



STARskate: STAR 6-Gold Parent Information Manual



**Skate Canada
Patinage Canada**

About STAR 6-Gold Program:

STAR 6-Gold is the figure skating program that follows the STAR 1-5 program. Skaters continue to develop/master skills through all disciplines all while in a safe, welcoming and inclusive environment.

The STAR 6-Gold program continues in the Learn to Train stage of Skate Canada's LTAD (long term athlete development) model, for the STAR 6-8 levels. Once skaters reach the STAR 9-Gold levels they have entered the Train to Train stage of the LTAD. At this stage, skaters are ready to consolidate their basic sport-specific skills and tactics. Focus must remain on skills training and physical development over competition. Train to Train is critical for the development and retention of athletes. At this stage, injury prevention and management become more important as intensity and volume of training increases.

In the Learn to Train stage skaters are encouraged to acquire a skill set that will allow them to reach the highest level of proficiency that their unique talent and commitment will allow. **It is defined by technical development rather than chronological age.**

STAR 6-Gold Philosophies:

GOLDEN AGE OF LEARNING

Learn to Train is tagged the **"golden age of learning"** as it generally occurs during a key period in a skater's pathway for skill development. To support this, STAR 1-8 has been designed to offer skaters entering this program to be under the direction of a coach as much as possible. Providing skaters with the correct technique and offering a well-balanced skill set, supports quality skater development. Coaches are also expected to guide the skater's practice time to initiate good training habits.

BARRIER-FREE ADVANCEMENT

During this **"golden age of learning"**, it is imperative that skaters have access to advancement opportunities that match their rate of development. Assessors in the STAR 6-Gold structure are Evaluators or Coach Assessors. These individuals have been trained

and qualified to assess in each discipline. Evaluators are volunteers in our organization. Coach Assessors can only assess the skills discipline in the STAR 6-Gold structure.

An "Assessment Day" (also known as Test Day) is any day where a skater is being assessed by either an evaluator or coach assessor in one of the following formats:

- A skater being assessed by a Coach Assessor on a regular training session
- An assessment opportunity that schedules skaters to be assessed on a regular training session by an evaluator, for any discipline.
- A traditional assessment day at the club that schedules ice only for assessment purposes for skaters to be assessed by an evaluator, for any discipline.
- A regional assessment day to facilitate an assessment opportunity for a group of clubs (e.g at Thunder Bay Open)

Assessments may be done at any time throughout the season. Your coach will decide which assessment your skater is prepared for and will advise you when an assessment will be done. Each skater will progress at their own pace and will have timely access to assessment when ready for advancement. There are 38 assessments in the STAR 6-Gold program. All assessments have a Skate Canada fee of \$12 which must be paid prior to the assessment. There may also be an administration fee for assessments being done on traditional or regional assessment days.

STRONG FOCUS ON QUALITY BASICS

The STAR 6-Gold program is designed to keep encouraging skaters and coaches to strive for the highest quality of skill execution and acquisition. Having a solid foundation from the STAR 1-5 level will enable skaters to continue to progress and be ready for the next levels of development. This philosophy is reinforced by encouraging skaters to achieve the "**Pass with Honours**" designation on their assessments. Coaches are also expected to continue to train the basic elements of skating throughout this program, even if the skater has "passed" a level. Skaters may move through the STAR assessment structure at their own pace per discipline. For example: A skater may be working on STAR 10 Skills, Gold Dances, STAR 9 Artistic and STAR 5 Freeskate at the same time.

STAR 6-Gold Content:

STAR 6-Gold is designed to continue developing skaters' in the five disciplines in figure skating. Skaters will learn the basics for each discipline that will serve as a foundation for continued growth in all areas of figure skating. The disciplines are:

DISCIPLINE	CONTENT
Skills	Includes the development of turns in figure form, as well as skill exercises to develop power and control. Field moves are also included in this discipline.
Freeskate	ELEMENTS: Includes the development of jumps and spins in isolation PROGRAMS: Includes the development of program components and element success in a performance situation.
Dance	Includes the development of skating technique while promoting timing, accuracy and musicality through pattern dances.
Artistic	Includes the development of movement, creativity, projection and interpretation through programs.
Synchro *assessments in STAR 2-4 only (after complete, skaters interested in synchro join a team)	Includes the development of synchronized skating elements through a variety of skating skills and teamwork.

