



**SKI & SNOWBOARD CLUB VAIL
Parent Athlete Handbook**

May 1, 2020

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INTRODUCTION

MISSION

To inspire character growth and excellence in snowsports

MOTTO

“For the Kids”

CORE VALUES

Character, Courage, Commitment

VISION

To be the premier snowsports club in the world as measured by the number and rank of World Class athletes of our athletes and alumni.

Strategic Intent/Vision Statement

Our objective is to provide the level of quality commensurate to the needs and goals *of all our athletes*, so they can become the best they can be. We aspire that more of our athletes will become the best in the world than any other club. SSCV is a Vail Valley centric program.

PHILOSOPHY

Ski & Snowboard Club Vail (SSCV) is a community based youth competition snowsports and educational organization. Our primary goal is to provide a safe, healthy, challenging and positive environment for every participant.

Every SSCV member in good standing is entitled to receive benefits made available to SSCV. The membership year will run from May 1 to April 30 of each year. Membership dues for the various classes of membership shall be determined annually by resolution of the Board of Trustees. In the conduct of the affairs of the Corporation, neither the Board of Trustees, the individual members thereof, nor any of the officers of the Corporation shall discriminate against any actual or potential recipient of benefits to be conferred by the Corporation on the basis of race, creed, color, religion, place of national origin, or sex.

SKI & SNOWBOARD CLUB VAIL HAS THE RIGHT TO UPDATE THIS HANDBOOK FROM TIME TO TIME.

GENERAL INFORMATION

VOLUNTEERISM

GOAL:

To have 100% volunteer participation annually by SSCV member families. As the oldest non-profit in the Vail Valley, SSCV relies heavily on the generosity of hundreds of volunteers who give thousands of hours to help with competitions, fundraising and various club tasks and events. SSCV cannot exist without the incredible support and dedication of all our members and friends.

SSCV requires all families to complete a predetermined amount of volunteering through various duties/jobs. There are numerous opportunities, both on and off the snow, throughout the year. Click [here](#) for the 2020-2021 volunteer point details.

HOW THE PROGRAM WORKS:

Families will be responsible for completing a certain number of “volunteer points”. Volunteer points are earned by completing volunteer jobs which are assigned a specific number of points. The number of points required per family is based upon the athlete’s program (in the case of multiple athletes, it will be the program which has the highest point requirement). If a family does not complete all of its volunteer obligations during the period from May 1, 2020 through April 30, 2021 they will be required to pay an amount to SSCV by May 30, 2021 equal to 20% of the program fees for each child enrolled at SSCV for the 2020-2021 season.

The work and dedication of our volunteers is essential to SSCV’s ability to offer quality programming at the most affordable cost possible. For more information on your volunteer point balance and on-snow volunteer opportunities please contact the SSCV Club Manager at tmiletti@skiclubvail.org and for more information on off-snow volunteer activities please contact the Director of Advancement at sschmidt@skiclubvail.org.

ATTENDANCE

SSCV works under the assumption that because a participant has enrolled in one of our programs he/she is committed to maximizing the benefit of the program. Therefore, we expect each athlete to attend training every day the program meets. When an athlete is going to be absent, please make a phone call or send an email to the contact coach or the head coach if the contact coach is not available.

SSCV staff keeps daily attendance records which are included in evaluations.

Any participant who wishes to leave training early MUST notify their contact coach.

REQUIRED SAFETY PROTECTIVE EQUIPMENT

It is the participant’s responsibility to inspect all training environments, facilities and racing courses prior to training. Any questions or concerns shall be directed to the athlete’s contact coach.

Helmets are required for all Alpine, Cycling, Freeski, Mogul, and Snowboard programs during freeskiing/riding, in training or competition. The alpine program also requires face protection for slalom training/competing.

Participants must sign the inverted aerials release form and be supervised by coaches if the athlete/participant intends to practice inverted aerials on the trampoline or on snow.

RECOMMENDED SAFETY PROTECTIVE EQUIPMENT

Due to the inherent risk in skiing and snowboarding and athletics in general, it has become evident that additional protective equipment can help to contribute to the health, well-being and performance of our athletes.

At SSCV, we strive to be on the forefront of protective practices for our athletes and staff. We constantly research hard data from a wide-range of reputable resources in our efforts to provide the greatest protection possible for our athletes to push the limits of their athletic skill.

We strongly recommend that all athletes wear mouth guards and some form of spine protection at all times. Custom-fitted mouth guards provide protection for teeth and dental work and research shows that spine protection may help reduce the severity of spine related injuries.

SSCV CLUBHOUSE DROP OFF AND PICK UP PROCEDURES

In order to make the drop off and pick up process as safe, efficient and convenient as possible, SSCV has adopted the following procedures for drop off and pick up of athletes. Also note that the Town of Vail and Vail Resorts Base Operations expects SSCV to manage congestion and delays on Vail Valley Drive so we also ask for your cooperation in minimizing our impact on the traffic flow.

During periods of high traffic in the SSCV Clubhouse driveway, a backup of cars may form on Vail Valley Drive. When dozens of cars arrive all at the same time, your patience and speedy pick-up and drop-off practices will help expedite the process for you and your fellow SSCV members.

Driveway parking spots are for active loading and unloading of athletes and gear. Parents are asked to remain with their vehicle at all times.

Please be aware of the following pick-up and drop-off procedures:

- All vehicles must enter from the west and exit to the east. It is recommended that vehicles approach from the west side of Vail Valley Drive (rather than coming in from the golf course) because turning left into the driveway may be a challenge during busy periods.
- The driveway will split into three lanes. The left and right lanes are for loading and unloading. The middle lane is for thru traffic only. Under no circumstances is parking or pick-up/drop-off standing in the middle lane allowed. Please also note, the right lane will pass under a clubhouse overhang — no high clearance vehicles!
- Pull all the way up to the furthest available parking spot. Do not hang back and wait. If a vacancy ahead opens up, keep moving forward. This is critical to getting cars off Vail Valley Drive.

- Do not leave your vehicle unattended. Make a plan to meet your athlete(s) on the front side of the building. Coaches have also been instructed to usher athletes to the front of the clubhouse. Keep your vehicle running.
- Load and unload your athletes quickly. If you would like to visit the clubhouse or speak with a coach, please park in the Vail Village parking structure and ride the in-town shuttle over to Golden Peak.
- Do not show up early. You will receive further communication from your program manager about pick-up and drop-off times. These times are intentionally staggered. Arriving early and waiting in the driveway will cause congestion.
- Have a conversation with your athlete(s). Make sure he or she knows where and when to meet.

It is important to remember that, while the new driveway will be a huge improvement from our current situation and even more spacious than the old driveway, it simply is not possible for us to supply even short-term parking to our membership of more than 400 families. Parking lanes are for active loading and unloading only.

TRANSPORTATION & LODGING

ATHLETES 14 AND OLDER:

SSCV attempts to transport all 14-and-older participants to their events. In order to conduct trips in a "team" manner, participants are encouraged to travel and stay together. SSCV Staff will coordinate arrangements; including booking accommodations and informing athletes/participants and parents and/or guardians of costs due. It is club policy that athletes/participants have all lodging and transportation costs paid in a timely manner per SSCV policy.

In organizing travel arrangements for members, SSCV strives for the following practices:

- First choice for lodging accommodations is multi-room houses, with garages for equipment tuning/prep and sufficient storage; with adequate vehicle parking spaces, and reasonable proximity to competition venues.
- Houses should also include wi-fi access and adequate spaces for studying, reading, etc.
- Next preference for lodging accommodations is condominiums and then hotels. When hotels are considered, they are closely scrutinized and searched for quality and safety. Size of group traveling may also influence lodging choice. For example it may be more feasible for a small group of athletes and a traveling coach to utilize a condo or hotel rather than a larger house.
- Goal is for athletes to each have an individual bed. In cases where individual beds are not available, goal is to have athletes sharing no smaller than a King sized bed.
- Preference for meals is to prepare and have team meals. However, for trips of short stays, such as one or two nights, it may be more feasible to eat out. Cooking meals at the team accommodations should be expected for trips of more than two nights.

ATHLETES 13 AND YOUNGER:

- Athletes 13 and younger and their parents are responsible for their own housing and transportation arrangements. SSCV Staff will provide families with information on where coaches are staying. In addition, if a van is available and necessary for transporting 13-and-under athletes to a single-day competition, space will be reserved on a first-come-first-served basis. Coaches will inform families in advance when a van will be available for transport.

