

## Crystal Mountain Alpine Club

### CMAC PRIDE and Code of Conduct

#### CMAC PRIDE

**P = PREPARATION:** Be prepared for skiing every day. Be on time, and ready to go. Maintain personal ski equipment regularly to ensure safety and optimum performance.

**R = RESPECT:** Be polite and courteous to the coaching staff, race officials, ski patrol, all ski area personnel, and other skiers. You represent CMAC so conduct yourself in a respectful manner at all times during training, racing, traveling, social activities, and meetings.

**I = INTEGRITY:** Represent yourself, the sport of alpine skiing and CMAC with the highest level of integrity.

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

**E = EXCELLENCE:** Strive for excellence every day, both on and off the slopes.

#### RULES OF CONDUCT

These rules and the principles of CMAC PRIDE are in effect at any ski resort, CMAC event, meeting or gathering of CMAC athletes or anywhere or anytime an athlete's conduct has a relationship to CMAC. Students, parents, and CMAC coaches are jointly responsible for expecting and demonstrating athletic and social behavior that ensures a safe, orderly, and healthy environment.

A CMAC athlete also can be in violation of these rules if they fail to remove themselves from proximity to a situation involving a violation of the below rules. Any such individual can be subject to violation of these rules, even if they are not directly responsible for the violation.

#### CMAC athletes will not:

1. Engage in abusive behavior, lewd, indecent or obscene conduct, using profane language, harassment or bullying, including all verbal, nonverbal, written, **electronic (this includes texting, email, social use of media)** or graphic forms. Any CMAC athlete who feels that he/she has been harassed or bullied should report the incident to their coach or the Program Director.
2. Use, possess, distribute or be under the influence of, or show evidence of having used any alcohol or drugs. This includes attending or remaining at a place where alcohol or drugs are being used. It is the responsibility of each CMAC athlete to remove him/herself from proximity to the situation. Any individual

who remains can be subject to violation of this rule.

3. Damage, vandalize, misuse, or steal any property, including but not limited to tampering with other athlete's equipment or belongings; either intentionally or carelessly.
4. Commit any act that significantly endangers or harms others.
5. Violate local, state, or federal law.
6. Violate the Skiers Responsibility Code or fail to observe ski area rules and signs. This includes line cutting, jumping from chairs, or skiing too fast.
7. Possess guns, knives, or any other weapons.
8. Violate curfews.
9. Retaliate for reporting any violation of the rules.

## **DISCIPLINE FOR RULE VIOLATIONS**

Participation in CMAC is a privilege and may be revoked. Each athlete agrees to cooperate in any investigation relating to an alleged rule violation and comply with all reasonable requests. Law enforcement will be contacted as appropriate. Restitution as allowed under the law may be sought.

A disciplinary approach that relates the imposed disciplinary action to the severity of the offense, the circumstances of the violation, potential or actual harm to others, the reputation of the club, and the number of times an offense has occurred will be used. An athlete may be barred from participation as determined by the CMAC Disciplinary Committee, either through a suspension or expulsion from the program. If a violation of the rules occurs during team travel or camps, a parent or guardian may be required pick up the athlete immediately. Club tuition will be forfeited in the event of any suspension or expulsion. Athlete expressly agrees that CMAC may consider community service as part of a disciplinary approach.

## **HARASSMENT, HAZING, INTIMIDATION, AND BULLYING**

Members of CMAC may use informal procedures to report and resolve complaints of harassment, hazing, intimidation or bullying (ex. Telling a parent, adult or coach). They also 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 submitted, in writing, to the Program Director or Disciplinary Committee ([report@cmacskiracing.com](mailto:report@cmacskiracing.com)). An investigation will be conducted by the CMAC Disciplinary Committee and sanctions will be determined in accordance with the CMAC Code of Conduct.

## PROCESS FOR CODE OF CONDUCT VIOLATIONS

All rule violations will be reported in writing ([report@cmacskiracing.com](mailto:report@cmacskiracing.com)) to the Program Director or the CMAC Disciplinary Committee by the appropriate coach or chaperone as soon as possible after discovery. An investigation will be conducted by the CMAC Disciplinary Committee and sanctions will be determined in accordance with the CMAC Code of Conduct and the conduct standards set by USSA, PNSA and any ski resort. The Disciplinary Committee will notify the athlete and parents or guardians of any sanctions.

All sanctions imposed by CMAC are subject to appeal by the athlete. A written request of appeal must be submitted to the Program Director within two weeks of any sanction imposed. The CMAC Board will review and evaluate the written appeal and schedule a formal hearing if necessary. All decisions of the CMAC Board will be final.

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.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

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Signature of Racer      Signature of Parent/Guardian (if minor)