



## **Team Summit Code of Conduct**

*“We are a youth development organization empowering our athletes to realize and celebrate their personal podiums through athletics, education, and life skills by participating in innovative programming at our world class venues.”*

We believe the lessons learned on the mountain through skiing and snowboarding build's world-class athletes and community leaders serving the athletes long after their competitive careers are over.

Integral to our mission, Team Summit Colorado (TSC) strives to provide a safe and fun environment for all of our athletes, to not only develop their athletic abilities but also to develop their interpersonal skills in a team environment. Providing a positive community impact is critical to our success and it is paramount that our athletes strive to have positive interfaces with each other, our community and community members – always. To ensure fairness and objectivity regarding safety violations and inappropriate athlete behavior, the following rules and policies are in place for all TSC athletes and parent/guardians. Noncompliance with these rules and/or policies may result in a Yellow or Red Card conduct violation. Yellow and Red Card violations may result in program suspension or expulsion.

### **Athlete Responsibilities**

TSC has expectations of our athletes when they are out on the hill practicing, racing, at camps, or just having fun.

The first set of expectations is set by our own General Rules and Conduct which are outlined below. These are expectations we as a team whole heartedly endorse and will enforce when needed.

Our second set of expectations comes from the United States Ski and Snowboard Association (USSA). Membership in USSA is a privilege, not a right. All USSA members (athletes, coaches, and officials) when participating in any USSA activity must agree to conduct themselves according to USSA's core values of Team, Loyalty, Integrity, Respect, Perseverance, Accountability and Courage and abide by USSA's Code of Conduct. Although we may have Team Summit athletes who are not members of USSA, we expect all members of Team Summit to know and abide by USSA's Code of Conduct. Please see the link below to connect to USSA's complete Code of Conduct.

A third set of expectations comes from Colorado law. Our skiers and riders have the privilege and are very fortunate to have the opportunity to train at all four Summit County ski areas and compete throughout the region. With that, the State of Colorado has a law in place to not only protect our athletes, but the general public as well. Athletes are expected to follow the Colorado Ski Safety Act of 1979 (33-44-101-114, C.R.S.) and the Responsibility Code which is part of the law, as well as adhering to Resort/Ski Area rules. Please see the links below for the complete law and the Responsibility Code.

USSA Code of Conduct: <https://usskiandsnowboard.org/sites/default/files/files-resources/files/2017/CODE%20OF%20CONDUCT%20-%2017.pdf>

Colorado Ski Safety Act: <http://coloradoski.com/uploads/Colorado-Ski-Safety-Act.pdf>

Responsibility Code: <http://coloradoski.com/index.php?url=page/know-the-code>

### **General Rules and Conduct**

1. Be on time for all team activities. If you are going to be absent or late, notify your coach in advance.
2. Come prepared with proper clothing, nourishment, hydration, footwear, and equipment which is properly tuned and is in an appropriate and safe working condition for all training and competitions.
3. Each skier is responsible for his/her binding release settings.
4. Helmets (and goggles for Alpine) are mandatory, and mouth guards are strongly recommended for all athletes.
5. Wear team uniform for all training and competition days.
6. Help with course preparation, maintenance and breakdown. For Alpine athletes, always check in on the radio at the top of the course.
7. No headphones/earbuds. Use of portable music players are prohibited on the hill.
8. Academic Athletes must maintain eligibility by meeting academic standards set by the athletes' respective schools and attending all scheduled training and conditioning programs unless excused by: Parent, Guardian, School Teacher or Administrator.
9. Obey curfew time imposed by coaches at away training and competitions.
10. Use of, sale of, possession of, and/or being under the influence of alcohol, tobacco, or any controlled substance, as determined by staff, is prohibited. Staff will use their best judgment as professionals to target substance use/abuse. Staff is not required to witness the use of illegal substances.
11. Demonstrate sportsman-like conduct when representing yourselves, TSC, your school, the sport, and the community.
12. Respect, care for and maintain the property of TSC and its members including the clubhouse, vans and equipment.

13. The unauthorized use of another's equipment or damaging, vandalizing or playing practical jokes with another's equipment is prohibited.
14. Respect our resorts! Clean up after yourself on the hill and in facilities (e.g. cafeterias, restrooms, lodges, etc.), stash gear in a respectful manner within coach guidelines, and treat all ski resorts as if they are your own home.
15. Act appropriately in lift lines, on the lift and in gondolas and use the correct general public lift line/lane.

### **Parent Responsibilities**

TSC parents commit to conduct themselves in a manner that honors the sport and demonstrates respect to athletes, coaches, officials, public and fellow parents.