VANS AND TRANSPORTATION:

SSCV has a number of vans available for transportation; these vehicles however do not fulfill all of the transportation needs for SSCV competitors. Full time athletes pay a van fee as part of their SSCV program fees. This covers all travel in the state of Colorado for the season. Any van travel outside of Colorado, or van travel for part time athletes, will be assessed a trip fee calculated for each destination. For camps, every person utilizing the van, even if they choose to fly to their destination, will be required to participate in the van cost. Detail on specific charging/payment processes may vary by program, and information will be provided by Program Directors and/or Coaches. Families/athletes are expected to coordinate payment of travel and lodging fees in a timely manner per SSCV policy.

For athletes/participants under 18 years of age, use of private vehicles as transportation and arrangement of accommodations that differ from the teams' arrangements must be approved by the athlete's program Head Coach and they must have written permission from parents. Additionally, athletes/participants must have written parental permission to drive with others.

RELATIONSHIP WITH VAIL RESORTS

A key reason for our organization's success since its inception has been the generosity of Vail Resorts (VR) and its predecessors. Their support includes discounted lift passes for hosted events, complimentary passes for our staff, discounted competition fees, special grooming considerations and many donations to assist our fundraising efforts. **Above all, Vail Resorts provides us with the best training facilities in the world.** SSCV's future is closely tied to our relationship with Vail Resorts and we must make every effort to maintain and strengthen this vital relationship by being responsible guests and following all applicable VR mountain procedures.

All contact with VR personnel should be positive, friendly and professional. SSCV employees should follow all instructions or requests from VR employees.

GENERAL RULES AND EXPECTATIONS:

- The general skiing/riding public always comes first!
- Fast skiing/riding outside the competition or training arena is prohibited. When skiing/riding in public areas, you must ski/ride at the same speed as the recreational skiers on the trail.
- Unless specifically authorized or marked for a special event or competition, all SSCV athletes and coaches are not permitted to use VR Ski-Ride school or Ski Patrol lift line access.
- Ski and ride safely, in control, be courteous to others and have fun!

CLOSED AREAS AND ROPE BOUNDARIES:

Athletes and staff of Ski & Snowboard Club Vail will under no circumstance enter a closed area on Vail Mountain or any other ski area for any purpose unless specifically directed by VR personnel such as Ski Patrol.

DO NOT ski/ride on slopes or trails closed by means of signs or ropes. This includes areas such as any part of Golden Peak that is not a designated training area.

OUT OF AREA ACCESS:

Ski & Snowboard Club Vail is not responsible for off duty staff or Club membership who are skiing or riding outside of a ski area boundary. Access to the back country from a ski area must be through designated gates only and must be accessed while the ski area is open for normal operations. Rescue in the back country is the responsibility of the local sheriff's office and the cost of rescue operations is the responsibility of the injured individual. Information about skiing/riding in the backcountry, along with weather and avalanche may be obtained by calling the ski patrol at the local ski area.

Out of area skiing/riding is prohibited under the following conditions:

- When a staff member is working or acting as a representative of Ski & Snowboard Club Vail.
- When a staff member is in uniform.
- When with any Club member in an official role.

Please click on the following links to read and understand the NSAA and CSSA responsibility and safety codes. All SSCV Athletes are required to follow these mandates.

NATIONAL SKI AREAS ASSOCIATION (NSAA) RESPONSIBILITY CODE

Please refer to the link:

<http://www.nsaa.org/safety-programs/responsibility-code>

THE COLORADO SKIER SAFETY ACT
Know The Code. It's Your Responsibility

Please refer to the link:

<http://www.coloradoski.com/ski-safety>

LIFT LOADING PROCEDURES

All staff and athletes are required to use the comfort bar at all times, in accordance with Vail Resorts policies.

Children 6 years or younger must be accompanied by a coach or a capable adult on all lifts. Any child who is not tall enough or may need assistance to raise or lower the comfort bar, regardless of the child's age, should be riding with a capable adult.

SSCV TECHNICAL SERVICES

SSCV Technical Services located within the SSCV Clubhouse at Golden Peak offers reasonably priced, easily accessible resources for the highest level preparation of equipment for both training and competition. The shop provides tuning, stone grinding, initial ski/board prep, repairs, etc.. The goal of SSCV Technical Services is to provide superior convenience and quality to our members and the ability to visit and communicate live with SSCV technicians during the training day. SSCV Technical Services can ease transportation logistics during the busy winter season by providing ski service, and at certain levels of services offerings can also provide equipment storage based on availability, at Golden Peak.

In addition to equipment tuning services, the shop at Golden Peak and Equipment Manager can assist with:

- Procuring test equipment for camps
- Assisting with equipment orders throughout the year
- Baselining equipment setup to SSCV norms
- Boot evaluation
- Sale of tuning equipment for athlete home and travel use
- Contact with industry vendors and local shops for post-sale service

SSCV'S PRIMARY MEANS OF COMMUNICATION

SSCV CLUBHOUSE NEWS:

Emailed regularly throughout the year to SSCV current and alumni parents and athletes, friends and supporters.

SOCIAL MEDIA:

- "Like" Ski & Snowboard Club Vail on Facebook
- "Follow" @SSCVail on Twitter
- "Follow" SSCVail on Instagram

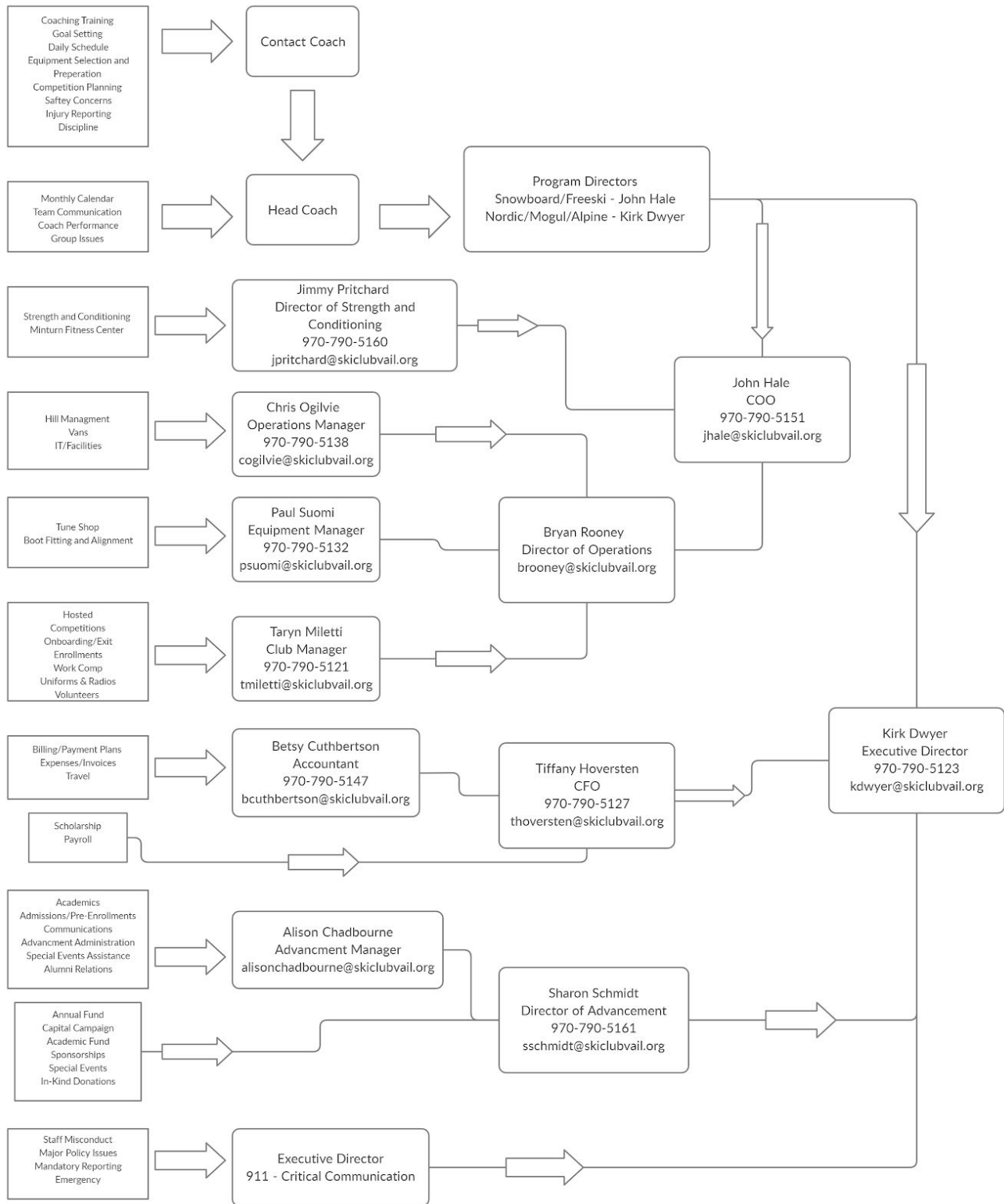
SSCV WEBSITE:

www.skiclubvail.org Find athletic program details, training calendars, competition schedules, camp information, upcoming events, SSCV Newsletters, press, full-time athlete admissions/academic partner information and more

