

## Gateway Disabled Ski Program Code of Conduct: Volunteers

The Gateway Disabled Ski Program is committed to creating a positive and inclusive environment for all athletes and volunteers. To ensure a safe and enjoyable experience for everyone involved, we have established codes of conduct. The code below applies to all volunteers and board members, and Volunteers are expected to abide by all program policies and guidelines listed below.

### Volunteer Requirements:

In order to participate, volunteers must:

- Complete annual volunteer registration paperwork, including registration form, releases, and background check. Volunteers may participate if background checks must have no findings. Findings on background check that include crimes against persons or children disqualify individuals from volunteering. Drug, alcohol and other findings require board review and approval to participate.
- Participate in annual volunteer training, both “dry land” and “on the hill” training. If volunteers are not able to attend scheduled volunteer training, alternate arrangements must be made in coordination with and approved by the board of directors or president.

### GDSP Values and Conduct Guidelines:

**1. Respect for All:** Volunteers are expected to treat everyone, including athletes, athlete caregivers, Vail employees, and other volunteers, including board members, with respect, kindness, and consideration.

**2. Inclusive Environment: Volunteers are expected to help** foster an inclusive and welcoming atmosphere that values diversity and encourages participation from individuals of all abilities. Volunteers are expected to review information provided about athlete support needs for any athlete they support, and to check in with athlete caregiver and athlete when possible to gain information about how to best support their assigned athlete. Volunteers are expected to ask for assistance if they are unsure how to best support an athlete.

**3. Sportsmanship, Support, and Fair Play:** Volunteers are expected to demonstrate good sportsmanship at all times, showing honesty, integrity, and fair play on and off the slopes, and support athletes in doing the same. Volunteers are to offer support and encouragement to other volunteers and athletes, recognizing achievements and helping them overcome challenges. Volunteers should not interrupt or correct other volunteers during lessons unless there is a concern for an athlete or volunteer’s safety or well being.

**4. Safety and Equipment Use:** Volunteers are expected to abide by all safety instructions provided during training and guidelines provided by board members and Vail employees while on the hill. Athletes hoping to advance from the magic carpet area must have board member or president approval before taking an athlete to the top of another hill or on a lift. Volunteers are expected to use all ski equipment and facilities responsibly and in accordance with safety guidelines provided by the program. Volunteers should only use equipment that is deemed

appropriate for the athlete by a board member, and only if they are trained in supporting athletes in using that piece of equipment.

**5. Reporting Concerns:** Volunteers are required to report any safety concerns, injuries, incidents, or policy violations immediately to a board member and to seek assistance and guidance from board members and Vail staff in emergencies. Typically, Vail staff are easiest to locate at the base and top of lifts and the magic carpet. Volunteers should report any concerns directly to board members as soon as possible. Volunteers with concerns or challenges related to effectively supporting their assigned athlete should reach out to board members for guidance and support.

**6. Communication and Representing the Program:** Volunteers are expected to communicate in a positive and constructive manner, promoting a supportive and encouraging environment. Volunteers are encouraged to promote GDSP to encourage athlete and volunteer enrollment as well as general awareness of the program. Volunteers must conduct themselves in a manner that reflects positively on the Gateway Disabled Ski Program both on and off the slopes.

- Volunteers are discouraged from communicating with athletes via text, email, or phone.
- Volunteers must keep confidential all personally identifiable information about athletes, such as names, ages, disabilities, and support needs. This information should only be used for communication within GDSP to support athletes.
- Volunteers should not share pictures of athletes on their own social media or with anyone other than the athlete's caregivers and GDSP board members. Only board designated individuals may make decisions about sharing photos, presuming photo releases are available for photographed athletes.
- Volunteers must seek approval from the president or board of directors before communicating on behalf of GDSP in any of the following ways: Communicating with the media (TV, radio, print, social media), communicating with potential funders or grant giving organizations, communicating with Move United, or communicating with any potential partner organization

**7. Discrimination, Harassment, Bullying, Resolving Conflicts, and Reporting Concerns:**

Volunteers are prohibited from discriminatory behavior, bullying behavior, or harassing behavior toward other volunteers, athletes, athlete caregivers, and Vail staff. Any volunteer witnessing such behavior is expected to report it to a board member immediately. Conflicts and disagreements must be addressed respectfully. Volunteers are encouraged to seek assistance from a board member if a conflict cannot be resolved. Volunteers must report violations of volunteer policies and guidelines to a board member in order to ensure a safe and supportive environment for athletes and volunteers.

**8. Program Commitment and Attendance:** Volunteers are expected to attend trainings as required, attend Monday and/or Thursday evening practices regularly, and attend Sunday clinics as available. Volunteers are asked to notify organizers if they are not able to attend and RSVP whenever given the option.

**9. Commitment to Improvement:** Volunteers should strive for personal improvement, listen to feedback and guidance from board members and experienced volunteers, and actively participate in training sessions.

**10. Fitness for Volunteering:** Volunteers are expected to refrain from volunteering if they have symptoms of illness, are injured, or are not able to ski or support athletes as they typically would. Volunteers may not participate in any coaching or lesson activities while under the influence of alcohol, marijuana, or illegal substances. The use of alcohol, marijuana, or any illegal substances during program activities is strictly prohibited.

**11. Disciplinary Actions:** Violations of this code of conduct may result in disciplinary actions, including verbal warnings, suspension, or expulsion from the program. Violations of the code of conduct will be shared with the board or directors, and the board will decide the appropriate disciplinary action given the circumstances and facts provided.

By participating in the Gateway Disabled Ski Program, all volunteers agree to abide by this code of conduct. This code is designed to create a positive and inclusive experience for everyone involved, fostering a sense of community, camaraderie, and personal growth.