CCC racing license valid for the current competition season; and
2. Athletes recommended by their club coach(s) and the CCS HPC and this recommendation will be based on the athletes demonstrated commitment to training and to competition in Sask Cup and other race events. Priority will be given to athletes who have shown the potential within the past year to achieve strong results at Westerns.

In funding this trip, the priority for the CCS HPC is to use to Westerns budget to support the coaching staff and cover as much of the cost of accommodation, ground transportation and race wax for the athletes as possible. Therefore athletes may be expected to cover their own costs for food, race registrations and air travel to Kelowna. This will depend on the total number of athletes on the trip

The HPC will allow athletes applying for High Performance Development or High Performance Elite funding to use Westerns as one of their events. To apply for the Westerns trip, send an email to ccs@sasktel.net, as well as CCS High Performance Coordinator/Coach, Andrew Brisbin, at andybrisbin@hotmail.com.

Please use the subject heading “Application for 2019 Westerns Trip”.

*The application deadline is **December 1st, 2018**. This is required to assist in planning for attendance at Westerns. CCS will notify all athletes who apply whether or not they are approved for the CCS supported Westerns Trip by Friday, December 14th, 2018.*



CROSS COUNTRY SASKATCHEWAN

CANADIAN NATIONAL SKI CHAMPIONSHIPS TRIP

The Canadian National Ski Championships (Nationals) are the premier event on the national race calendar for many athletes. CCS requires a serious commitment by participating athletes and coaches. In 2019, Canadian Ski Nationals will be hosted by Nakkertok in Cantley, Quebec, near Ottawa, from March 13th to 20th. The Trip to Nationals, funded by CCS, will only be available for qualifying individuals who meet all specific criteria as follows:

1. Able-bodied athletes who compete in the Juvenile boy/girl to Senior men/women categories. Para Nordic athletes who are in the U35 category.
2. Athlete is a registered member of a Saskatchewan cross country ski club.
3. Athlete holds a Cross Country Saskatchewan Race License
4. Athlete holds a current CCC racing license.
5. Athlete meets the CPL requirements listed below.

Available funding will be dependent on the total amount of funds available based on this year's CCS budget and the number of athletes attending who meet the above criteria. This trip is funded to support travel and coaching support. The priority for the CCS HPC is to cover the costs of the coaching support team, and then the accommodations, race wax, and ground transportation for the athletes. Depending on the size of the attending team, athletes may have to cover the costs of travel to Ottawa, food and Nationals Banquet ticket, and race registrations.

The following standards will be used to help guide the selection of the athletes for Nationals at Nakkertok in Cantley, Qc. This will be based on the CPL Distance Points List published on the Cross Country Canada website.

Juvenile Boys: >61.00

Juvenile Girls: >57.00

Junior Boys: >66.00

Junior Girls: >60.00

Junior Men: >70.00

Junior Women: >64.00

Senior Men: >72.00

Senior Women: >66.00

Athletes who have surpassed the CPL Distance Points standards once the 4th CPL List is published near the end of January 2019 can be notified of their Nationals funding.



CROSS COUNTRY SASKATCHEWAN

Any athletes who have not quite met the standards by the end of January will have to wait until after the next CPL is published in February 2019 and will be notified of their funding status by February 22nd, 2019.

Junior men/women, Senior men/women and U35 Para Nordic athletes who have a permanent address in Saskatchewan but who are training and competing out of province with a recognized team (e.g. university racing team) may also be supported by CCS on this trip.

Athletes and their coaches that choose to attend Nationals, but are not funded by CCS shall make their own arrangements and pay for their own Nationals registration, banquet, travel, accommodation, and meal arrangements.

Family members and other supporters of all athletes attending Nationals shall make their own travel, accommodation, and meal arrangements if they choose to attend Nationals.

Athletes High Performance Development or Elite funding to apply such to the event, in addition to Nationals Funding, depending on whether costs to attend significantly exceeds the CCS budget.

To apply for the CCS supported trip to Nationals, send an email to ccs@sasktel.net, as well as CCS High Performance Coordinator/Coach, Andrew Brisbin, at andybrisbin@hotmail.com.

Please use the subject heading “Application for 2019 Nationals Trip”.

