



FLEX ACADEMY + HCOS

**E-Sports Code of
Conduct & Handbook**

2024/2025

This handbook applies to coaches, parents, and students participating in any of the sports offered by Flex Academy & HCOS.

For any questions or comments regarding this document or athletics, feel free to reach out to:

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**"I can't" and "I can" are both predictions.
The difference is that one leads to defeat
and the other to athletic success.**

To ensure we foster an environment that thrives on dedication and enthusiasm, we have established the following principles:

Unwavering Commitment

We hold true to the belief that the strength of our team lies in the unwavering commitment made by our players and coaches alike. As students embark on this journey, we expect them to see it through to its conclusion, fostering a spirit of determination and perseverance. We place a strong emphasis on punctuality and attendance. It is our expectation that all students will diligently attend all scheduled practices, games, and tournaments. We understand that life's circumstances may occasionally arise, and we are compassionate towards extenuating situations. However, consistent and active participation is vital for personal growth and team success.

Creating a Culture of Responsibility

We acknowledge the importance of personal responsibility. Students are encouraged to communicate any anticipated absences in advance, enabling coaches and teammates to plan accordingly. We value open and honest communication and believe it plays a crucial role in the team's cohesion and overall performance.

Accountability and Fairness

In upholding our commitment standards, we shall uphold accountability and fairness. While we acknowledge genuine reasons for excused absences, unexcused absences may result a reduction in playing time or, in extreme cases, dismissal from the team. Such measures are implemented not as punitive actions but rather as a means to maintain the integrity and dedication of the team.

Academic Expectation

We place great importance on our students' academic achievements, recognizing that they are not only athletes but also scholars. To maintain a balance between academics and sports, we have set the following academic expectations:

- a. **Minimum Academic Average:** Students who are on an Academic Support Plan and are not demonstrating initiative to catch up in classes and put sufficient effort into their coursework may be asked to not attend practice or games until they are tracking in their classes.
- b. **Behavioral Accountability:** We believe in fostering a positive learning environment, both in the classroom and on the field. If a student receives a Reflection Form due to behavior not aligning with proper classroom expectations, the consequences will be as describe online.



Conflict Resolution

Effective communication is paramount, particularly when addressing issues within our athletic program. Embracing a Biblical model of conflict resolution, we kindly request adherence to the following guidelines:

- a. **Team Concerns:** In the event of any concerns or conflicts, we encourage individuals to first approach the head coach at an appropriate time, preferably not immediately after a game when emotions may be heightened. Athletes are encouraged to approach and resolve conflicts with other athletes directly.
- b. **Further attention:** The next step is to escalate the concern to the Athletic Coordinator.
- c. **Elevating Concerns:** If additional intervention is necessary, the Athletic Coordinator will communicate directly to the Director of Flex.

Purpose

This policy outlines the guidelines for using Discord in the context of esports teams, events, and competitions. It aims to ensure that all communication demonstrates sportsmanship, is respectful, and is in line with both our community standards and legal regulations. This policy applies to all players, coaches, staff, sponsors, community members, parents, and any other participants involved in esports events who utilize Discord for communication. It includes official team channels, public community servers, and any group or private chat related to esports activities.

Guidelines For Students

Respect and Sportsmanship: All participants must communicate with respect and professionalism. Offensive, discriminatory, or abusive language, including hate speech or harassment, will not be tolerated.

Compliance with Discord Terms of Service: All users must adhere to Discord's own Terms of Service and Community Guidelines.

Confidentiality: Personal information must not be shared in public channels or with unauthorized persons.

Fair Play and Integrity: Use of Discord for collusion, cheating, sharing unauthorized game information, or any action that compromises the integrity of an esports competition is strictly prohibited.

Chat Permissions: Students are not permitted to add anyone to the chat. Only coaches or admins may add players to the chat.

Streaming and Recording: Players or coaches must not stream or record conversations or gameplay without prior approval from team management or event organizers. In some cases games may be recorded for training purposes and kept in private channels.

Appropriate Channels: Players and coaches must use designated channels for team discussions, event communications, and game planning. Misuse of channels may result in disciplinary action.