In STAR 6-Gold, many elements will be repeated to allow coaches the opportunity to introduce technique, develop the technique and finally refine the technique required for further advancement in the sport. The STAR 6-Gold program contains an assessment structure that guides development and includes six levels of assessment in Skills, Freeskate, Dance and Artistic. The following charts show a list of all the content that is included in the STAR 6-Gold assessment pathway:

	SKILLS	FREESKATE	
		Elements	Program
STAR 6	Bwd Double 3's Fwd Rockers Bwd Rockers Fwd Counters Bwd Counters STAR 6 Skills Exercise - Forward Change 3's	Axel Combination Two Different Double jumps Sit spin or Camel spin Layback or Crossfoot spin Change Combination spin	STAR 6 Program
STAR 7	Fwd Loops Bwd Loops FI S-steps BO S-steps Twizzles STAR 7 Skills Exercise - Backward Change 3's	Three Different Double jumps Jump Combination (1+2; 2+1; 2+ 2) Flying camel sit spin Sit or Camel spin Change Combination spin	STAR 7 Program
STAR 8	Fwd Rocker-3 turn sequence Bwd Rocker-3 turn sequence Fwd Counter-Bracket sequence Bwd Counter-Bracket sequence Two Field Moves STAR 8 Skills Exercise - Rolling Edges	Four Different Double jumps Jump Combination (1+2 or 2+2 only) Sit spin with feature Camel spin with feature Flying Change Combination spin	STAR 8 Program
STAR 9	Fwd Loop change Loop Bwd Loop change Loop 360 degree Spiral Challenge STAR 9 Skills Exercise #1 - Rockers STAR 9 Skills Exercise #2 - S steps	Single Axel One Double jump Jump Combination (2+2) Three different spins of any nature (must have different codes) Change Combination spin	STAR 9 Program
STAR 10	1-foot turn sequence 360 degree Field Move Challenge Step Sequence STAR 10 Skills Exercise - Counters	Single Axel Five Different Double jumps Jump Combination (2+2) Spin of any nature Change Combination spin	STAR 10 Program

GOLD	9 turn challenge Step sequence Field Move sequence Skills Exercise Challenge	N/A	GOLD Program
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	DANCE	ARTISTIC
	Pattern Dances	
STAR 6	6A: Tenfox 6B: European 6C: Fourteenstep	N/A
STAR 7	7A: Foxtrot 7B: Tango 7C: American	STAR 7 Program
STAR 8	8A: Killian 8B: Rocker Foxtrot 8C: Starlight	N/A
STAR 9	9A: Paso Doble 9B: Blues 9C: Silver Samba	STAR 9 Program
STAR 10	10A: Cha Cha 10B: Westminster 10C: Quickstep	N/A
GOLD	Gold A: Viennese Gold B: Argentine Gold C: Gold Rhythm Dance	Gold Program

STAR 6-Gold Program Format:

The STAR 6-Gold program covers a wide variety of skill development. Our Director of Skating along with our Coaches, will create schedules to organize the skaters for both on and off ice segments. All disciplines in the STAR 6-Gold program benefit from the development of each other and therefore schedules for our Enhancement sessions and Off-ice sessions will be organized accordingly.

We offer our programs in two 10-12 week seasons (Fall: October-December & Winter: January-March). STAR 6-Gold skaters also have the opportunity to participate in off-season schools (currently run by the Thunder Bay Figure Skating Club) during Spring (April/May) and Fall (September). As well, our club runs “Cost Share Pick up Ice” during the summer (typically May/June & August).

PARTS OF A SESSION

All sessions will include the following:

- Warm up time (completed on the ice however we strongly recommend skaters to also complete an off ice warm up if time permits upon arrival at the arena).
- Teaching and Learning time (this includes our Enhancement & Lesson segments)
- Cool down time
- Off-ice segment

WARM UP: Our on-ice warm up is a choreographed warm up which will be led by one of our coaches. This is always completed at the beginning of each session.

TEACHING AND LEARNING: This type of activity is usually identified as training, practice or instructional (lesson) time. Many strategies may be used including:

- Classes (Enhancement)
- Station work
- Traditional lessons (group, semi-private, private)

COOL DOWN: Our on-ice cool down is once again a choreographed cool down led by one of our coaches focusing on exercises to lower the heart rate and stretch the major muscle groups.

OFF-ICE: All of our STAR 6-Gold programming have off-ice sessions included in the program. These sessions may occur either before or after the on-ice segment depending on the day of the week. It is expected that ALL STAR 6-Gold skaters participate in all aspects of the programming (both on-ice and off-ice) to ensure proper and full skill development.