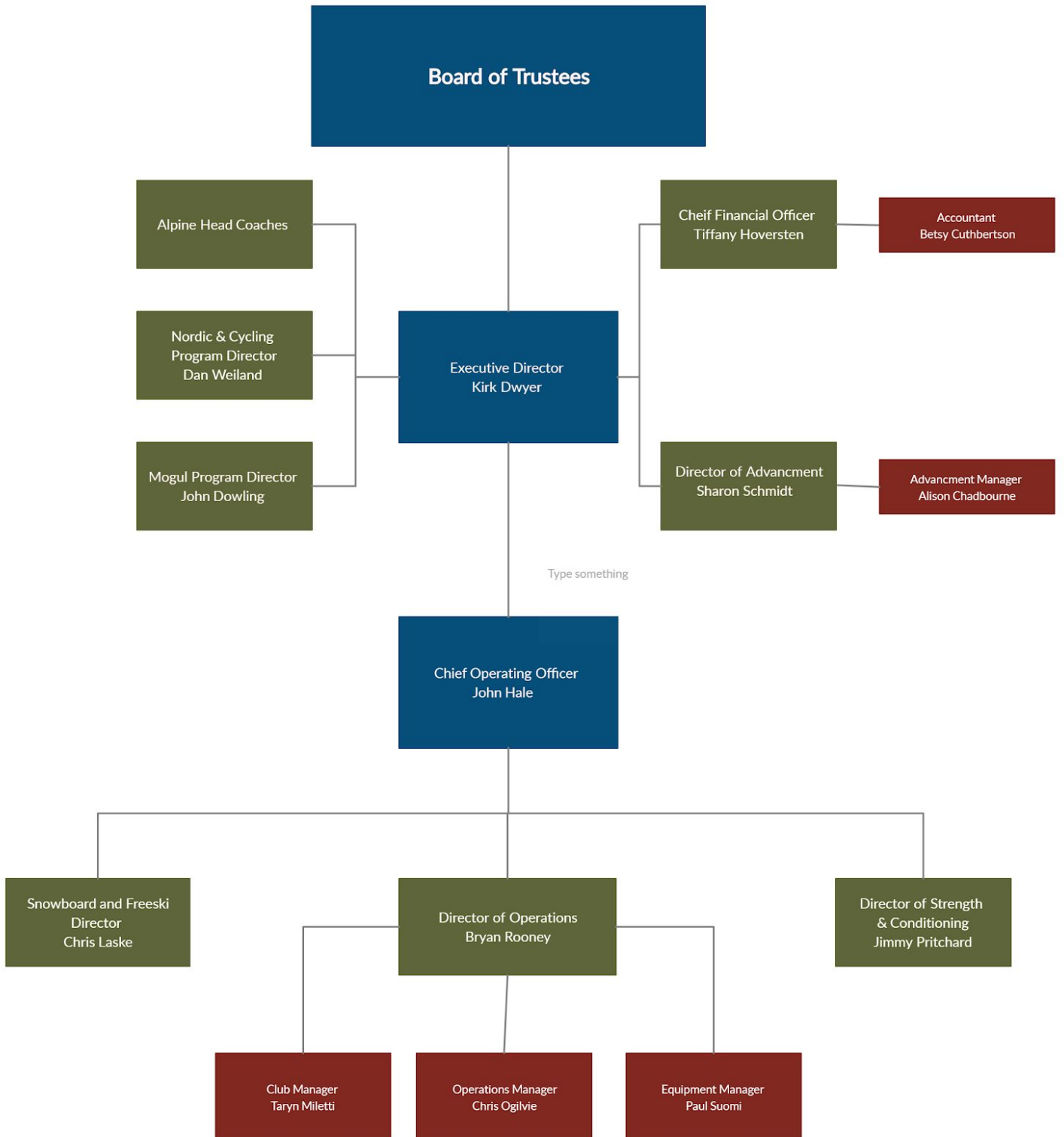
OTHER FORMS:

- Email
- Text
- Phone/Voicemail

COMMUNICATION FLOW CHART



ORGANIZATIONAL FLOW CHART



FINANCIAL INFORMATION

PROGRAM FEES

SSCV is a non-profit organization and relies on the payment of fees to help meet its financial obligations. It is understood that by enrolling in any Ski & Snowboard Club Vail program, all program fees are due and payable at the time of enrollment. All families are required to submit a credit card on file and authorize SSCV to charge this card in the event of non-payment.

In recognition of the fact that SSCV draws the majority of its support from the local community and throughout the state of Colorado, a financial discount is offered to state of Colorado residents. Additionally, scholarships are available based on financial need.

Questions should be directed to the respective Program Director and the Finance Department.

Non Resident Program Fee

The Non Resident Fee represents the total cost of providing each respective SSCV program. This fee is available to any SSCV participant, without restriction. This fee applies to any participant who does not qualify for the Colorado Resident Fee, or to any that prefer to pay the non-discounted costs of the programs.

Colorado State Resident Fee

The Colorado State Resident Fee is available to anyone whose immediate family owns or rents their primary home in Colorado for a minimum of 9 months per year.

ENROLLMENT PERIOD

Athletes can begin to register for SSCV programs beginning on or around June 1. Families opting to pay in full may pay in full after July 1. Payment plans begin as early as June 15. Enrollments are accepted for programs on the following timeline:

- Full Time athletes must enroll by June 15 to guarantee their spot in a full-time program and Vail Ski & Snowboard Academy, as applicable
- June to October = Part Time programs
- June to December = Weekend programs
- Enrollments after January 1 are generally not accepted unless specifically authorized by the respective program director.

FINANCIAL AID

Ski & Snowboard Club Vail believes that no one should be restricted from participating in SSCV programs for financial reasons.

Financial Aid is available from SSCV to support up to 75% of program fees. Applications are submitted online to Student Support Services (SSS) by NAIS (National Association of Independent Schools) and require complete financial information.

Please note that financial aid is not available for Post Graduate athletes.

Funding for scholarships comes from individual and corporate donations as well as fundraising events. Annually, SSCV strives to have 100% of SSCV coaches, teachers and administrators donate to the SSCV Annual Fund which supports financial aid for the athletes. This record of generous giving reflects the staff's deep belief in providing the opportunity for all kids to experience snowsports.

The deadline to apply for scholarships is **May 15** for full time athletes and **October 15** for all other applicants including full time athletes who miss the May 15 deadline . Please make note that Fall scholarship applicants will be required to make payments on their account prior to notification about scholarship awards.

ATTENTION ALL FINANCIAL AID APPLICANTS

All financial scholarship requests must be submitted online to School and Student Services (SSS), an organization independent of Ski & Snowboard Club Vail. SSS is a service of the National Association of Independent Schools (NAIS). Based on the information you provide, SSS calculates an estimated amount that your family can contribute towards program expenses at SSCV. SSCV will use this information to help determine awards for our athletes.

Step 1

- Please go to <https://sssbynais.force.com/familyportal/familylogin> and click on the prompt to begin your Parents' Financial Statement (PFS). You will create a username and password which will allow you to complete the PFS over more than one session. This will give you time to gather the required information for the application. Only one PFS is needed per family regardless of the number of children applying. However, in the case of separated or divorced families, each parent must complete the entire process with SSS. **All material submitted to SSS will be secure. A fee is required to submit your Parent Financial Statement to SSS.**
- Please select SSCV as your designated school of choice. Our school code is: 164499.

Step 2

- Scan all required financial documents and upload to the SSS website. The required documents include: complete tax returns for the last 2 years (including all schedules), corporate tax returns for business owners, and W-2s. If you do not have the ability to scan, please mail the documents to:
 - School and Student Services by NAIS
 - Application Processing Center
 - P.O. Box 449
 - Randolph MA 02368-0449

Step 3

- Download the [SSCV Scholarship Application](#). Fill out the application, complete the athlete essay, and scan and upload both documents to the SSS Website. If you do not have the ability to scan, please mail the documents to the address given above.

