



# WNSL Code of Conduct

Revised May 1, 2015 by the USSA and language adapted by WNSL August, 2015  
Adopted by the WNSL on Oct. 18, 2015  
Revision Adopted Sept 18, 2016

## WNSL Code of Conduct

### Adapted from The USSA Code Of Conduct

Membership in the Wisconsin Nordic Ski League (WNSL) is a privilege, not a right. All WNSL athletes, coaches, and parents when participating in any WNSL activity must agree to conduct themselves according to the USSA's core values of Team, Loyalty, Integrity, Respect, Perseverance, Accountability and Courage and abide by the spirit and dictates of this Code of Conduct. Furthermore athletes, coaches, and parents will keep in mind the Olympic ideals of Excellence and Friendship when involved in WNSL activities. All athletes, coaches, and parents must agree to comport themselves in a sportsmanlike manner, and are responsible for their actions while attending or participating in all WNSL activities (including but not limited to camps, competitions, trainings, meetings, and projects).

Sportsmanlike conduct is defined as, but is not limited to: respect for competition officials, coaches, volunteers, athletes, and the skiing public; respect for facilities, privileges and operating procedures; the use of courtesy and good manners; acting responsibly and maturely; refraining from the use of profane or abusive language; and abstinence from illegal or immoderate use of alcohol and use of illegal or banned drugs.

While participating in any WNSL activity:

1. WNSL athletes, coaches, and parents shall be subject to this WNSL Code of Conduct.
2. WNSL athletes, coaches, and parents shall conduct themselves at all times and in all places as befits worthy representatives of the WNSL, their region, school team or club and in accordance with the best traditions of local, regional, state, national and international competition.
3. WNSL athletes, coaches, and parents are responsible for knowledge of and adherence to competition rules and procedures. Members are also responsible for knowledge of and adherence to the rules and procedures of the WNSL teams, schools, camps or other projects.
4. WNSL athletes, coaches, and parents shall maintain high standards of moral and ethical conduct, which includes self-control and responsible behavior; consideration for the physical and emotional well-being of others; respect for athletes, coaches, parents, officials and volunteers; and courtesy and good manners.
5. WNSL athletes, coaches, and parents shall abide by WNSL rules and procedures (and school rules/procedures where applicable) while traveling to and from and participating in official WNSL activities.
6. WNSL athletes, coaches, and parents shall abstain from illegal and/or immoderate consumption of alcohol. Absolutely no consumption of alcohol is permitted for those individuals under the age of 21.
7. No WNSL athlete, coach, or parent shall commit a criminal act.



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8. No WNSL athlete, coach, or parent shall engage in any conduct that could be perceived as harassment based upon gender, age, race, religion, disability or sexual orientation through verbal, written or electronic means.
9. No WNSL athlete, coach, or parent shall engage in:
  - Profane or abusive language
  - Disruptive behavior
  - Child sexual abuse
  - Emotional misconduct
  - Physical misconduct
  - Bullying
  - Harassment
  - Hazing
10. WNSL athletes, coaches, and parents agree to abstain from the use of performance enhancing drugs.

The maintenance of these ethical standards is in the best interest of the athletes and the sport of cross country skiing. Clubs, School Districts and the Wisconsin Nordic Ski League should ensure that each Head coach signs a copy of this code and maintain the copy on file. A new copy should be signed every year.

Coaches who have not signed a copy will not be engaged as supervising coaches for WNSL events.

The Intent of the Code of Conduct is to:

1. Create awareness of the expected standards of behavior and
2. Create a mechanism by which unethical behavior may be redressed.

Complaints may be initiated by an athlete, other coach, club volunteer, district administrator or parent who has been directly subject to or has observed a breach of this code of conduct.



# WNSL Code of Conduct

## COMPLAINT RESOLUTION PROCEDURE

Complaints should be handled and resolved as expeditiously as possible. Complaints may be received verbally or in writing.

### a) Complaints received verbally

Verbal complaints may be handled immediately on-site (at a competition, training or WNSL function) by a head coach, a league officer and assisted by or witnessed by another coach unrelated to the incident. Incidents which cannot be resolved at this level **must** be reported in writing by the League Officer who handled the complaint. The League Officer must report in writing to the other Officers of WNSL and all Clubs/Teams involved in the complaint. The written report must contain the nature of the alleged infraction/incident and what was done while attempting to resolve it. Incidents of a recurring nature **must** be reported in writing.

### b) Complaints received in writing

To be handled formally, complaints must be directed to the league president in writing by registered mail within 10 days of the alleged breach and contain sufficient information about the incident and complainant to allow a proper investigation (including eye witnesses). In the case of a continued breach of the standards contained in this code, documentation must include an approximation of the duration and frequency of the conduct in question.

The president must give the other League Officers a copy of the written complaint within 5 business days of receipt.