TRAINING FREQUENCY

The suggested quantity and frequency of training at this level is as follows:

STAR 6-8		
Session length	Days per week	Weeks per year
60-90 mins on ice; 30-45 mins off ice	4 to 5	Minimum: 34 weeks Ideal: 44 weeks

STAR 9-Gold		
Session length	Days per week	Weeks per year
90-120 mins on ice: 45-60 mins off ice	5 to 6	Minimum: 40 weeks Ideal: 45 weeks

COACH DIRECTED TIME:

By the time skaters have reached the STAR 6-Gold level they should have a good foundation and proper training habits so as not to need as much training time under a coach's direction. Skate Canada's suggested percentage of coach directed time vs individual practice is as follows:

	STAR 6-8	STAR 9-Gold
Coach Directed	15%-50%	15%-25%
Individual Practice Time	50%-85%	65%-85%

****Thunder Bay Skating Academy strives to be at the top end of the coach directed percentages for all sessions and will never fall below the minimum Skate Canada expectation for each level.**

TRAINING STRATEGIES TO INCREASE COACH DIRECTED TIME:

Our Director of Skating schedules the STAR 6-Gold sessions keeping a variety of teaching strategies in mind to engage the skater's interest and different learning styles. Below are some examples:

STRATEGY	DESCRIPTION
Enhancement/Classes	Scheduled on every STAR 6-Gold session. Classes are a great tool to focus skaters on specific areas of development with coach supervision, instruction and guidance. Coaches will follow an enhancement schedule each month which rotates topics each day to ensure that all areas of development are being developed. Topics include: Edges, Speed & Power, Body Control, Turns, Field Moves, Dance and Creative Expression.
Engaged supervised practice	Coaches may use supervised practice to encourage, motivate and facilitate good practicing habits. This strategy supports the Learn to Train stage of development by providing an environment for skaters to practice how to train and use the independent time effectively.
Self-directed practice with Training Books	Coaches can provide skaters with training books to indicate practice areas, goals and the skill acquisition plan. Coaches will monitor the use of the books during practices to ensure skaters are following expectations accordingly.
Lessons (Private/Semi-private/Group)	Organized by your base coach. Can be used in conjunction with the group enhancement classes to ensure coverage in all disciplines and to maximize coach-directed time.

TEAM COACHING

The TBSA coaches are proud to work in a "TEAM COACHING" environment which is the preferred strategy for skater development as it offers the skater more access to knowledge, expertise and motivation. The term "Team Coaching" can describe many different scenarios. Essentially, team coaching is more than one coach working together

to assist the development of a skater or group of skaters. Team Coaching has many benefits including:

- Maximizing or capitalizing on coaches' strengths
- Creating an environment of experts
- Allows skaters to be introduced to many different coaching styles in a supportive environment
- Allows an opportunity for more coach directed time
- Enables more perspectives to contribute to individual training plans

STAR 2 & UP

Once your skater reaches the STAR 2 level you will be required to choose one of our Regional, Provincial or National Certified coaches as your **"Base Coach"**. Your base coach will be the manager and decision maker of your skater's instruction (with input and direction from the parents & skater). They can choose to give instruction in all disciplines to your skater themselves or may also coordinate with other coaches to give your skater lessons in the certain areas. This program also has off-ice & on-ice segments. The on-ice enhancement/class and off-ice portions will be taught by ALL of our qualified coaches, not just your skater's base coach. The cost of these portions are included in your initial registration costs. Coaches' fees during the lesson segment of the on-ice portion are not included and coaches will invoice parents directly each month for these lesson fees.

STAR 6-Gold Program Schedule:

Please see the attached Ice Schedule for specific days/times of the STAR 6-Gold program. Descriptions of each segment of the program are as follows:

1. **Off-ice:** The Off-ice portions are 30 minute sessions consisting of a warm-up (focusing on dynamic range of motion); followed by a sport specific component including off ice jumps; leading into a strength & core component; and then finishing with a stretch segment focusing on flexibility.
2. **On-ice:** The length of the On-ice portions vary between your level and the day(s) you register for. All sessions include the following sections:

- a. **5-10 minute on ice warm-up** whose objective is:
 - i. to warm up the body (increase blood flow and body temperature)
 - ii. to re-establish skating balance on blades and reinforce connection with the ice
 - 1. *Warm-up to be completed using the full ice surface in a variety of formats including perimeter, highway lanes or continuous lanes in both directions.