Step 4

- Complete Steps 1-3 no later than **May 15** for Full Time programs or **October 15** for all other programs, including full time athletes who miss the May 15 deadline.
- Any questions can be directed to SSS Customer Service at (800)344-8328 or to SSCV CFO, Tiffany Hoversten at (970) 790-5127 or thoversten@skiclubvail.org

NOTES:

It is the family's responsibility to make sure that the file is complete. You may verify this by going to the parent portal at <https://sssbynais.force.com/familyportal/familylogin>.

Families who do not complete the process with SSS will not be considered for financial aid awards.

Families will be notified by mail of the financial aid decisions approximately 5-7 weeks after the deadline.

PAYMENTS/PAYMENT PLANS/DISCOUNTS

Since program fees only pay for a portion of the total cost of the programs offered by SSCV, the club has always had a pay before you play philosophy. It is strongly encouraged to make your payments to SSCV via ACH or check. This saves the Club money on credit card processing fees; money that can be otherwise spent on items that support the kids.

The club offers discounts of various types. A couple are multiple program discounts and family member discounts. All discounts are listed and described in the program descriptions at <http://www.skiclubvail.org>.

Whenever possible, payment in full is strongly encouraged. Any account not paid in full by the respective program date will be converted into a payment plan and assessed the applicable payment plan finance charge associated with their payment method. The pay in full deadlines are listed below:

- 4+ days/week programs: on or after July 1, 2020
- 3 days/week programs: on or before August 14, 2020
- 2 days/week programs: on or before September 15, 2020
- 1 day/week programs: on or before October 15, 2020

SSCV offers payment plans to families who find spreading the payment for program fees over a period of time attractive. Payments will be charged to the payment method on file in equal installments on the 15th of each month. The payment plan window is **June 15 to December 15**. The later the registration, the less time there is to pay; therefore, early registration is strongly encouraged! Our current payment plan structure is as follows:

- Payment plans can be paid by credit card or ACH debit.
- Payment plans by credit card are subject to a 4% finance charge.
- Payment plans by ACH debit are subject to a 2% finance charge and require a valid credit card to be kept on file.
- All returned checks will be assessed a \$25 fee and the credit card on the account will be run for that month's payment.
- Payments are due on the 15th of each month beginning in June with December being the last month of the payment plan program.

- Based on the registration date, the payment amount will be divided equally over the number of months left in the calendar until the December 15th payment date. In some cases, payments plans may require larger payments up front.
- Financial aid awards will be added as a credit to the account and future monthly payment plan payments will be adjusted accordingly
- Any payment plan that is not current will be considered delinquent and will be payable in full. All payment plans are subject to a finance charge.

DELINQUENT OR NON-PAYMENT OF PROGRAM FEES

As stated above, all program fees are due and payable either in full or by the payment plan schedule at the time of registration. The following is the procedure for delinquent accounts:

- Any account is considered delinquent on the day payment is due. When an account is considered delinquent for any reason, the athlete/participant is placed on the athlete suspension list. Our policy allows for 2 weeks of training before complete suspension and ineligibility for participation in SSCV activities and training in week 3. An instance of ineligible attendance at training will result in the athlete/participant not being able to participate in training with SSCV. The ineligible athlete/participant will be held in the clubhouse for the parent and/or guardian to pick up.
- The family in question will be contacted by phone or email to notify them that their account is delinquent. Please respond to SSCV by phone or email to apprise us of the situation surrounding the late payment.
- Any account that is not current will be considered delinquent and will be payable in full.
- Finance charges of 1% will be assessed to accounts more than 30 days past due.

It is essential that you, your parent(s) and/or guardian(s) stay in contact with SSCV concerning your program fees. Questions are welcome at any time to the CFO, Tiffany Hoversten, at 970-790-5127 or thoversten@skiclubvail.org. In the event of an account becoming seriously delinquent, it may be necessary for SSCV to engage a collections agency to assist with securing payment on the account. Please contact SSCV CFO, Tiffany Hoversten for more information on the collections process.

REFUND/REGISTRATION POLICIES

In accepting an athlete/participant for enrollment or participation, Ski & Snowboard Club Vail assumes expenses, which are not reduced by the participants' withdrawal during the program season. As athletes/participants, parents and/or guardians, it is understood that SSCV is relying upon the payment of program fees to meet its staffing and program expenses. Accordingly, the following are the payment and financial policies of Ski & Snowboard Club Vail. There are no refunds for voluntary withdrawal, dismissal or absence for any other cause or reason. All participants are expected to pay, in full, all charges for the term of enrollment whether or not the participant is withdrawn, withdraws, is dismissed, or is absent for any cause whatsoever with the exceptions outlined below.

SEASON ENDING INJURIES:

Should an athlete sustain a season ending injury and completely withdraw from SSCV, report the injury to the appropriate Program Director and request a refund from the CFO within 30 days, the athlete will be subject to the following refund schedule:

- Prior to Program Start Date: 100%
- Prior to January 1: 50%
- Between January 1 and February 1: 33%
- Between February 1 and March 1: 25%
- After March 1: No refunds

This season ending injury refund assumes complete withdrawal from all SSCV programming including any Strength & Conditioning services at the Minturn Fitness Center or elsewhere. There are no refunds for academic related fees such as the VSSA academic coaching fee.

LATE ENROLLMENT:

Enrollment for programs is typically closed after January 1 of the current season. However exceptions can be made in unique situations. Parents are encouraged to contact the respective Program Director and CFO for registration and payment arrangements for enrollment situations after January 1.

U.S. SKI & SNOWBOARD TEAM NOMINATIONS:

Participants who are nominated and subsequently named and uniformed as members of any full-time U.S. Ski or Snowboard Team will receive a program fee discount.

SSCV POLICY:

- SSCV membership fees are required for enrollment and are not refundable.
- There are no refunds for voluntary withdrawal, dismissal or absence for any other cause or reason.

ATHLETE INFORMATION

YOUR RESPONSIBILITY AS A SKI & SNOWBOARD CLUB VAIL ATHLETE

Becoming a Ski & Snowboard Club Vail athlete is a choice that will affect your daily life and the decisions you make. Having chosen to be a member of the SSCV community, you are also committing to a lifestyle choice. This lifestyle is one that encompasses the attributes of a leader and positive role model in the community and world at large. This lifestyle will also be one that is free of poor behavior and decision-making.

When you become an SSCV athlete, all club policies (including but not limited to Behavior, Skier Safety, Weapons, Prohibited Substances, Harassment/Bullying, etc.) must be adhered to at all times. This means that when you enroll at SSCV, you will be upholding lifestyle decisions that will affect your behavior both inside and outside the SSCV environment all year long. You never stop being a representative of SSCV and a positive role model in the community. This is your responsibility at all times.

All Ski & Snowboard Club Vail Athletes are expected to represent themselves, SSCV, and our community in a responsible and positive manner. Athletes must obey all rules regarding skier safety and courtesy while on Vail Mountain and while attending training or competitions at other areas. Responsible behavior is also expected while traveling to competitions, eating in restaurants, and whenever participants are representing SSCV in any way. This responsibility also extends to your daily life outside of SSCV (at home, on vacation, etc.).

If any of the SSCV policies are violated, the incident will be considered **“Conduct unbecoming a Ski & Snowboard Club Vail Athlete”** and relevant action will be taken according to “Rules Violations and Discipline Procedures” outlined in this document. Failure to abide by these policies, guidelines and procedures may result in dismissal from SSCV with no refund of program fees.

SSCV athletes are expected to be model citizens, showing respect for their sport and their fellow competitors, behaving in a respectable manner toward their parents, coaches, resort employees and guests as well as officials.

SSCV athletes are expected to live by our Core Values of:

1. Character- on and off snow. SSCV athletes practice good sportsmanship, teamwork, and respectfulness to self, coaches, teammates, parents and equipment.
2. Courage- to push him/herself during practice to be better than he/she was yesterday. To take the high road and do the right thing even if others are not. To be honest with him/herself and his/her coach and parents.
3. Commitment- to these core values and to working toward a goal with patience and diligence. To show up to training ready and willing to work hard, knowing it is going to pay off and that you are working toward a long term goal, and that each success or failure along the way is a stepping stone to your goal. SSCV athletes are accountable to his/her actions knowing there is a direct correlation to his/her success.

