

Hong Kong Speed Skating Academy Limited

香港速度滑冰學院有限公司

CODE OF CONDUCT (Effective for the 2022-2023 Training Season)

行為守則 (僅對 2022-2023 訓練季有效)

English (英文)

All skaters understand and agree to the following:

- 1) All skaters shall behave properly and observe ice rink regulations and all rules/instructions set forth by coaching staff. For participants under the age of 18, parents or guardians have a responsibility to assume the risk that their children undertake. Coaching staff can and will stop skaters who are stopping on the main track, skating in the reverse direction (skaters must skate counter-clockwise), skating across the center of the ice surface, skating backwards , throwing ice, carrying inappropriate objects, etc. Failure to abide by coaching staff instructions shall be denied permission to continue skating at the lesson and may be denied from participating in future classes. The Hong Kong Speed Skating Academy Limited, Academy coaches, and any management or staff of the ice rink shall not be liable for any accident or injury caused by offenders to him/herself or third party.
- 2) Skaters are forbidden to bring digital appliances, food and drinks on ice. All personal belongings and valuable items must be placed in the lockers provided on the rink premises. Neither the owner, the management nor any staff of the Hong Kong Speed Skating Academy Limited shall be responsible for the loss, theft or damage to, any property or valuable belongings of any skater or visitor. No personal belongings or valuables shall be entrusted to any Academy employee. **Do not skate while under the influence of drugs, alcohol, or other control impairing substances.**
- 3) Hong Kong Speed Skating Academy Limited is committed to creating a safe and inclusive training and learning environment free from discrimination and harassment. All participants are required to act in a calm and respectful manner to all other participants, parents/guardians, and Academy coaches/staff/volunteers. The Academy prohibits any discrimination and/or harassment of any kind, including but not limited to, sexual harassment, gender-based harassment, stalking, or other forms of harassment between class participants and Academy staff.
 - a. “Discrimination” is defined as any negative behavior or attitude toward someone, such as giving unequal treatment, refusing to provide benefits, or being treated unfairly, etc., based on personal characteristics including but not limited to nationality, religion, race, party affiliation, color, age, gender, sexual orientation, gender identity, physical and mental disabilities, history of illness, pregnancy, marriage and family status, language, ideology, political stance, group background, past union membership, protected genetic information or appearance, facial features and other personal characteristics (unless such characteristics are determined by the Academy to severely inhibit safe participation in classes).
 - b. “Harassment” is defined as any unwanted behavior against someone that makes people feel offended, humiliated or intimidated, and creates an unpleasant learning environment for the victim, and even threatens the person’s personal safety or the right to use property/premises.

The principle of "zero tolerance" is adopted for discrimination and harassment, and there are channels for report and complaints. All participants must observe the Hong Kong Speed Skating Academy’s Anti-Discrimination and Anti-Harassment policy, more about this policy can be found on www.hkspeedskating.org (About Us > Our Policies)

- 4) The Academy requires all participants in the Interest Classes (體驗課) to wear socks, cut-resistant gloves, and a helmet while skating at all times. The Academy encourages all participants in the Learn to Speed Skate Classes (初步班) to wear an approved Short Track Speed Skating “skinsuit”, cut-resistant gloves, a cut resistant neck guard, and ISU regulations approved Short Track Speed Skating helmet, approved Short Track Speed Skates (blades and boots) and shin guards. To learn more about the equipment requirements of Short Track Speed Skating, please visit www.hkspeedskating.org.
- 5) If there persists any enquiries or complaints about Academy classes and/or management, interested parties can use the contact channel available at www.hkspeedskating.org or write a formal written enquiry/complaint to info@hkspeedskating.org.

Chinese (中文)