Maintaining the TSC vision of "whole athlete | whole team | whole community" is critical and parents, family members, and athlete supporters commit to all tenants in this "Code of Conduct" and additionally shall:

1. Practice good behavior and never criticize, badger, harass, or threaten any athlete, coach, official, or program. Maintain high standards of moral and ethical conduct by exercising self-control and displaying responsible behavior. Respect the physical and emotional well-being of others, and at all times display courtesy and good sportsmanship.
2. Emphasize the value of good sportsmanship, the concepts of positive behavior, and the skills of the sport.
3. Use positive reinforcement with athletes, coaches, and adults alike.
4. Encourage all athletes in a positive manner without distraction to fellow athletes, coaches, parents, or officials.
5. Provide a positive role model for all athletes and the community in general
6. Foster character and honesty by displaying a positive attitude as components of our team culture of respect and teamwork.

## **Program Suspension Summary**

### Reasons for Suspension:

- Violation of this Code of Conduct
- School Absences – Athletes must comply with the school’s policies
- Past Due Accounts (45 days or more without a scheduled payment)

### Duration of Suspension:

*Code of Conduct:* Minimum 1-3 days to a max full season

*Past Due Accounts:* Accounts with past due balances as of December 15 of a given year will result in training suspension without refund, and revocation of TSC sponsored season pass privileges. Past due balances will be assessed a finance fee of 1% per month. At the discretion of the Executive Director and Program Director, training may resume when the member account is brought up to date and upon payment of a \$150 reinstatement fee.

*Financial Implications of Suspension:* No tuition refunded

*Suspended Athletes:* TSC sponsored Season Pass(es) revoked for time of suspension. Shall not represent themselves as TSC members

### Discipline and Procedures:

Categorization of conduct violations are presented as a guideline. TSC reserves the right to categorize any and all violations to whatever level may be commensurate to the violation as determined by the Program Director and/ or the Executive Director.

#### A. Yellow Card Violation

- a. Willful disobedience
  - i. Any show of disrespect for Ski Area personnel and/or the skiing public
  - ii. Disruptive behavior
  - iii. Vulgarities and profanity
  - iv. Disrespectful behavior towards others
  - v. Disregard for rules of the clubhouse
  - vi. Disobeying curfew posted by coaches on out of town trips
  - vii. Violations of ski area policies
  - viii. Failure to maintain and wear the team uniform as required

- ix. Failure to utilize the comfort bar on any lift when available
  
- b. Vandalism
  - i. Theft or damage of any property
  - ii. Hiding any equipment, moving or damaging locks
  - iii. Tampering with the equipment of others
  - iv. Graffiti
- c. Physical/verbal violations towards others, including social media
  - i. Fighting
  - ii. Hazing
  - iii. Bullying
- d. Van violations
  - i. Failure to use seatbelts
  - ii. Obscene, abusive, vulgar language
  - iii. Failure to clean up after use
  
- B. Yellow Card Violations: Disciplinary Procedures:
  - a. First Violation
    - i. Parents may be notified. Violation documented in writing
    - ii. Conference with coach
    - iii. Possible one to three-day training suspension, depending on infraction
  
  - b. Second Violation
    - i. Parents will be notified. Violation documented in writing
    - ii. Athlete/parent/coach conference
    - iii. Suspension from training and all team activities for four to seven days
    - iv. Suspension of ski passes for same period of time
    - v. Written plan submitted to staff to correct behavior
  
  - c. Third Violation
    - i. The 3rd violation will be treated as a Red Card Violation
  
- C. Red Card Violations
  - a. Third Yellow Card violation
  - b. Physical abuse with the potential for bodily injury
  - c. Threats
  - d. Sexual Harassment
  - e. Violation of Ski Area rules resulting in suspension of season pass for more than four days

- f. Use of, sale of, possession of, and/or being under the influence of alcohol, tobacco, or any controlled substance, as determined by staff. Staff will use their best judgment as professionals to target substance use/abuse. Staff is not required to witness the use of illegal substances.
  - g. Other violations may be deemed a Red Card Violation by the Program Director and/ or the Executive Director
- D. Red Card Violations: Disciplinary Procedures
- a. First Violation
    - i. Parents notified. Violation documented in writing
    - ii. Conference with parents, staff and athlete
    - iii. Minimum two-week suspension from team activities
    - iv. Suspension of ski passes for suspension period
    - v. Athlete shall submit a written plan of action to correct behavior
    - vi. Letters of apology written to staff and involved parties
    - vii. Fees will not be prorated or refunded
    - viii. No Team representation at race events for suspension period
  - b. Second Violation
    - i. Parents notified
    - ii. Conference with The Disciplinary Panel
      - Disciplinary actions may include:
        - Expulsion from TSC
        - Revocation of TSC sponsored Season Pass(es)

### **The Disciplinary Panel**

The Disciplinary Panel will review and make decisions in all red card and expulsion cases and may also consult on Yellow Card Violations at their discretion. The Disciplinary Panel reserves the right to enforce and determine the level of disciplinary action which may, or may not be, outside the Discipline and Procedures section of the Code of Conduct.

The Board President will appoint the Disciplinary Panel yearly which will consist of one board member, one coach, and one parent. The offending athlete's Head Coach and/ or the Program Director and the Executive Director will join in The Disciplinary Panel's proceedings and actions on a non-voting basis. The Disciplinary Panel's decisions are binding and are not subject to appeal or interpretation.