Deliberate Practice- SSCV athletes are focused during training and maximize the time they have with their coaches and teammates.

Communication- good communication takes practice and attention to detail. SSCV athletes take time to communicate with their coaches, parents and teachers on a regular and honest basis.

Punctuality- athletes are on time to training and races. Athletes understand that they may miss the team and/or miss instructions and training if they are late.

Equipment- To be respectful of equipment (their own and that of others), as well as club and school property, equipment and vans. SSCV athletes learn to maintain their equipment and treat it with care and respect.

U.S SKI & SNOWBOARD ATHLETE CODE OF CONDUCT

SSCV requires all athletes to adhere to the U.S. Ski & Snowboard Code of Conduct. This Code of Conduct will be upheld should any infractions occur. The Code of Conduct can be found and referenced on the U.S. Ski & Snowboard website at: <http://U.S. Ski & Snowboard.org/U.S. Ski & Snowboard/U.S. Ski & Snowboard-code-conduct>

ATHLETE HONOR CODE

Ski & Snowboard Club Vail (SSCV) is dedicated to our core values of “Character, Courage & Commitment” and has a special system of trust, principles and goals to achieve these standards.

I understand that we are all members of the club, and I will respect and be courteous to my teammates and fellow club members. Even though there are limited specific rules, I understand that I am trusted to act in the best interest of my own athletic and personal goals and in the best interest of the SSCV community.

I support the standards of the SSCV community as set forth by the Board of Trustees, the membership, the director and the staff as stated in the Parent Athlete Handbook. I pledge my commitment to live by these standards at the club, on the mountain, at any SSCV function, and whenever or wherever I may be identified as an SSCV athlete.

I understand that my personal support of these standards is important to the strength, openness and trust of the whole SSCV community. I further understand and agree that my fellow teammates, by their acceptance of membership in SSCV, have also agreed to these standards; and my expectations of them are the same as those of myself. I agree that I will look out for others and for the entire organization, and I will take responsibility and appropriate action if violations occur. I acknowledge that failure to uphold these standards shall be just cause for my dismissal from SSCV.

As a result of my commitment and that of my teammates, SSCV prospers in an environment where prohibited substances, lack of respect, dishonesty, and other substandard values are not tolerated and where all have the opportunity to develop as individuals, athletes, and members of the community.

RULE VIOLATIONS AND DISCIPLINE

MAJOR OFFENSES

A major offense is any action that interferes with the health (mental or physical) of self or others, safety and/or well being of self or others, including conviction of a misdemeanor or a felony, stealing, assault, sexual harassment, etc. (Use of prohibited substances and weapons is addressed separately in the following section.)

The Executive Director will be notified immediately when a major offense occurs and will be involved in **ALL** disciplinary decisions of any major offense. The Executive Director will notify parent(s) and/or guardian(s) both verbally and in writing of the circumstance of the offense and the resulting disciplinary measures being taken.

Consequences of a major offense may be **immediate dismissal from the team for a period of time to be determined by** the Executive Director in consultation with appropriate SSCV staff that reported the incident.

Disciplinary appeals must be filed within 48 hours.

MINOR OFFENSES

A minor offense is any violation of any SSCV rule or policy not addressed in the section regarding Major Offenses. Minor offenses can also be violations of the Athlete Code of Conduct or Honor Code. The appropriate Program Director and SSCV Coaching Staff member will handle minor offenses. Parents will be contacted immediately with an explanation of the violation and consequences. Verbal or written reprimand or loss of a day or more of training privilege, may be appropriate consequences for the offense.

Any previous minor offenses occurring within the preceding 12 months will be considered when imposing disciplinary sanctions for any current offenses.

SSCV FULL-TIME RE-ENROLLMENT ELIGIBILITY

Every full-time athlete's eligibility for re-enrollment at SSCV is subject to review annually based on athletic and character criteria. In addition, for those attending Vail Ski & Snowboard Academy (VSSA), re-enrollment will be based on academic and character criteria established by VSSA. Detailed criteria for re-enrollment will be provided to parents by November 1, 2020. Disciplinary issues as outlined in the SSCV Parent Athlete Handbook resulting in dismissal from SSCV may also result in removal from VSSA, as applicable.

UNIFORM POLICY

Full Time athletes are required to take part in our uniform program. Part Time athletes are strongly encouraged to take part as well. Your program fees are subsidized by sponsors and fundraising. Our sponsors are an incredibly important part of the success of our organization and wearing our uniforms with pride is a very easy way to say thanks for the support.

GUIDELINES:

- Team jackets must be worn at all competition events (not required while in competition)
- Team jackets must be worn at all awards ceremonies
- Team jackets must be clean and presentable at all times

A uniform will be available for purchase at the beginning of the season.

EXCEPTIONS:

Any athlete who is on their National Team and is required to wear a National uniform is excluded from the uniform policy. Additionally, any sponsored athlete that is required to wear a sponsor's clothing is also excluded from the uniform policy with written approval from your head coach.

PARENT INFORMATION

YOUR RESPONSIBILITY AS A SKI & SNOWBOARD CLUB VAIL PARENT

In becoming a member of the SSCV community, the individual assumes certain obligations and responsibilities to the sport and its participants. SSCV parents pledge to conduct themselves in a manner that "Honors the Sport" and demonstrates respect to athletes, coaches, officials, public and fellow parents. The essential elements in this "Code of Conduct" are HONESTY, INTEGRITY, and EXEMPLARY BEHAVIOR.

Those who conduct themselves in a manner that reflects these principles will bring credit to the SSCV community, their athletes and themselves. It is only through such conduct that our sports can earn and maintain a positive image and make their full contribution to snow sports in the United States and around the world.

SSCV supports the following behaviors for those participating or involved in any way with SSCV, U.S. Ski & Snowboard, USASA and any other applicable governing body training and events:

- SSCV 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, courtesy and good manners.
- The emphasis on winning should never be placed above the value of good sportsmanship, the concepts of good, positive behavior or the skills of the sport.
- Derogatory comments are unacceptable. Use positive reinforcement with athletes and adults alike. It should be remembered that criticism, once made, can never be retracted.
- SSCV parents are always welcome to encourage their athletes through voice, as long as it is at an appropriate volume and intensity level so as not to disturb or distract any other athletes, coaches, officials and parents in training or competition at any time.
- SSCV parents, like coaches, must always be aware of the tremendous influence they have on their athletes. They should always strive to be positive role models in dealing with young people, as well as with adults.
- SSCV parents that are in the training or competition environment must always practice good behavior and never criticize, badger, harass, or threaten any athlete, coach, official or program.
- Rules knowledge of one's sport must be respected and adhered to by all who participate, both in the letter and the spirit of the sport. Attempts to manipulate rules in an effort to take unfair advantage of an oversight, or to teach deliberate unsportsmanlike conduct, is considered unacceptable conduct.
- SSCV as an organization holds itself to a sport-leading standard of conduct at all times. Therefore, parents are expected to conduct themselves at this higher standard in support of SSCV's core values of Character, Courage and Commitment.

SSCV parents model good sportsmanship, showing respect for the sport and their child's competitors, behaving in a respectable manner toward other parents, coaches, resort employees and guests as well as officials.

Communication- SSCV parents work through the proper channels of communication to obtain information or to relay concerns. They use effective communication techniques with staff and their children.

Support the Big Picture Plan- Success takes time and perseverance. SSCV parents strive to understand that programming is based on long-term development and that results sometimes come gradually. SSCV parents help their children understand that success should be based more on an emphasis of effort and process over results.

Team Support- It is part of the SSCV culture to support the team and cheer for all athletes unconditionally. SSCV parents show support of their child's coach's efforts and respect the coach's role, understanding that they may not fully understand or agree with each other but that respectful dialogue will usually help both parties.

Model Behavior - SSCV parents understand that our team is a large and visible group, and because of this, are expected to conduct themselves with exemplary sportsmanship, modelling professional and non-biased support of the competition.

Education- SSCV parents take an interest in the sport, learn the rules and are active volunteers.

Respect on-snow policies- It is understood that parents are interested in watching their athlete during training and competitions. Parents respect the need for the coaches and competition organizers to secure a training and competition environment free from unexpected movement. SSCV parents have reviewed and agree to the SSCV on-snow policies.