*The application deadline is **December 15th, 2018**. This is required to assist in planning for attendance at Nationals. CCS will notify all athletes (and their coach) on the status of their Nationals Trip application by February 22nd, 2019 at the latest, as well as if a deposit will be required to guarantee common travel and accommodations.*

APPLICATION FORMS



CROSS COUNTRY SASKATCHEWAN

1. Application for CCS Base Level Funding 2018-19

NOTE: Application shall be received by November 9th, 2018.

Club Name _____ Team Name (if different) _____				
Address _____ City _____ Postal Code _____				
Contact Person _____ Phone (Work) _____ (Home) _____				
Email _____ / _____				
Address/Website _____				
Team Coach _____ NCCP Level _____ Certification # _____				
Assistant Coach _____ NCCP Level _____ Certification # _____				
Assistant Coach _____ NCCP Level _____ Certification # _____				
Licensed Athletes:		Birthdate YY/MM/DD	CCS License #	Email address
_____	-	_____	_____	_____
_____	-	_____	_____	_____
_____	-	_____	_____	_____
_____	-	_____	_____	_____
_____	-	_____	_____	_____
_____	-	_____	_____	_____
_____	-	_____	_____	_____
_____	-	_____	_____	_____
_____	-	_____	_____	_____

Use back of sheet if necessary



CROSS COUNTRY SASKATCHEWAN

2. Application for High Performance Development Funding 2018-19

NOTE: Application shall be received by November 9th, 2018.

<u>Applicant Information (to be completed by Athlete)</u>		
Name _____	Male _____	Female _____
Address _____	Age _____	(as of Dec 31 st , 2018)
City _____	Postal Code _____	Birthdate _____
Email Address _____	Number Years Competitive Skiing _____	
Home Ski Club _____	Team Name _____	
Are you a Registered Ski Club Member AND CCS Race License Holder for 2018/19? Yes / No (circle one) Yes / No (circle one)		
CCC Race License # _____		

Please list location and dates of Out of Province and other CCC-Sanctioned events

1. Event _____ Date: _____
2. Event _____ Date: _____
3. Event _____ Date: _____

<u>Coach Information (to be completed by coach)</u>	
Name _____	Address _____ City _____ Postal Code _____
Email Address _____	NCCP Certification # _____
Home Ski Club _____	Team Name _____
<u>Required Signatures</u>	
Signature of Applicant _____	Date _____
Signature of Coach _____	Date _____
Signature of Parent or Guardian (if under 18) _____	Date _____



CROSS COUNTRY SASKATCHEWAN

3. Application for High Performance Elite Funding 2018-19

NOTE: Application shall be received by November 9th, 2018.

Applicant Information (to be completed by Athlete)

Name _____ Male _____ Female _____

Address _____ Age _____ (as of Dec 31st, 2018)

City _____ Postal Code _____ Birthdate _____

Email Address _____ Number Years Competitive Skiing _____

Home Ski Club _____ Team Name _____

Are you a Registered Ski Club Member AND CCS Race License Holder for 2018/19? Yes / No (circle one)

CCC Race License # _____

Please list location and dates of Out of Province and other CCC-Sanctioned events. Sask residents training and living temporarily out of Saskatchewan may list events that are out of the province they live during the ski season.

1. Event _____
Date: _____
2. Event _____
Date: _____
3. Event _____ Date: _____

Coach Information (to be completed by coach)

Name _____ Address _____ City _____ Postal Code _____

Email Address _____ NCCP Certification # _____

Home Ski Club _____ Team Name _____

Required Signatures

Signature of Applicant _____ Date _____

Signature of Coach _____ Date _____

Signature of Parent or Guardian (if under 18) _____ Date _____



CROSS COUNTRY SASKATCHEWAN

4. Application for High Performance Coaching Support 2018-19

NOTE: Application shall be received by November 9th, 2018.

Coach Information	
Name _____	Address _____
City _____	Postal Code _____
Email Address _____	_____
NCCP Level _____	Certification # _____
Home Ski Club _____	Team Name _____
Required Signatures	
Signature of Coach _____	_____ Date _____
Signature of Club Representative _____	_____ Date _____

Please attach the following information with this application:

Summary of club training and competition program for the upcoming season

Names and number of athletes involved.

Print, fill out, scan and email completed forms to: ccs@sasktel.net

Or send to:

Cross Country Saskatchewan

1860 Lorne Street

Regina, Saskatchewan S4P 2L7



**CROSS COUNTRY
SASKATCHEWAN**

!