- b. **20-25 minute Enhancement/Class** section:
 - i. Topics will rotate everyday and will include (edges, speed & power, body control, turns, field moves, dance and creative expression)
 - ii. Will provide development time for areas hard to practice individually or areas that skaters generally don't practice on their own
 - iii. Allows coaches to schedule time to practice and develop key areas
 - iv. Will provide an environment to build club morale and camaraderie
 - v. Allows multi-level skaters to work together but also at their own level and pace for each topic
 - vi. Provides an opportunity for skaters to perform in a large group situation (with an audience you build confidence)
 - vii. Provides a peer motivation environment
 - viii. Individual attention will still be given

- c. **20min-1hr Lesson/teaching** section: *this segment is essential for learning and practicing skills
 - i. Lesson/Teaching segment for STAR 2 & up:
 - 1. Lesson segment will be 30-60 minutes in length
 - 2. Skaters will receive lessons from the "Base Coach" (or other coaches if arranged) - the number of lessons during this time will be arranged between the base coach & parents (and also determined by the number of skaters on each session)
 - 3. Every inch of ice possible should be used to maximize skating development.
 - 4. Other training strategies may be used including training workbooks or supervised practice sessions during this time
 - 5. Music will be played at all times (soft background music as well as programs & dances may be played)

- d. **10-15 min Group Class** *This section will be similar to enhancement will various topics on a rotating basis
- e. **5 minute Cool-down** whose objective is to lower the heart rate, decrease the energy level and give skaters' bodies the opportunity to begin the recovery process before leaving the ice. The cool-down will consist of choreographed movements to music that include long, slow glides, static stretches to promote flexibility such as gliding toe touches and drags.

STAR 6-Gold Program Additions:

In addition to the above aspects of the STAR 6-Gold program, skaters will have the opportunities to register to participate in the following:

1. **TBSA Club Competition** - STAR 6-Gold skaters will individually participate in different events based on their assessment level. They will earn their own Certificate which will be earned based on the evaluation of their elements to a set standard of either Gold, Silver or Bronze. They will also be placed on a "Team" including skaters from other levels/programs in the club. Each team will earn points from the individual participants' events plus have a chance to earn team points through team events. This competition is an opportunity for skaters of all levels to come together and support each other in a fun, engaging and challenging **TEAM** atmosphere.
2. **Regional Competitions (Skate Thunder Bay, Northshore Open, Thunder Bay Open)** - STAR 6-Gold skaters can participate in all the competitions offered throughout our region. The Director of Skating (for STAR 1 skaters) and your Base Coach (for STAR 2+ skaters) will provide more details when registration for the competitions open throughout the year. Preparing for competitions is a great motivator for skaters. Please keep in mind that the most important part about competing is the personal growth and development of the skater and the enjoyment of the sport and not the results at the competition.
**Coaches may also have skaters at this level travel to competitions outside of our region (e.g Southern Ontario, Winnipeg, etc...) this will be a discussion between the skater, parents & base coach at the beginning of the season.

3. **TBSA Ice Show** - STAR 6-Gold skaters will have the opportunity to participate in our year end showcase “Ice Show” where they will be placed into groups based on their assessment level and perform a group line number as part of the show. They will also perform in the opening line number with all STARskate skaters as well as the finale portion of the show and take part in the end of the show group picture. STAR 2 & up skaters will also have the opportunity to perform their “solo” that they use for competitions or assessments in the show as well. The Ice Show is a great opportunity for skaters to showcase all of the skills they have learned over the season and perform them for their family & friends.

STAR 6-Gold must haves:

1. **Boots and Blades - What to look for:**

STAR 1-5 skaters must be wearing “figure skates” in order to participate in the program. In figure skating, skates are the most important piece of equipment. Purchasing appropriate skates for the level of your skater and budget is of the utmost importance. Here are some general guidelines:

- Proper fit is IMPORTANT. Avoid the temptation to buy a larger size for your skater to “grow into”. Skates that are too big will frustrate the skater and hurt their feet.
- Firm ankle support is key. Ankles should never appear to fall over.

2. **How to try skates on:**

When trying on skates at the store (Petrie’s is the best local shop to purchase good quality figure skates), the skater should wear only one pair of tight-fitting socks or tights (the same pair that will be worn when skating) and:

- Partially lace boots through the instep
- Slide foot forward so toes can touch the front but are not cramped
- Stand with weight equally distributed over both feet
- Bend knees

The space at the back of the heel should be no more than a pencil width. Once the skates are tied loosely over the toe and front of the boot and snugly over the ankle and instep, the skates should fit snugly around the ankle and heel with

some room for movement of toes. When walking around the store, the skates should feel comfortable. Make sure there is no looseness or creases in the boot. The tongue should be well padded and wide enough to cover the front of the ankle and stay in place.