PARENT PARTICIPATION IN TRAINING AND COMPETITIONS

Training sessions are always open for observation and coaches welcome parents to do so. Parents must check in with their respective head coach, two to three days in advance. before proceeding into the training arena to observe the ongoing training session. Additionally, parents must abide by any specific directions about safe or unsafe locations to observe the training.

If a parent attends a training session, coaches ask that they refrain from “coaching” the athletes, unless expressly invited to do so by the coach in charge of the training session.

In accordance with U.S. Ski & Snowboard policy and host area policy, it is requested that no parent enter any race arena at any competition unless invited by a coach or the organizing committee to help in the competitive arena.

VOLUNTEER COACH POLICY

Ski & Snowboard Club Vail (SSCV) is committed to provide and facilitate programs to enhance the personal development of each of its members. In order to supplement the resources provided by SSCV and paid staff, individuals may volunteer as non-compensated coaches. In specific cases, parents or other family members of SSCV athletes may have access to the training environment to support or coach their athlete. Private third party coaches must adhere to the SSCV Guest Training and Private Coaching Policy.

In order to maintain a professional and supportive environment with a focus on safety, respect and teamwork; the following responsibilities and expectations must be met to receive the privilege of access to the training or competition environment as an SSCV Volunteer Coach:

- Coach membership in the United States Ski and Snowboard Association (U.S. Ski & Snowboard) the National Governing Body (NGB) of snow sports in the United States
- Minimum of a successful completion of the U.S. Ski & Snowboard “Fast Start” online coaching certification
- Successful completion of the SSCV Volunteer Coach Orientation and Assessment Program led by Alpine Program Directors (1/2 day program in November)
- Adherence to all SSCV policies and procedures, staff requests and rules of the sport
- Payment of \$200 annual radio and uniform rental fee (radios kept charged at SSCV and issued daily as required)
- Commitment during each volunteer session to assist with the set-up, maintenance and tear down of training environment and other support activities as requested by respective Head Coach
- Strict adherence to SSCV Parent Code of Conduct as expressed in SSCV Parent Athlete Handbook
- Annual completion of member volunteer requirement by volunteering as certified competition official (appropriate certification required)
- Attendance at respective program orientation
- Must provide their own valid ski pass, daily ticket or lift/hill access
- Volunteer coaching opportunities may not be available during the Early Season Training period or other high traffic or intensity times

SSCV Volunteer Coaches receive the following privileges:

- Access to training and competition venues under the supervision of the respective SSCV Head Coach
- When uniformed, at both home and away competitions, access to coaches’ credentials as available, requested by team captain

OTHER POLICIES AND PROCEDURES

ABUSE AND SEXUAL HARASSMENT POLICY

INTRODUCTION:

Ski & Snowboard Club Vail (SSCV) is committed to maintaining an environment where all SSCV members, while participating in SSCV activities, enjoy a safe and supportive environment, free of harassment and exploitation. SSCV will not tolerate sexual harassment and inappropriate sexual contact. All SSCV members share the responsibility to identify and prevent sexual harassment and to develop a culture of dignity and respect in sport. SSCV will respond promptly to reports of sexual harassment and will take appropriate action to correct, and, if necessary, to discipline behavior that violates this policy.

SEXUAL HARASSMENT:

This policy is intended as a guideline only for circumstances under which conduct may or may not constitute sexual harassment. Any such determination made by SSCV is not intended to constitute a determination that sexual

harassment has occurred pursuant to federal or state common laws or statutes but instead only that SSCV's policy has been violated.

Pursuant to this policy sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other inappropriate conduct of a sexual nature. When:

- Submission to or rejection of this conduct explicitly or implicitly affects a member's athletic performance, competition, training or learning, or
- Submission unreasonably interferes with a member's athletic performance, competition, or training, or
- Such conduct creates an intimidating, hostile or offensive performing, competing, or training environment.

In the interest of preventing sexual harassment, SSCV will respond and evaluate reports of any such alleged conduct.

Sexual harassment may include incidents between any members of the SSCV membership, including coaches, athletes, officials, and volunteers. Sexual harassment may occur in hierarchical relationships or between peers, or between persons of the same sex or opposite sex. Some examples of sexually inappropriate or offensive conduct include:

- Written form, such as cartoons, posters, calendars, notes, letters, email and electronic.
- Verbal form, such as comments, jokes, foul or obscene language of a sexual nature, gossiping, or questions about another's sex life, or repeated unwanted requests for dates.
- Physical gestures and other nonverbal behavior, such as unwelcome touching, grabbing, fondling, kissing, massaging or brushing up against another's body.

In determining whether the reported conduct constitutes sexual harassment under this policy, consideration shall be given to the record of the conduct as a whole and to the totality of the circumstances, including the context in which the conduct occurred.

This policy covers unwelcome conduct of a sexual nature. Harassment that is not sexual in nature but is based on gender is also prohibited by SSCV and U.S. Ski & Snowboard Codes of Conduct and U.S. Ski & Snowboard and SSCV Bylaws. While discrimination based on these factors may be distinguished from sexual harassment, this type of discrimination may contribute to the creation of a hostile performing, competing, training, or learning environment. Thus, in determining whether a hostile environment due to sexual harassment exists, SSCV may take into account acts of discrimination based on gender.

RETALIATION:

This policy also prohibits retaliation against a person who reports sexual harassment, assists someone with a report of sexual harassment, or participates in any manner in an investigation or resolution of a sexual harassment report. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to athletic performance, competition, or training.

DISSEMINATION OF THE POLICY:

As part of SSCV's commitment to providing a harassment-free performing, competing, training and learning environment, this policy shall be disseminated widely to the SSCV membership through publications, websites, and other appropriate channels of communication.

REPORTING OF SEXUAL HARASSMENT:

Any SSCV member who believes conduct that may constitute sexual harassment under this policy has occurred has a responsibility to report the situation as soon as possible.

Any of the following staff members can be contacted for reporting violations to this policy:

Taryn Miletti, Club Manager

Office – 970-790-5121

John Hale, COO

Office: 970-790-5151

Kirk Dwyer, Executive Director

Office: 970-790-5123

Cell: 970-409-7765

Any violations of this policy will result in disciplinary action, which may include termination. The matter will be fully investigated and, if appropriate, immediate action taken. To the extent practical, efforts will be made to keep the staff member or athlete's or member's identity confidential.

All relevant SSCV Members or Staff are required to cooperate in any investigation. A timely resolution of any complaint should be reached and communicated to the parties involved.

Complaints of harassment will be investigated promptly and in as impartial and confidential a manner as possible. In some cases SSCV will utilize SSCV's legal counsel and/or SSCV's 3rd party human resource counsel. An investigation should be completed within thirty (30) days of receiving a complaint and a report written of the investigation findings. A determination shall be made regarding the appropriate response to any complaint of sexual harassment.

ILLEGAL ACTIVITIES:

Any illegal activities of a serious nature should be immediately reported to 911 and any staff member as soon as possible thereafter.

DISCIPLINARY ACTION:

Any member of the SSCV community who is found to have engaged in sexual harassment in violation of this policy is subject to appropriate disciplinary action, up to and including termination or permanent banishment from all SSCV activities, including from volunteering or participating on behalf of the organization. Generally, disciplinary action will be recommended when the harassing conduct is sufficiently severe, persistent, or pervasive that it alters or limits the opportunity to participate in and benefit from SSCV membership.

ADDITIONAL RESOURCES AND GUIDELINES:

Ski & Snowboard Club Vail follows all relevant guidelines and protocols regarding matters of Abuse, Molestation and Sexual Harassment put forth by U.S. Ski & Snowboard as listed at: usskiandsnowboard.org/

And additional guidelines and protocols put forth by the USOC as listed at: safesport.org

All Coaching Staff, Administration, Volunteers and Members of SSCV will be beholden to all information listed in the U.S. Ski & Snowboard and USOC Policies. All guidelines and protocols are subject to relevant and timely updates. SSCV will be beholden to all relevant updates to this policy as it occurs.

PARTICIPANT SUBSTANCE USE/ABUSE POLICY

PHILOSOPHY:

SSCV is opposed to the use of prohibited substances and contact with individuals who are participating in the use of such substances. Prohibited substance use/abuse, underage drinking and tobacco use are against the law.

Substance use negatively impacts athletic and academic performance. Additionally, research indicates that early onset of alcohol and tobacco use increases the occurrence of addiction in adulthood. Alcohol, drug and tobacco use interferes in learning processes and cognitive development and may increase the chance of injury while participating in athletic training and competition. As a result of these risks, and in addition to the laws of the State of Colorado, Ski & Snowboard Club Vail requires participants and parents to sign and agree to the following policy and the U.S. Ski & Snowboard code of conduct.