The League Officers will establish an Investigation Committee made up of a league officer, one coach who is not a party to the conflict, and one other individual not party to the conflict. Within fourteen days both the complainant and the alleged violator must receive a copy of the written complaint and information as to which part/section of the code has been breached. Such communication must include the subsequent procedures to be followed by WNSL including the steps to resolution, possible discipline and appeal procedures and will be delivered by registered mail.

In investigating a complaint the Investigation Committee should ensure that all parties to the complaint have full opportunity to present their side, including face-to-face hearings if that is necessary.

## Consequences

Should the committee find a complaint to be substantiated by their investigation, their decision may include one or more of the following:

1. Reprimand by the WNSL.
2. Suspension from active coaching at WNSL sanctioned events for a defined period of time.
3. Recommendation to the club/league/school to terminate the coaches' activities.
4. Forfeiture of team membership in WNSL (to be voted on [after the facts are presented] by the WNSL members; requires a 2/3 majority of all of the teams).
5. Such other action as may be deemed appropriate by the Investigation Committee.

Decisions of the Investigation Committee must be communicated to all parties to the complaint within 45 days of the receipt of the written complaint by registered mail. If it is not possible to render a decision and communicate it within 45 days, the committee must notify all parties to the complaint as to the reasons for the delay.

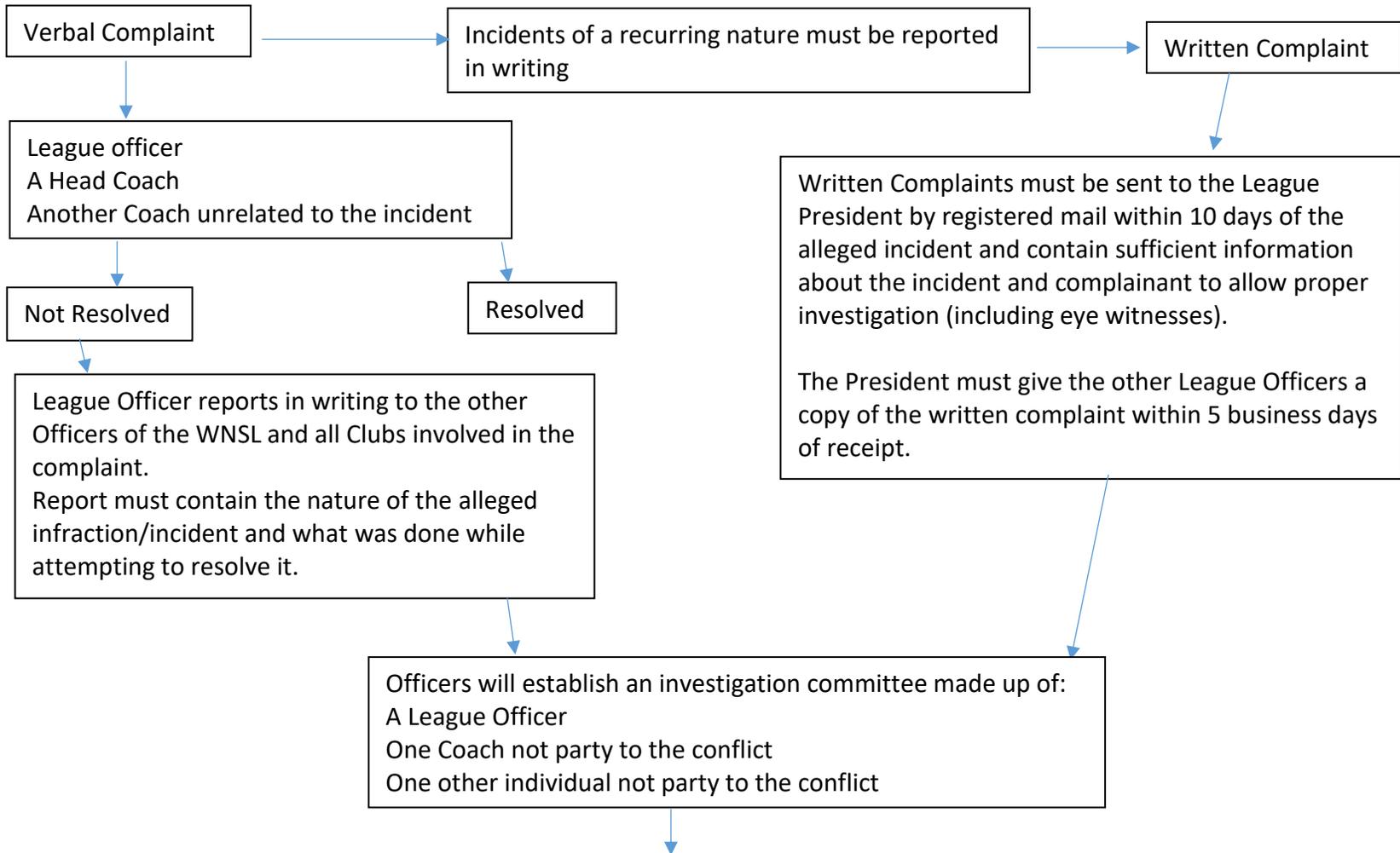


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COMPLAINT RESOLUTION PROCEDURE – Flow Chart with same content as text in WNSL Code of Conduct

Complaints may be initiated by an athlete, coach, volunteer, district administrator or parent who has been directly subject to or has observed a breach of this code of conduct.