*Speak directly with your Base Coach (STAR 2 & up) for more details/help with skate purchases

**Please ONLY get skates sharpened at Petrie's as they are the only place in town that knows how to properly sharpen figure skates!! We also have skaters take their skates to Minneapolis or send them to Toronto to get sharpened depending on your skater's level as the quality in town sometimes does not meet the expectation of what is needed at this level. Skates should be sharpened after approximately 30 hours of skating (every 5-6 weeks) depending on usage & care.

3. Caring for Skates:

Proper care of your boots and blades can help them last as long as possible. Skate guards must be worn whenever your skater is walking on any surface other than the ice. This includes wood, cement and rubberized flooring. Gritty surfaces such as these can damage the edges and sharpening of the blades. Try to wash the inside of the guards regularly so that grit doesn't accumulate in them.

- When removing skates, unlace them enough before taking them off so that the back of the boot does not break down or rip.
- Blades and soles of the boots MUST be dried carefully with a soft cloth .
- DO NOT store skates in your locker or bag with your guards on (rust will appear if guards are left on). Instead, purchase a pair of blade covers (soft terry cloth covers) to protect your blades during storage.

4. Clothing:

Clothing must strike a balance between providing freedom of movement and revealing the "lines" drawn by a skater's body with warmth and comfort. We recommend skaters dress in layers and wear attire that allows for active movement (e.g leggings, stretchy joggers, sweaters, club or light jackets, figure skating dresses & tights, etc..). Please **NO** jeans, oversized hoodies, baggy or flare type pants or heavy jackets as this will restrict the skaters' movements and they will be unable to perform the skills they are being asked to do. Most skaters

nowadays practice in form fitting leggings and tops with a tighter fitting club jacket or similar item on top to start (e.g lululemon, nike, under armour, old navy, etc...). For Assessments and Competitions a skating dress/costume is mandatory, so sometimes skaters also like to practice in dresses & tights.

5. For off-ice sessions, all STAR 6-Gold skaters will need to bring the following:

- a. Runners
- b. Yoga Mat
- c. Skipping Rope
- d. Water Bottle
- e. Stretchy band (club has some if skater doesn't)
- f. Spinner (available for purchase from the club)

TBSA Club Policies:

1. TBSA Refund Policy:

- PreCanSkate, Parent and Tot, CanSkate, Hockey Fundamentals, Rising Stars and our STARSkate programs are 10 week sessions, offered Oct-Dec and Jan-Mar. Registration fees will be refunded upon request prior to the end of the 3rd week of each session. After the 3rd week of each session, refunds will only be issued with a medical certificate. An administrative fee, the Skate Canada fee, plus sessions skated will be deducted from all refunds. **Please direct any requests for refunds to:**
thunderbayskatingacademy@gmail.com
- All other refunds will be considered by the Board of Directors upon written request via mail or email made within 7 days of the skater's last day on the ice for injury and/or illness
- The Club's income is based solely on fees and fundraising therefore after the first three (3) weeks of skating, fees will only be refunded under the following conditions:
 - a.) Relocation of a family to another town
 - b.) Compassionate reasons approved by the Board

c.) A medical note from a doctor for injury and/or illness within 14 days of the request.

- **STARSkate** (Star 1, Star 2-3, Star 4+)

- a.) Memberships are non-refundable 5 weeks from the beginning of the skating season.

- b.) All other refunds will be considered by the Board of Directors upon written request via mail or email.

- c.) Refunds will be pro-rated based on the number of sessions attended.

- d.) all written requests must be received within 7 days of the skater's last day.

- e.) Absolutely no refunds will be given out after January 15th for the ice show.

- f.) Any unused credits showing on our files will be written off after 2 years.

- g.) A \$40.00 fee will be issued for all NSF cheques.

- h.) A \$20.00 fee will be issued for all declined Uplifter transactions.

2. **On-ice Rules and Etiquette** - On-ice sessions run smoothly and safely when everyone observes the following rules and skating "etiquette". It is important that you go over these rules with your skater so that they are not involved in a collision or injury.