A copy of the U.S. Ski and Snowboard code of conduct may be obtained at: <http://www.U.S. Ski & Snowboard.org>

Participants who need help dealing with substance use, substance dependency or substance abuse are encouraged to seek assistance. SSCV promotes an atmosphere where individuals who are experiencing difficulties with substance use/abuse are able to seek help in a supportive and safe environment under the principles of a Non Punitive Response (NPR). For more information, see section below titled SELF-REPORTING OF VIOLATIONS- Non Punitive Response (NPR).

PROHIBITED SUBSTANCES:

It is against SSCV policy to use, possess, dispense, distribute, or manufacture prohibited substances, including without limitation, use through vaping. Prohibited substances include but are not limited to tobacco, alcohol, Marijuana and all illegal drugs including Cocaine, Methamphetamine, Opiates and PCP and drugs found in these named categories; the use of prescription medication without a valid prescription; all banned substances as defined by the US Anti-Doping Agency (USADA).

The U.S. Anti-Doping Agency policies may be obtained at: <http://www.usantidoping.org>

It is the obligation and responsibility of the participant, parents or legal guardians to be fully knowledgeable regarding the most current SSCV substance policies.

VIOLATIONS:

SSCV participants are subject to the substance policy at all times while participating in SSCV, U.S. Ski & Snowboard and other training, competition, travel, camps or activities, while representing SSCV. The policy also applies to SSCV participants while attending classes or participating in sponsored activities at SSCV or academic partners.

The use, possession, or a positive test from either for cause or random testing of a prohibited substance by SSCV participants is considered a violation of the policy.

Participants shall not participate in gatherings involving consumption of prohibited substances unless it is an official SSCV, U.S. Ski & Snowboard, academic partner or event organizer function to which these organizations

invite both participants and adults. Contact with illegal substances, e.g., being in places or situations where an SSCV participant is in contact with a prohibited substance is a substance policy violation.

Should an SSCV participant selected for testing refuse a test or take deliberate action to evade, impede, or invalidate such a test, it shall be treated as a positive test result and thus a violation of the substance policy.

A refusal to comply with a request for appropriate searches, inspections and examinations is considered a violation of the substance policy.

Not disclosing a criminal conviction for a prohibited substance violation described in the Testing Procedures section is considered a violation of the substance policy.

SSCV STAFF RESPONSIBILITY:

SSCV staff are required to monitor adherence to the policy as described in Violation section above. Any violation of the substance use policy observed, reported or identified through results of a substance test will result in the implementation of disciplinary procedures as published below and in accordance with the acknowledgement signed by the participant and parent or legal guardians.

TESTING:

SSCV athletes and parents and/or guardians, must sign a "SUBSTANCE TESTING CONSENT AND RELEASE FORM OF LIABILITY" in order to participate in SSCV. The participant, parent or legal guardian signatures indicate that the participant will abide by the substance abuse policies of Ski & Snowboard Club Vail. The participant, parents or legal guardians shall consent to undergo reasonable suspicion/for cause and random prohibited substance testing including, but not limited to consenting to the collection of urine, hair, blood, saliva and/or breath samples to be tested for the presence of the above referenced prohibited substances. Substance testing will be administered by SSCV designated staff member through analysis of urine, hair, blood, saliva, breath and/or other generally accepted practices as developed.

Testing may be performed at a third party lab, medical facility or other location, but as conditions warrant, could be performed at an SSCV or related facility. Any person assigned to take samples will be certified to do so, and samples will be collected in a sanitary environment designed to maximize participant's privacy while minimizing the possibility of sample tampering.

Any requested retest of a positive test will be performed by a third party provider at the cost of the participant, parents or legal guardians. A participant can request a retest up to 72 hours after notification of a positive test.

Each participant, along with the parent or legal guardian will have an opportunity to discuss the substance test with a testing professional in a confidential setting. Each participant, parent or legal guardian upon his or her written request may be provided with a written copy of the positive test result. Upon written request within seven days of taking the test, a participant, parent or legal guardian may access records relating to his/her substance test.

TESTING PROCEDURES:

Testing procedures will consist of random and for cause/reasonable suspicion testing. Random testing may be conducted by SSCV at any time subject to oversight by the Executive Director. For cause/reasonable suspicion testing can be conducted when any SSCV participant exhibits behavior that could be reasonably assumed to be due to the use of a prohibited substance or if reasonable cause exists to assume the use of prohibited substances. Additionally, participants are required to consent to appropriate searches, inspections, and examinations as may be required. Inspections may be conducted if SSCV suspects that a participant is in possession or under the influence of any prohibited substance. Should it become necessary, the participant may be required to open his/her locker or vehicle or to empty his/her pockets, handbag, backpack, ski bag, wallet, or any other article, container or device in which prohibited substances could be kept.

The participant may be temporarily suspended from participating in SSCV pending receipt and review of the test results by SSCV.

Participants, parents or legal guardians of minor participants are required to notify SSCV of any criminal conviction for a prohibited substance violation, no later than five (5) days after such conviction.

CONSEQUENCES OF VIOLATIONS OF SSCV SUBSTANCE POLICIES WILL ULTIMATELY BE DETERMINED ON A CASE BY CASE BASIS.

FIRST OFFENSE GUIDELINE:

- First offense consequences will be determined by contact coach and Program Director. Parents or legal guardians will be notified of violations of policy by phone and/or e-mail by the Program Director.
- Participants traveling at any camp or competition may be immediately suspended and required to return home. Any expenses of additional travel are the responsibility of the participant, parent or guardian. There will be no refund of fees or project costs. Any exceptions must be approved by the executive director.
- Participants must agree to withdraw for up to two weeks (14 days) from SSCV participation and competitions after the offense. Failure to agree to this provision of the policy will result in immediate dismissal from SSCV.
- Participants are required to attend a one-day class on substance abuse reduction and awareness specifically geared for juveniles. The participant will be referred to the substance abuse class by SSCV; and the class will be attended in Vail area. The cost of the class will be the responsibility of the participant, parents or legal guardians. Proof of completion of the class must be provided to SSCV.
- Participant will write a 1,000-word essay and submit it to the Executive Director. This essay will discuss the incident in question, why the participant chose to participate in the activity, and what the participant will do to avoid participating in such activities again. The Executive Director will review the essay and discuss with the participant and parents or legal guardians.
- The participant will be required to provide a sample for substance testing upon demand. These testing costs will be the responsibility of the participant, parents or legal guardians.
- Participants are expected to attend all scheduled training, as well as perform extra duties as assigned at the SSCV facility and/or community service during the winter season.

SUBSEQUENT OFFENSE:

A subsequent offense of the substance policy within 24 months of a first offense will result in immediate dismissal from the club. Dismissal will last for a minimum of 6 months and a participant would be required to re-apply for enrollment in the club.

SELF-REPORTING-NON PUNITIVE RESPONSE (NPR)

Objective: SSCV encourages the utilization of a Non-Punitive Response (NPR) to create a safe and confidential way for participants to ask for help for themselves or other participants, without the threat of disciplinary action in any situation where a participant is not complying with the mission, goals, and expectations of the SSCV community. Parents who want to seek help for participants can use NPR as well.

Rationale: NPR is necessary because participants are not likely to admit to, and seek help for, a problem if they risk punishment. NPR will allow a participant: [a] to come forward before the participant or another participant further endangers him or herself, or others; [b] to receive the appropriate mental or physical health response; and [c] to take responsibility for their own actions.

With respect to the Substance policy, NPR will apply to situations involving a participant's concern for self or another participant due to prohibited substance use and abuse. Additionally, the club encourages the principle of NPR in other situations including, but not limited to physical, sexual or psychological harassment, depression, eating disorders, and any type of self-destructive behavior.

Procedure: a participant who has a problem or believes a fellow participant has a problem will approach the COO, Executive Director, or designee and explain the situation. Parents will be notified. As appropriate the club will recommend and support counseling or make referrals to resources.

NPR is invalid in the following circumstances:

- a) A participant is "caught in the act" of violating a handbook policy or expectation.
- b) The participant in question has already received an NPR for similar behavior.