ATHLETE/COACH AGREEMENT

Below is a list of expectations for CCS athletes and coaches. You may be requested to sign the agreement for CCS supported race trips and training camps. Clubs may use this agreement for their own programs.

ATHLETE CODE OF CONDUCT

Athletes will:

- Strive to be positive and support other team members
- Work together with other team members when needed
- Be appreciative of everyone supporting the team
- Respond to reasonable requests for assistance from clubs and to reasonable requests for information from the press

Athletes shall:

1. Compete according to the rules of Cross Country Saskatchewan (CCS), Cross Country Canada (CCC) and the International Ski Federation (FIS), where applicable.
2. Be respectful and considerate towards the public, coaches, administrators, volunteers, officials and other athletes;
3. Represent Saskatchewan and the sport in a dignified and responsible manner;
4. Treat with respect all property owned, rented or borrowed by CCS, including team vehicles, rental cars, accommodation, team clothing, billet's property and team equipment;
5. Respect the curfew hours specified by the CCS coaching staff and refrain from visiting the rooms of other athletes after curfew;
6. Confirm with Team Leaders their whereabouts and activities at all times when away from the team accommodations, camp headquarters or race site;
7. Not publicly criticize CCS programs, sponsors, clothing, equipment or personnel/volunteers, (voice any valid concerns directly through the normal CCS political process);
8. Never use tobacco or illegal drugs;
9. Never use alcohol while attending a team activity (athletes under the legal age) without exception;
10. Never use alcohol while attending a team activity without prior consent of the Head Coach or his/her delegates (athletes at, or over the legal age).

COACH CODE OF CONDUCT

Coaches have influence and control over their athletes. They shall be aware of and understand the power they have to affect their athletes' athletic development, their personal lives and even the athletes' families. Coaches shall also recognize that their athletes may look to them for a good example. The athlete's behavior is influenced by the coach. Coaches shall achieve behavior that is in the best interests of their athletes and the organization.

Coaches have a responsibility to:

1. Maintain respect for officials at all competitions;
2. Allow athletes' goals to take precedence over their own



CROSS COUNTRY SASKATCHEWAN

3. Recognize and accept to refer athletes to other coaches or sport specialists
4. Ensure that the activity is suitable for the age, ability and fitness level of the athletes
5. Regularly communicate and cooperate with the athletes' parents or legal guardians if the athlete is under the age of 18, involving them in decisions pertaining to their son/daughter's development
6. Conduct practices, and coordinate training and race trips, so as to allow student athletes the best chances for academic success.
7. Educate athletes about contributing to a safe environment
8. Communicate and cooperate with doctors in the diagnoses, and treatment of their athletes' medical and psychological problems.
9. Give top priority to the athletes' future healthy and well-being when making decisions about their ability to continue playing or training
10. Display high personal standards and project a favourable image of their sport and coaching
 - a Refrain from public criticism of fellow coaches; especially when speaking to the media or recruiting athletes
 - b Abstain from the use of tobacco products while in the presence of athletes and discourage their use by athletes
 - c Abstain from drinking alcoholic beverages when working with athletes
 - d Discourage the use of alcohol in conjunction with athletic events or victory celebrations at the playing site
 - e Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of duties
11. Treat everyone fairly, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status
12. Regularly engage in professional development
13. Respect skiers, coaches, parents, and officials at all times and encourage the same from their athletes
14. Encourage athletes to uphold the rules of their sport, and the spirit of such rules

Coaches Shall:

1. Ensure the safety of the athletes with whom they work.
2. At no time become intimately and/or sexually involved with their athletes.
3. Respect the athlete's dignity; verbal or physical behaviors that constitute harassment or abuse are unacceptable.
4. Never advocate or condone the use of drugs or other banned performance enhancing substances.
5. Never provide under age athletes with alcohol.



**CROSS COUNTRY
SASKATCHEWAN**

!

ATHLETE/COACH AGREEMENT

Athlete: I, _____, by signing this document, indicate that I have read, understood, and agree to follow the Cross Country Saskatchewan Athlete/Coach Agreement.

Date: _____

Athlete signature: _____

Parent signature: _____

Phone number: _____

Address & Postal Code: _____

Coach: I, _____, by signing this document, indicate that I have read, understood, and agree to follow the Cross Country Saskatchewan Athlete/Coach Agreement.

Coach signature: _____

Phone number: _____