- For safety reasons, no standing at center ice or in the corners
- No gum or candy on the ice
- Hard or sharp objects should not be carried in pockets or worn in their hair
- Cell phones should be stored in your locker (if needed to be at the ice surface to play music/solo then they must be turned off so as not to become a distraction during your skater's session)
- Skaters receiving a lesson or having their music played have the "right of way"
- Get up quickly after a fall. Skaters lying on the ice are vulnerable
- When skating backwards, always look in the direction of travel (over your shoulder)
- Skaters having a lesson will receive priority for having their music played
- Skaters must check with a coach before leaving the ice surface

- Skaters shall not enter the ice surface until the zamboni has left and the gates are closed. There must also be a coach present.
- Skaters must leave the ice surface promptly when a session has ended
- Foul, offensive and abusive language will not be tolerated. Be polite and courteous to all skaters, coaches, parents, arena staff and volunteers.
- Use of the facilities and equipment is a privilege, not a right
- During an emergency, skaters must follow the instructions of coaches and arena staff
- Skaters must be in good standing with the Club before taking assessments or registering to compete at competitions
- STAR 3 & up skaters may use the Ipod to put on their own music however, coaches will have priority of use. No skater shall play their music more than twice during a session (or can play music for 2 different programs one time each or can play one solo & one dance, etc...)
- Please use designated dressing rooms (Dressing room C). We ask that everyone respects this space as a shared space. Due to the predominantly female presence in the dressing room, we ask that no male adults enter the dressing room without knocking/checking to make sure it is alright to do so (e.g no one is changing, etc...)

3. CLUB DRESSING ROOM AND LOCKERS

- Rental of the lockers for the skating season (Oct-Apr) is \$25.00 payable at registration.
- All lockers must be cleaned out on the last day of the ice show.
- The STARskate dressing room is located in Dressing Room C at the Fort William Gardens.
- All skaters will be considerate and dispose of garbage and any unwanted items. Also consider the sensitivities of others before applying perfume, body lotion, hairspray or any other scents others may find offensive or painful.
- All skaters can either supply their own locks or use the locks provided. Upon payment of locker rental, please contact the Director of Skating to rent your locker and supply us with the combination.

4. ICE SUBSIDY AND AFFILIATION FEES

- All STARskate families must pay a \$200 ice subsidy fee at registration which will be refunded upon completion of a yearly credit criteria. The bingo volunteer hours must be completed by August 31 of that skating year. Volunteer hours will be tracked by the Director of Bingo per the fiscal year September 1 - August 31. All volunteer hours will be limited to a maximum of 8 hours per activity/person. (4 X 2 hrs bingo volunteer)
- All STARskate families will also pay a \$100 fundraising fee at registration which will be refunded once the criteria has been met.
- If you would like to request your skater to volunteer during an event or activity, please contact the coordinator of the event.

5. SKATE CANADA CODE OF ETHICS - All skaters, officials, coaches, employees, board members, volunteers, alumni, parents and guardians who participate in and observe related Skate Canada activities must adhere to the Skate Canada Code of Ethics. The Skate Canada Code of Ethics can be found at:

<https://info.skatecanada.ca/index.php/en-ca/policies/79-skate-canada-code-of-et-hics.html>

6. SOCIAL MEDIA POLICY - The Club has a Facebook and Instagram account. All members of the Board of Directors will have administrator privileges to both accounts, as well as any member who has been Board approved. These accounts will be used as a general platform of communication to our members and the public. Members and Parents are to refrain from using social media to disrespect or exploit others and the Club.

7. ZERO TOLERANCE ON BULLYING AND HARASSMENT

- Bullying can be defined, but is not limited to, the activity of unwanted repeated, aggressive behaviour intended to hurt another person, physically or mentally whether it be in person or cyber-bullying.

- Cyber-bullying is the use of cell phones, instant messaging, email, chat rooms, or social networking sites such as Facebook and Twitter to harass, threaten or intimidate someone.
- Any club member who intimidates or bullies another member of the Club will be dealt with in the following sequential steps:
 - i. A verbal warning from the Lead Coach or any member of the Board of Directors. The President will be notified of this verbal warning for the Club's records
 - ii. The President will create a conflict resolution committee to discuss the situation. They will bring their findings to the Board of Directors, and based on the evidence, a written warning will be issued.
 - iii. A declaration stating the skater is "a member not in good standing" and the skater is NOT permitted on any ice sanctioned by Skate Canada until permission has been granted by the Board of Directors to return. The skater and parent/guardian (if applicable) must request to meet with the Board of Directors to present their case for reinstatement to the Club