



## Code of Conduct

All Coulee Alpine Racing members when participating in any skiing and snowboarding activity must agree to conduct themselves according to CAR core values of excellence, integrity, passion, fun, team, and grit, and abide by the spirit and dictates of this Code of Conduct. All members must agree to comport themselves in a sportsmanlike manner and are responsible for their actions while attending or participating in all skiing and boarding activities. (Including but not limited to camps, competitions, practice, and projects).

Sportsmanlike conduct is defined as but is not limited to: respect for competition officials, facility employees, fellow members, and the skiing and snowboarding public, respect for facilities, privileges, and operating procedures, the use of courtesy and good manners, acting responsibly and maturely, refraining from the use of profane or abusive language, and abstinence from illegal or immoderate use of alcohol and use of illegal or banned drugs.

While participating in any CAR activity:

1. CAR are responsible for knowledge of and adherence to rules and procedures.
2. CAR members 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, and courtesy and good manners.
3. CAR members shall abide by CAR rules and procedures while traveling to and from CAR activities.
4. CAR members shall abstain from illegal and/or immoderate consumption of alcohol. Absolutely no consumption of alcohol is permitted for those individuals under the age of 21. Members under 21 years of age shall not participate in gatherings involving consumption of alcohol. Members under the age of 18 shall not use any form of nicotine including but not limited to cigarettes, vaping. Chewing tobacco, gum, and patches.
5. No CAR member shall commit a criminal act.
6. No CAR member shall engage in any conduct that could be perceived as harassment based upon gender, gender identity, age, race, ethnicity, national origin, religion, disability, or sexual orientation.
7. CAR members will avoid profane or abusive language and disruptive behavior. Members agree that they will not use or tolerate any racist, xenophobic, homophobic, or transphobic language or gestures.

Failure to comply with any of the above provisions may lead to disciplinary action by the Coaching Staff, CAR Board, or School District where appropriate. Disciplinary action may include:

- Removal from the team trip or training camp
- Suspension from training and/or competition
- Elimination of coaching, travel, and other benefits
- Forfeiture of CAR Ski & Board membership

CAR is committed to principles of fairness, due process, and equal opportunity. Members are entitled to be treated fairly and in compliance with CAR bylaws, policies, and procedures. Members are entitled to notice and an opportunity to be heard before being prevented from participating in protected competition.

### **Grievance process for complaints**

The grievance process provides the opportunity for review by a disinterested body, the head coach, or the CAR board. To submit a grievance, the complainant should file a written complaint with CAR and include the following:

- (a) The identity of the complainant;
- (b) The identity of the member(s), Board(s), or committee(s) of CAR against whom the grievance is directed;
- (c) A short and plain statement of the facts giving rise to the grievance, including the action at issue, the Articles of Incorporation, Bylaws or official written policies or procedures adopted by the Board which are alleged to have been violated by the action, the parties involved in the action, the harm to the complainant as a result of such action, and the relief sought; and
- (d) The signature of the complainant (and the signature of his/her parent or legal guardian if he/she is under eighteen (18) years of age);