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**tH 15 Athlete-Coach-Parent Program Agreement**

**Written By:** Kate Cornelius | Jennie Hogg  
**Approved By:** teamHOTHAM Committee, 16<sup>th</sup> June 2020  
**Date for Review:** March 2021

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**team**  
**HOTHAM**

## **1 Purpose**

The Mount Hotham Racing Squad (MHRS-teamHOTHAM) was founded in 1972 and is a not for profit Incorporated Association dedicated to the promotion of Alpine Ski Racing. An elected volunteer committee manages the club with programs designed, managed and implemented by highly professional coaches.

The purpose of this agreement is to form a three way partnership that involves the athlete, their parent and the athletes coach to ensure that all parties are fully aware of the conduct expected of them so that all members and program participants can enjoy the highest standards of coaching in an enjoyable, safe and supported environment. It is essential that all three partners apply a coordinated approach so that each and every athlete, their families and our club can achieve the best outcomes.

The MHRS ski program has been specifically developed by Mount Hotham Race Club program staff as a ski-racing program specifically designed to develop athlete's skills in Slalom, Grand Slalom and Skier Cross. MHRS Alpine Programs are designed to prepare athletes to compete in SSA sanctioned events. Whilst it is not compulsory that athletes compete in these events the program is designed for athletes to achieve their full potential at these events in all three disciplines.

## **2 Scope**

The scope of this agreement refers to all participants registered in a MHRS program, their parents/guardian and their coach.

- Under 8 registered athletes (Year of birth 2013, 2014)
- Under 10 registered athletes (Year of birth 2011, 2012)
- Under 12 registered athletes (Year of birth 2009, 2010)
- Under 14 registered athletes (Year of birth 2007, 2008)
- Under 16 registered athletes (Year of birth 2005, 2006)
- FIS registered athletes (Year of birth < =2004)

## **3 Expectations**

### **3.1 What we ask of our Athletes**

MHRS has high expectations of its athletes. Our athletes are the 'public' face of our club and as such it is expected that athletes will display, at all times, the highest standards of respect; consideration and dignity whilst in a program.

### **3.2 Behavioural and Attitudinal Expectations**

We expect that: -

- Athletes are aware of the MHRS COVID safe plan and avoid training and contact with fellow athletes if they are at all unwell.

- Athletes will maintain high standards of hygiene and physical distancing protocols whilst attending training. There should be no high fives, hugs or other close contact between athletes.
- Athletes are aware of, and at all time observe, the Alpine Responsibility Code and that other mountain guests and mountain staff are treated with respect.
- Athletes comply with the SSA Athletes Code Of Conduct at all SSA sanctioned events.
- Alpine and FIS Athletes participate and commit fully to the training and racing plan by coaching staff (dryland, on snow training, equipment, diet, rests etc.) giving 100% to the achievement of their personal advancement plan.
- Entry-level athletes willingly attend programs and arrive ready to enjoy, listen, learn and improve their skills and participate in all aspects of the program.
- Athletes demonstrate an age appropriate level of independence in relation to getting themselves fitted out with the appropriate clothing and equipment ready to ski, adhering to time, riding lifts and following directions from coaching staff.
- Older athletes will be role models to younger club members, respecting the rights, dignity and worth of others and at all times respect others and club property
- Athletes communicate with coaches on all aspects of their training plan and bring to their coach's attention any physical or emotional issue that may impede their participation in the program.
- Athletes will at all times whilst training within the program at Mount Hotham and whilst competing for MHRS at sanctioned race events behave and dress in a manner that brings credit to themselves the MHRS team and it's program.
- Athletes travelling as part of the team to race events adhere to all rules relating to racing, housekeeping, curfews as specified by accompanying MHRS coaching staff.
- Athletes demonstrate appropriate behaviour at all times on and off the snow and refrain from abusive, sexist or offensive language, teasing or bullying.
- Athletes follow the coaching plan as set by their coach and at all times respect the decisions made by coaching staff as final.
- Athletes do not participate in any illegal activities

### **3.3 Practical Expectations**

We expect that: -

- Approved helmets, back braces and all alpine safety armour as specified in the Alpine Program equipment requirements be worn at all times. Failure to do so will result in an athlete not being able to participate in the program until all equipment requirements are adhered to.
- Appropriate clothing for all conditions is worn at all times and that athletes protect themselves from the elements, use sunscreen and take other relevant protective measures for their own health and safety as required.
- Mount Hotham Racing Club uniform (current (2017) jacket and black pants) is worn at all times whilst attending MHRS programs and competing for MHRS at sanctioned race events.
- All skis and boots are checked and cleared by the athlete's coach prior to commencing in the program.
- All equipment is maintained in a good, safe, working order and that skis are tuned to the standard specified by the athletes' coach.

- Program times are adhered to and lateness will not be tolerated. Each session will begin on time and coaches will not wait for athletes that are not on time.
- Athletes take responsibility for their own health and safety at all times on and off the mountain. Note: Entry level athletes are not to use the equipment in the dry-land training room unless under the direct supervision of program staff.

***Should COVID-19 restrictions ease and the club rooms become open to members:***

- Athletes clean up after themselves, participate in club housekeeping and keep their club clean and tidy.
- Athletes using the tuning room adhere to all safety and cleaning requirements and are respectful of all users and their equipment. Note: Entry-level athletes are not to enter or use the tuning room without direct parent supervision.