APPEALS:

After disciplinary action is decided, a written appeal may be made within 48 hours. All appeals will be heard by an Appeals Committee which will consist of the Executive Director, one member of the Board of Trustees, one SSCV coach, one SSCV parent and one SSCV participant. The participant who files an appeal will be considered to be in good standing with SSCV until the appeal is heard by the appeals committee. Every attempt will be made to have appeal hearings within two weeks of the filing of the appeal. Travel schedules of the participant filing the appeal and the ability of SSCV to convene an appeals committee may affect the timeliness of any appeal hearing. Each sport (Alpine, Freeski, Mogul, Snowboard and Nordic) will designate a coach, participant and parent to form a pool for the appeals committee. For each appeal the committee will be formed by the parent representative from the sport of the appellant while the participant and coach will represent the remaining sports. The board representative will be selected at random. Each committee member will be given a complete file of the issue in question at least one week prior to the appeals committee meeting. The Appeal Committee is to act in an impartial manner; is convened to review the information in the situation and to make a decision as to the appropriateness of the discipline imposed upon the participant. The committee may uphold or rescind the original discipline and/or impose greater or lesser consequences.

Failure to comply with the decision(s) of the Appeals Committee will result in the participant being suspended from all SSCV activities until all requirements of the Appeal Committee are met.

SOCIAL MEDIA POLICY

SSCV'S MEDIA DISCLOSURE AUTHORIZATION AGREEMENT:

As part of the SSCV athlete registration process each season, parents have agreed to SSCV's Media Disclosure Agreement which governs SSCV's use of a child's name, picture, video and/or recordings of voice.

COMMUNICATION AND SOCIAL MEDIA POLICIES:

The SSCV Communications and Social Media Policy requires that all SSCV communications by SSCV employees, whether via web site content, emails, texts, phone, voicemail, social media (e.g.-Facebook, Instagram, Snapchat, Twitter) or otherwise:

- effectively support SSCV's core values of character, courage and commitment;
- pose no threat to the safety or well-being of an SSCV athlete;
- and contain content that is ethical in nature.

SCOPE AND PERMANENCE OF ONLINE COMMUNICATION:

SSCV employees are reminded of the potential for world-wide public access to online content and the inability to "permanently" delete online content.

IDENTIFYING ATHLETES BY NAME ON FACEBOOK, TWITTER, SNAPCHAT AND INSTAGRAM:

When applicable, SSCV Advancement staff and other pre-approved members of the Management Team may identify SSCV athletes on social media, but will not tag or otherwise identify personal pages. Other SSCV employees are instructed not to identify SSCV athletes by name on any social media postings (e.g.-Facebook, Twitter, Snapchat or Instagram). Staff members are expected to contact the SSCV Director of Advancement at sschmidt@skiclubvail.org for possible athlete inclusion in social media on behalf of SSCV.

SSCV FACEBOOK PRESENCE:

SSCV has a Facebook Product/Service page entitled Ski & Snowboard Club Vail. It also has an unofficial main Facebook page entitled SSCV Vail. Ski & Snowboard Club Vail is the official SSCV Facebook page with SSCV Vail used if SSCV is seeking to post notices and information to a broader community that might not have seen a post on the Ski & Snowboard Club Vail page. SSCV employees have been authorized to create additional SSCV Facebook presence related to various aspects of the organization including a Golden Peak specific page, snowsport specific pages and specific age level within snowsport specific pages (e.g.-alpine U12 page, freeski page, Golden Peak page, etc.). SSCV employees are prohibited from creating private website, Facebook, or other social media or online related private areas for communication with athletes.

SSCV EMPLOYEE PERSONAL USE OF SOCIAL MEDIA:

SSCV employees are prohibited from "friending" SSCV athletes on social media to avoid SSCV employees sharing personal information in this way with SSCV athletes outside of the scope of SSCV related activities.

SSCV employees are required to (i) exercise sound judgment and common sense in posting to social media or commenting on social media posts, understanding that their personal content is public and permanent, (ii) “untag” or otherwise remove their identity from postings which contain content inappropriate for minors, and (iii) adjust their privacy settings to avoid public viewing of content inappropriate for minors, subject in any event, to SSCV’s compliance with all other SSCV policies and procedures.

SSCV EMPLOYEE EDUCATION ON IMPLICATIONS OF INAPPROPRIATE/ILLEGAL USE OF SOCIAL MEDIA:

SSCV employees are required to exercise caution and good judgement in all types of communications to assure they are exhibiting behavior in alignment with SSCV’s core values of character, courage and commitment.

SSCV EMPLOYEE USE OF “APPS”:

SSCV employees are prohibited from interacting with SSCV athletes via “apps” in a private manner or otherwise in violation of the terms of the SSCV Communications and Social Media Policy or other SSCV policies and procedures.

USE OF SPRONGO OR OTHER VIDEO ANALYSIS TOOLS:

Nothing in the SSCV Communications and Social Media Policy or Media Disclosure Authorization Agreement, is meant to prohibit SSCV from posting athletic training and competition videos in an online area available for usage by SSCV athletes and their parents only for educational purposes

SSCV EMPLOYEE FORMS OF DIRECT COMMUNICATION:

SSCV employees are permitted to communicate by telephone (including voice mail) with athletes as well as communicate via email, text or other similar electronic means with athletes, provided that all such communications comply with the above Communications and Social Media Policies, are professional in nature, and are for the purpose of communicating information about SSCV related activities.

Phone calls and texts to athletes should not occur after 9 pm, except in emergency situations.

SSCV employees are expected to copy parents and/or another SSCV employee on all electronic communications.

SSCV PARENT AND ATHLETE COMPLIANCE WITH COMMUNICATIONS AND SOCIAL MEDIA POLICY:

We request SSCV parents and SSCV athletes to comply with the above SSCV Communications and Social Media Policy in their social media postings and their responses to any SSCV social media postings, including refraining from identifying SSCV athletes by name in an SSCV social media post.

WEAPONS POLICY

Violence and weapons have no place in any of the athletic programs of Ski & Snowboard Club Vail (SSCV) . Any SSCV participant/athlete who is involved in a weapons offense as outlined below shall be disciplined as provided in this policy. This policy shall be in effect in all programs of Ski & Snowboard Club Vail.

An exception to this policy may be made by obtaining prior permission of the Executive Director, or General Manager for participants/athletes participating in an authorized program involving the use of dangerous weapons.

DEFINITIONS

DANGEROUS WEAPON:

A firearm, whether loaded or unloaded, or a firearm facsimile that could reasonably be mistaken for an actual firearm.

WEAPON:

Any object, material or substance which, in the manner in which it is used, is capable of causing serious bodily injury to another person. Sometimes a weapon, because of the circumstances, may be an object which, when used normally is not considered a weapon. Examples of objects which may, under given circumstances, be weapons include, but are not limited to; padlocks on ropes, strings, chains, sling-shots, etc. and baseball and softball bats, sticks, pipes and clubs.

SERIOUS BODILY INJURY:

Bodily injury which, at the time of the actual injury or at a later time, involves a substantial risk of death, a substantial risk of serious permanent disfigurement or a substantial risk of protracted loss or impairment of the function of any part or organ of the body, or of breaks, fractures or burns of the second or third degree.

OFFENSES:

- Possessing a dangerous weapon (including a facsimile firearm) at SSCV, on SSCV property, in SSCV vehicles or at a SSCV sponsored activity or event, or under circumstances where the behavior will have a negative impact on the mission of SSCV.
- Threatening, intimidating, frightening another person or attempting to strike another person with a weapon or a dangerous weapon at SSCV, on SSCV property, in SSCV vehicles or at a SSCV sponsored activity or event, or under circumstances where the behavior will have a negative impact on the mission of Ski & Snowboard Club Vail.
- Striking another person with a weapon or a dangerous weapon at SSCV, on SSCV, in SSCV vehicles or at a SSCV sponsored activity or event; or under circumstances where the behavior will have a negative impact on the mission of SSCV.

Disciplinary action up to and including expulsion from all SSCV activities for the remainder of the ski season shall be recommended with the option of suspension for one calendar year in all cases and in all programs where the participant/athlete is found to have possessed, brought, used or carried a dangerous weapon at SSCV, on SSCV or academic partner property, in SSCV vehicles or at an SSCV sponsored activity or event. All violators shall be reported to the local police department in the jurisdiction where the weapon was discovered.

If an SSCV athlete/participant inadvertently brings a dangerous weapon to SSCV, and upon realizing the mistake promptly brings it to the attention of an appropriate staff member and delivers the dangerous weapon to an authorized person as soon as possible, then expulsion is not mandatory and such action shall be considered in determining what disciplinary action, if any, should be taken.