Voice Channel Etiquette: Players must be respectful in voice channels, avoiding unnecessary background noise, interruptions, or toxic behaviour. Moderators may mute or remove users if conduct is deemed inappropriate.

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Supervision Expectations

Guardian Responsibilities: Guardians are responsible for monitoring their child's use of Discord while involved in esports.

Usage Limitations: Discord should not be used for communication outside of esports events due potential exposure to unsafe content that could harm children.

Moderation & Reporting

Moderation: Designated moderators (team managers, event staff, etc.) are responsible for overseeing server conduct and enforcing the rules. They may issue warnings, temporary bans, or permanent removal based on violations.

Reporting Violations: Users are encouraged to report any inappropriate behaviour or policy violations to moderators or team managers. Reports will be handled confidentially.

Event Specific Rules

Tournament Channels: Official tournament organizers may establish specific channels for match coordination, rulings, and official communication. These channels must be used exclusively for event-related topics, and all participants are expected to adhere to tournament guidelines.

Official Communication: Discord may be used as the primary communication platform for team captains and event staff during tournaments. Timely responses are expected, and failure to comply may result in disqualification or penalties.

Privacy & Data Protection

Data Sharing: Personal data shared on Discord, including names, emails, or game-related information, must be handled in compliance with privacy regulations (such as GDPR, where applicable).

No Doxxing: Sharing personal information of any individual (doxxing) without their explicit consent is strictly prohibited.

Enforcements & Consequences

Warnings: Users violating the policy may receive a formal warning from a moderator or coach.

Suspension/Ban: Severe or repeated violations may result in suspension or permanent banning from the Discord server, as well as potential suspension from team activities or events.

Appeal Process: Users who believe they were unjustly warned, muted, or banned can appeal to server administrators or event organizers. Appeals will be reviewed on a case-by-case basis.

Amendments

This policy may be updated periodically to reflect changes in Discord functionality, legal requirements, or esports standards. All users will be notified of significant updates to the policy.

Agreements

By participating in esports activities or team communications on Discord, all users agree to abide by this policy. Failure to comply may result in disciplinary actions as outlined above.

Friendliness

- Willing to play any role that helps the team
- Is respectful of their teammates
- Mentors younger or newer players

Integrity

- Puts the team before himself or herself
- Is humble, respectful, and never entitled
- Doesn't allow for gossip or negativity
- Avoid getting bogged down by "What ifs"

Respect

- Confident, but never cocky or arrogant
- Is accountable, responsible, and never blames others
- Communicates and accepts feedback well
- Defends the team's culture
- Is grateful and appreciative

Effort

- Always looking for ways to improve
- Focus on what you can control
- Gets to practice before time, prepared, and ready
- Has purpose and aims to leave a legacy
- Embraces the challenge

...a reflective and adaptable thinker who is inquisitive, discerning, and full of wonder at God's world, courageous and sustained by hope, with a merciful, humble and empathetic heart, and an advocate who is responsive to the needs of others, serving in order to have an impact on a world in need of redemption.

**WE ARE
FIREBIRDS**

**You are not the sole reason a team wins or loses.
The success of a team is a group effort.**

Fees

Participation on any team requires a fee, which covers expenses like replacing uniforms, league fees, referee expenses, tournament entries, equipment, and other related costs that may arise throughout the season. The school will establish and communicate the season's fees to players prior to its commencement.

E-Sports

All Grades \$30

If you are a younger grade playing on a higher team, your fees apply to the team you are playing on.

Please visit or call Flex Academy's office to pay your fees.

Located downstairs in the KCC.

250-862-2377

In the event that a team qualifies for Valley or Provincial Championships, there may be additional costs. Teams should assess the possibility of post-season play before the midpoint of the season and make financial arrangements accordingly.

Acknowledgment

I acknowledge that I have thoroughly read, understood, and am well acquainted with the Athletic program of Flex Academy. By signing below, I express my wholehearted commitment to be a Firebird and my willingness to meet all the expectations required to be a valued member of the team.

Please return only signed pages, but keep this booklet for future references.

Athlete

 NAME SIGNATURE GRADE

Parent

 NAME SIGNATURE

Coach

 NAME SIGNATURE