**teamHOTHAM response;**

Any inappropriate behaviour or breaches of any of the above will be formally documented and discussed with the Program Director. The teamHOTHAM committee will be alerted to the matter at the next committee meeting.

Coaching staff and club officials will act without hesitation to ensure that a safe environment is maintained for all participants.

Should severe breaches occur or the safety of an individual or the group is compromised by an individual athlete or group of athletes the coach has the right to immediately make arrangements for individual or group of athletes to be removed from the program.

Discussions would then be held with the athlete(s), parent(s) and program director in accordance with the Club rules as to the future involvement of the athlete(s).

**3.4 What we ask Parents to do**

We expect that parents: -

- Are aware of the MHRS COVID safe plan and ensure their children also understand the plan.
- Ensure that their children will maintain high standards of hygiene and physical distancing protocols whilst attending training and will be kept home from training if they are at all unwell. There should be no high fives, hugs or other close contact between athletes.
- Ensure their child is ready and waiting to commence their program at the designated time and place and those children are picked up at the designated time. Please vacate the location in a timely manner to ensure no groups of parents are congregating near the training location. It is not acceptable to drop children off early or pick them up late as no supervision will be available in the clubrooms.
- To provide written authority to MHRS if your athlete is a U12 athlete and you wish them to arrive/depart without a parent.
- Be present on mountain and contactable at all times whilst their child is in a MHRS program. If required, as outlined in the MHRS COVID plan, parents may be required to collect their children ASAP (within 30 minutes) from the nominated spot on the mountain.

- Ensure a waiver is signed for their child to attend training as required by the MHRS COVID plan. For U8 and U10 ensure parent's sign their child in at the start of the program and sign their child out after collection of their child.
- Act as positive role models to all program participants on and off the snow
- Discuss this document with their child and ensure that their child fully understands the document and the consequences of any breaches.
- Ensure that their child is familiar with and understands the Alpine Responsibility Code
- Familiarise themselves with the MHRS rules of Incorporation and Constitution (Available on the MHRS Website)
- Familiarise themselves with the MHRS handbook and the Program details.
- Ensure that their child's coach and program director is fully aware of any physical or emotional issue that may impede their child's participation or progress in the program.
- Participate in the parent volunteer program where possible and commit to the specified fundraising activities that form part of the overall program.
- Fully support coaching staff and the committee to ensure that the highest standards of behaviour are adhered to by your child in all aspects of MHRS programs and activities.

*In addition for athletes in the Entry level programs (U8, U10) we require parents (or a nominated guardian):*

- be present to supervise their child during the designated lunch period.
- ensure their child is supervised at all times at the club whilst not in a formal program.
- ensure their child under no circumstances, is in the tuning room unless under the direct supervision of an adult.
- ensure their child does not use the dry-land training equipment except under supervision of program staff.

### **3.5 What we expect from your child's coach**

We expect that your child's coach will: -

- Adhere to the MHRS COVID safe plan and communicate any MHRS COVID updates to the athletes and parents.
- Commit 100% to the program and personal achievement of all athletes.
- Represent the best interests of all athletes.
- Behave according to MHRS and SNOW Australia coaching code of ethics.
- Coach athletes according to the Alpine program developed by the Alpine head coach and program director.
- Communicate with athletes on all training matters and set with the athlete personal program goals for the season.
- Communicate with parents on appropriate aspects of the team and individual athlete programs.
- Keep parents informed at all times of any aspects that may affect the ability of the individual athlete to participate fully and productively in the program.
- Adhere to all requirements set down by the Head Coaches, program director and MHRS committee.
- At all times conduct themselves in accordance with highest standards of integrity, respect and professionalism.

#### 4 Communication Matters

The MHRS uses a range of electronic and social media utilities to share information and news with members. The club is committed to protecting members' privacy and maintains clear boundaries to ensure that bullying and harassment does not occur.

Important communication involving athletes will be directed at all times through their parents either verbally or through the phone and electronic contact details advised at registration.

MHRS uses program photos for its website and publicity. MHRS takes care not to disclose personal information, nor provide identifying information when using program photos. **If any parent or athlete does not want to be published in program photos please place this request in writing to the Program Director.**

MHRS treats all social media postings, blogs, status updates and tweets as public 'comment'.

##### 4.1 What we ask Athletes and Parents to do: -

We expect our members to conduct themselves appropriately when using electronic communication to share information with other members or posting material on public websites connected to the club. We ask that electronic communication: -

- Be restricted to club matters
- Must not offend, intimidate, humiliate or bully another person
- Must not be misleading, false or injure the reputation of another person
- Should respect and maintain the privacy of members
- Must not bring the club into disrepute
- Should be lawful

**Abusive, discriminatory, intimidating or offensive statements will not be tolerated. Offending posts will be removed and those responsible will be blocked from the site and referred to the committee to implement further action if warranted.**

#### DECLARATION

*I (athletes name) \_\_\_\_\_ have read this agreement and understand my responsibilities and will abide by it as a member of Mount Hotham Racing Club and Program participant.*

Sign: \_\_\_\_\_

Date: \_\_\_\_\_

*I as the Parent/Guardian of (participants name) \_\_\_\_\_ have read and discussed this document with (participants name) and as the legal guardian will abide by it*

Sign: \_\_\_\_\_

Date: \_\_\_\_\_

*I as the coach of (participant name) \_\_\_\_\_ and employed by Mount Hotham Racing Squad as a Coach will abide by it.*

Sign \_\_\_\_\_

Date: \_\_\_\_\_