

Crystal Mountain Alpine Club

Code of Conduct

CMAC "P.R.I.D.E."

P = PREPARATION: Be prepared for ski training everyday. Be on time, ready to go. Maintain personal ski equipment on a regular basis to ensure personal safety and optimum performance. Helmets are required for all training and racing. Goggles are required for gate training and mouth guards are encouraged.

R = RESPECT: Be polite and courteous to the coaching staff, race officials, ski patrol, and all ski area personnel as well as other skiers. You represent CMAC on the hill so conduct yourself in a respectful manner at all times while involved in any team activities: training, racing, traveling, social activities and meetings. Understand that participation with CMAC is a privilege and can be revoked. Each athlete will know and respect all rules and will understand that violations of rules and policies will result in disciplinary action imposed by the CMAC Program Director. Disciplinary action can include suspension from the team without any refund of tuition.

I = INTEGRITY: Represent yourself, the sport of alpine skiing, and CMAC with the highest level of integrity. Maintain a high level of personal responsibility and do the right thing, even when no one is watching.

D = DETERMINATION: Be relentless in your efforts for personal growth.

E = EXCELLENCE: Strive for excellence everyday, both on and off the slopes.

GENERAL RULES TO BE OBSERVED DURING CMAC, PNSA, AND USSA EVENTS

MAJOR RULE VIOLATIONS: CMAC athletes will not

- Use, possess, or distribute alcohol or illegal drugs, or abuse over-the-counter and/or prescription drugs
- Vandalize or steal any property to include tampering with other athlete's equipment or belongings.
- Commit any act that significantly endangers others.
- Violate local, state, or federal laws resulting in warrant or arrest.
- Bring guns, knives, or any other weapons to any CMAC, PNSA, or USSA sponsored event.
- Leave the team lodging facility after curfew hours as set by the Head Coach.

MINOR RULE VIOLATIONS: CMAC athletes will not

- Use any profane or abusive language.
- Leave their assigned team lodging room after curfew hours as set by the Head Coach.
- Harass or bully other athletes. CMAC is committed to providing a safe and civil training environment that is free from harassment, hazing, intimidation, and bullying (HHIB). CMAC does not tolerate athlete harassment in any verbal, nonverbal, written, electronic or graphic form. Retaliation for reporting any violations will not be tolerated and will also be subject to discipline.

SKI AREA RULES AND POLICIES:

Without the generous support of the Crystal Mountain Ski Area we would not have a place to ski or train. Please become familiar with and abide by these guidelines: BE A RESPONSIBLE ATHLETE!

- Abide by Skiers Responsibility Code and observe all ski area rules and signs.
- Have your season pass or lift ticket with you at all times when skiing and training. No pass, no skiing.
- Cutting lift lines is not allowed. CMAC athletes do not have any special privileges at Crystal Mountain.
- Unload from lifts at designated unload areas only (no jumping from chairlifts).
- No fast skiing on crowded slopes and in slow ski areas.

DISCIPLINE FOR CMAC RULE VIOLATIONS

Any rule infraction can result in disciplinary action as considered appropriate to the individual, the intent, and the circumstances regardless of the following guidelines.

Offense Category	Sanction
First Minor Season Offense	Coach will discuss incident with the athlete
Second Minor Season Offense	Head Coach/Director will discuss incident with athlete and parent, by telephone if needed
Third Minor Season Offense	Considered a First Major Season Offense-see below
Fourth Minor Season Offense	Considered a Second Major Season Offense-see below
First Major Season Offense	Athlete is barred from training or race support for a two week time period to be determined by the Program Director and the Board. If violation occurs during team travel or camps, parent or guardian must pick up athlete immediately. Parent or legal guardian must accompany racer at their own expense for 12 months. The 12 months will commence from the date on the notification letter from the Board. Further Code of Conduct violations during this period will be regarded as a second major season offense.
Second Major Season Offense	Indefinite suspension from all CMAC activities, including forfeiture of club tuition. If violation occurs during team travel, parent or guardian must pick up racer immediately.

NOTIFICATION OF CODE OF CONDUCT VIOLATIONS

All Code violations will be reported in writing to the CMAC Disciplinary Committee by the appropriate coach or chaperone as soon as possible after discovery. The Disciplinary Chairperson will notify the parents or guardians of any sanctions by telephone to be followed by a letter from the CMAC Board of Directors. The CMAC Code of Conduct will be upheld and enforced without prejudice or favor in all cases. A record of violations will be kept by the CMAC Program Administrator.

HARASSMENT, HAZING, INTIMIDATION, AND BULLYING (HHIB)

- Skiers may use informal procedures to report and resolve complaints of harassment, hazing, intimidation or bullying. Complaints must be made, orally or in writing, to any coaching staff member, although staff shall always inform complainants of their right to, and the process for, filing a formal complaint.
- Skiers may initiate a formal complaint of harassment, hazing, intimidation or bullying, even if the informal complaint process is being utilized. All formal complaints shall be in writing.
 - Formal complaints are submitted in writing within 72 hours of initial incident to any CMAC coaching staff which are then forwarded to the Program Director and CMAC Disciplinary Committee.
 - Investigation will be completed within 24 hours by coaching staff and statements will be taken individually, and in private, from all participating parties.
 - Statements will be reviewed by the CMAC Disciplinary Committee and sanctions will be determined in accordance with the CMAC Code of Conduct.

APPEALS

All sanctions imposed by CMAC are subject to appeal by the athlete. A written request of appeal must be submitted to the CMAC Board within two weeks of any sanction imposed. Any right of appeal is forfeited beyond this two week period. The CMAC Disciplinary Committee will review and evaluate the written appeal and schedule a formal hearing if necessary. All decisions of the CMAC Disciplinary Committee will be final.

AGREEMENT

I/we agree that _____ (athlete name) has read and understood the CMAC Code of Conduct, USSA Code of Conduct, PNSA Competitors Manual and Skiers Responsibility Code, and agrees to abide by those rules and guidelines while participating in all CMAC events and activities.

Dated this _____ day of _____, 20____.

Signature of Racer

Signature of Parent/Guardian (if minor)