所有滑手都理解並同意以下內容：

- 1) 所有參加者必須注意本身行為及遵守本場規則及本學院教練員的指示。成年溜冰者應自行承擔風險。未成年溜冰者須由家長或合法監護人陪同並承擔其風險。本學院致力將意外及受傷率減至最低。本學員教練員有權阻止溜冰者之不當行為如於流動中的溜冰者方向停留、橫過冰面中間位置、以相反方向滑行（短道速度滑冰參加者必須由逆時針方向滑行）、拋擲雪碎、攜帶不適當物品於冰面或將兒童抱起等。如不遵從本學院教練員的指引及忠告，本學院有權要求行為不當的參加者離開冰面、離開本場之營業範圍、或禁止參加任何活動及課程。由於參加者之不當行為導致自身或第三者受傷或其他意外發生，香港速度滑冰學院有限公司、學院教練員，溜冰場的擁有者，管理層及員工均無須承擔任何責任。
- 2) 香港速度滑冰學院嚴禁溜冰者攜帶任何電子器材，食物及飲品進入冰面。溜冰者須把私人物品及貴重財物存放於場內所提供之儲物櫃內。任何物品亦不應要求香港速度滑冰學院職員托管。任何已存放或未儲存於儲物櫃內之物品如有遺失，損毀或被盜竊，香港速度滑冰學院有限公司的擁有者，管理層及員工均無須承擔任何責任。**不要在藥物、酒精或其他違禁藥物的影響下參加滑冰課程。**
- 3) 香港速度滑冰學院有限公司為致力營造安全共融的訓練及學習環境，讓所有參加者與學院教練員均能得到應有的尊重與平等對待，不受他人歧視及騷擾。所有參加者必須以冷靜及尊重的方式對待其他參加者、家長/監護人、學院員工/教練/志願者。學院禁止任何歧視及騷擾性行為，包括性騷擾、性別騷擾、跟蹤騷擾、其他騷擾。
 - a. “歧視”被定義為基於個人特徵而對某人的任何負面行為或態度，給予不平等待遇、拒絕提供福利或被不公平地對待等行為和結果，包括但不限於因國籍、宗教、種族、黨派、膚色、年齡、性別、性傾向、性別認同、身心障礙、疾病史（如愛滋病）、懷孕、婚姻與家庭狀況、語言、思想、政治立場、團體背

景、以往工會會員身分、受保護的基因資訊或容貌、五官等個人特徵（除非本學院決定此類特徵會嚴重阻礙在參與滑冰課程的個人安全）。

- b. “騷擾” 被定義為針對某人實施的不受歡迎的行為，這些行為令人感到被冒犯、羞辱或恐嚇，而對被害人營造不利的訓練及學習環境，甚至對其人身安全或財產/處所使用權構成威脅。

對於歧視與騷擾行為採取「零容忍」原則，並設有檢舉及申訴管道。所有參加者必須遵守香港速度滑冰學院的《反歧視和反騷擾政策》，可在 www.hkspeedskating.org 了解更多（關於我們 > 本學院政策）。

- 4) 本學院要求所有體驗課（Interest Class）參加者穿著襪，放切割手套及頭盔溜冰。本學院建議所有初步班（Learn to Speed Skate）參加者穿合格的短道速度滑冰連身衣，放切割手套，放切割頸套，合格 ISU 規定的短道速度滑冰頭盔，合格短道速度滑冰冰刀鞋及護腿板溜冰。可在 www.hkspeedskating.org 了解更多短道速度滑冰裝備要求。
- 5) 如有任何關於本學院課程或管理的疑問及投訴，必須使用 www.hkspeedskating.org 的申訴管道或發送電子郵件到 info@hkspeedskating.org。

BY SIGNING THIS CODE OF CONDUCT, I UNCONDITIONALLY ACCEPT THE TERMS OF THIS DOCUMENT. I UNDERSTAND THAT THE HONG KONG SPEED SKATING ACADEMY LIMITED RESERVES THE RIGHT TO EVICT ANY PARTICIPANT OF A CLASS WHO DOES NOT OBSERVE THE CODE OF CONDUCT TO THE BEST OF HIS/HER ABILITY; SUCH PARTICIPANT IS INELIGIBLE FOR A FEE REFUND.

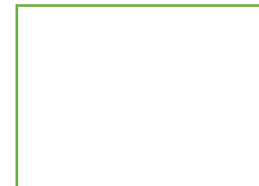
通過簽署本行為守則，我無條件接受此文件之內容。本人明白香港速度滑冰學院有限公司有權要求不遵守行文守則的參加者離開冰面或本場之營業範圍。不遵守行文守則的參加者沒有資格獲得費用退款。

_____ DOB 出生日期: ____/____/_____
Full name of participant 參加者姓名

X _____
Signature of participant **or** parent/guardian if participant is under 18 years of age.
參加者**或**家長/監護人簽署（如果參加者未滿 18 歲）

Date: _____

_____ Name of parent/guardian (if applicable) 家長/監護人姓名（如使用）



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