Complaints should be handled and resolved as expeditiously as possible. Complaints may be received verbally or in writing.



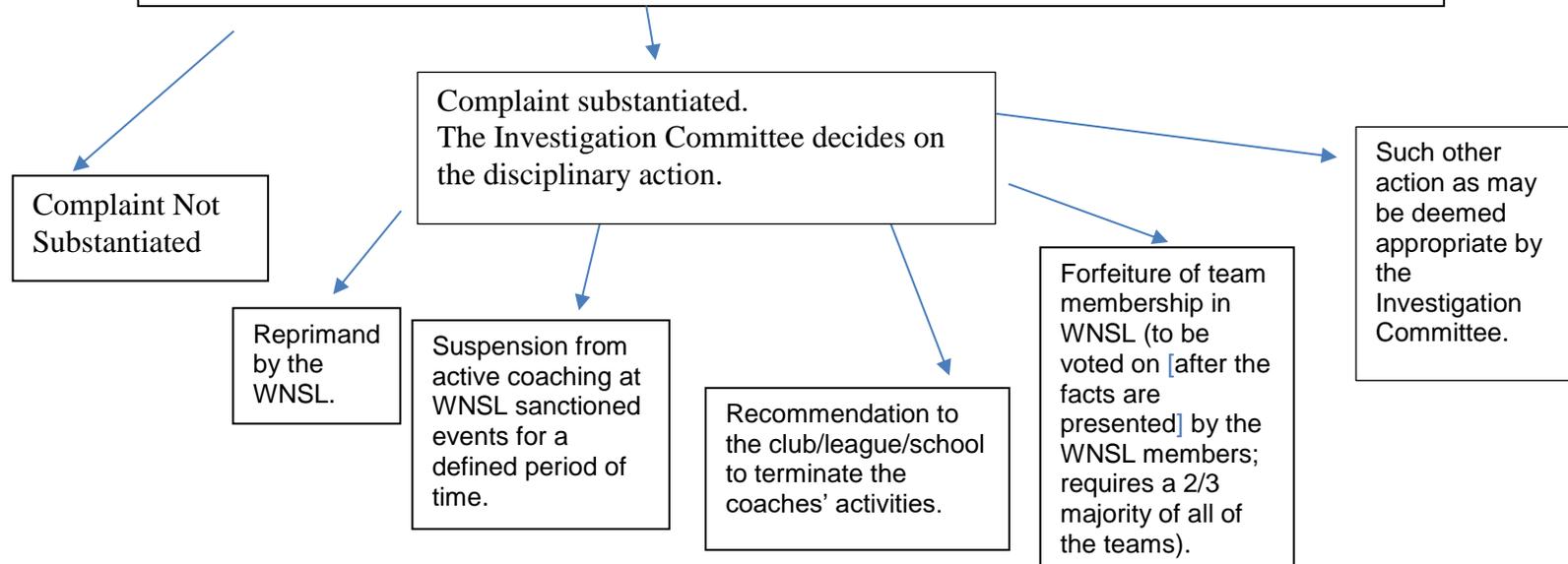


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Within fourteen days both the complainant and the alleged violator must receive a copy of the written complaint and information as to which part/section of the code has allegedly been breached. Such communication must include the subsequent procedures to be followed by WNSL including the steps to resolution, possible discipline and appeal procedures and will be delivered by registered mail.

The Investigation takes place.  
The investigation Committee should ensure that all parties to the complaint have full opportunity to present their side, including face-to-face hearings if that is necessary.

Decisions of the investigation Committee must be communicated to all parties to the complaint within 45 days of the receipt of the written complaint by registered mail.  
If it is not possible to render a decision and communicate it within 45 days, the committee must notify all parties to the complaint as to the reasons for the delay.





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## Procedure for Coaches:

1. This Code-of Conduct is to be distributed to all athletes, coaches, and parents by the Head Coaches of Middle School and High School WNSL Member Teams.
2. Head Coaches shall sign this form each year and return it to the WNSL secretary with their team roster by December 31<sup>st</sup>.

Send with rosters to:  
Anna DeMers, WNSL Secretary  
[ademe253@live.com](mailto:ademe253@live.com)

### Coach Signature for WNSL Code of Conduct

I have read and understand the WNSL Code of Conduct and accompanying Procedures. I agree to conduct myself in a manner that demonstrates the standards established in this document. My signature below certifies that I have shared the Code of Conduct with all athletes, coaches, and parents associated with this WNSL Member Team.

Date \_\_\_\_\_

Head Coach Name \_\_\_\_\_ Signature \_\_\_\_\_

Name of WNSL Member Team: \_\_\_\_\_

v2016-09-18