

Blue Mountain Storm Track Club Policies (adopted 4/1/2025)

SafeSports Sexual Abuse Prevention Policy

The Blue Mountain Storm Track Club (BMSTC) follows the SafeSports Sexual Abuse Prevention Policies. The U.S. Center for SafeSport is an independent nonprofit 501 (c)(3) committed to building a sport community where participants can work and learn together free of emotional, physical and sexual abuse and misconduct. The Minor Athlete Abuse Prevention Policies (MAAPP) limits one-on-one adult/minor interactions and sets standards for training and sport settings that prevent abuse and misconduct. Sport organizations invested in keeping young athletes free of abuse are strongly encouraged to adopt the MAAPP—now required throughout the U.S. Olympic and Paralympic Movement. BMSTC adopted MAAPP on April 1, 2025. For the complete policy, please review the most current document on the US Center for SafeSport website.

Concussion & Sudden Cardiac Arrest Policy

The Blue Mountain Storm Track Club (BMSTC) follows the Washington Interscholastic Activities Association (WIAA) Concussion Management for Schools policies and procedures found on the Washington State Department of Health website. BMSTC will reference and follow the WIAA resources for safe sports participation effective April 1, 2025.

Conflict of Interest

Purpose

The purpose of this Conflict of Interest Policy is to ensure that all individuals involved in the Blue Mountain Storm Track Club act in the best interest of the program, its participants, and the broader community, avoiding situations where personal interests may interfere with the responsibilities and duties entrusted to them.

Scope

This policy applies to all staff, volunteers, coaches, board members, and any other individuals or organizations affiliated with the Blue Mountain Storm Track Club, hereafter referred to as "Program Participants."

Definition of Conflict of Interest

A conflict of interest arises when a Program Participant's personal, familial, or financial interests have the potential to interfere with their objectivity, judgment, or ability to act in the best interest of the Blue Mountain Storm Track Club. This includes, but is not limited to, situations where:

- A Program Participant stands to gain personally, financially, or professionally from a decision made in their role with the Blue Mountain Storm Track Club.
- A Program Participant has family or close personal relationships with an individual or entity that could benefit from a decision or action made by the Program Participant.
- A Program Participant has a financial interest in an organization or vendor providing services, equipment, or other support to the Blue Mountain Storm Track Club.

Examples of Potential Conflicts of Interest

- A coach who also owns a business selling track equipment and recommends this business to participants or the program.

- A volunteer who has a close family member or friend who benefits financially from the program's sponsorship or partnership.
- A board member who makes decisions about funding or sponsorships that benefit their personal or business interests.

Disclosure of Conflicts

All Program Participants are required to disclose any potential or actual conflicts of interest as soon as they arise. This includes financial interests, relationships with sponsors or vendors, or any other personal interests that may create the appearance of a conflict. Disclosures should be made in writing to the Board of Directors.

Management of Conflicts of Interest

Once a potential or actual conflict is disclosed, the Board of Directors will assess the situation and determine the best course of action. This may include:

- Requiring the individual to recuse themselves from decision-making processes related to the conflict.
- Implementing a process to ensure fairness and transparency in decisions.
- Reassigning certain responsibilities or tasks to avoid conflicts.
- Taking other appropriate actions to resolve the conflict in a way that protects the best interests of the Blue Mountain Storm Track Club.

Recusal from Decision-Making

If a Program Participant has a conflict of interest, they must recuse themselves from any decisions, discussions, or votes related to the conflict. The Program Participant should remove themselves from any meetings or deliberations where the conflict could arise, ensuring impartiality in decision-making.

Prohibition on Improper Use of Program Resources

Program Participants are prohibited from using their position in the Blue Mountain Storm Track Club for personal gain. This includes using the program's resources, information, or relationships for personal or financial benefit.

Review and Compliance

This Conflict of Interest Policy will be reviewed annually by the Board of Directors to ensure its effectiveness and relevance. Program Participants will be required to confirm their understanding and compliance with the policy at the beginning of each season or program year.

Consequences of Violations

Failure to comply with this Conflict of Interest Policy may result in disciplinary action, including removal from the program, revocation of volunteer or staff privileges, or other appropriate actions determined by the Board of Directors.

Acknowledgment

By participating in the Blue Mountain Storm Track Club, all individuals acknowledge that they have read, understand, and agree to comply with this Conflict of Interest Policy.

Code of Conduct

The Blue Mountain Storm Track Club is committed to fostering a positive environment where athletes, coaches, and families can develop both athletically and personally. Our Code of Conduct is designed to guide everyone involved in our program to uphold the values of respect, responsibility, integrity, and sportsmanship.

Athlete Conduct

As an athlete of the Blue Mountain Storm Track Club, you are expected to:

- **Respect Yourself and Others:** Treat your coaches, teammates, competitors, officials, and others with respect and dignity, both at practice and during competitions.
- **Demonstrate Sportsmanship:** Win with humility, lose with grace, and always exhibit good sportsmanship. Cheer for your teammates, support others, and never engage in negative behavior or unsportsmanlike conduct.
- **Commit to Training:** Attend practices regularly and make a dedicated effort to improve your skills. Be punctual and stay focused during practice sessions.
- **Follow the Rules:** Abide by the rules set by coaches, the team, and any governing body (such as USATF) during practice and competitions.
- **Maintain a Positive Attitude:** Stay positive, be open to constructive feedback, and show resilience in overcoming challenges and setbacks.
- **Use Appropriate Language:** Avoid foul language, inappropriate remarks, or gestures at all times.
- **Be Safe:** Follow safety guidelines to ensure your own well-being and the safety of your teammates. Report any injuries or unsafe conditions immediately.

Coach Conduct

As a coach with the Blue Mountain Storm Track Club, you are expected to:

- **Provide a Safe and Positive Environment:** Ensure the safety and well-being of all athletes and create a welcoming, inclusive, and supportive environment for all participants.
- **Lead by Example:** Model respect, professionalism, and good sportsmanship at all times.
- **Support Athlete Development:** Help athletes develop both athletically and personally, providing guidance, feedback, and encouragement to foster growth and confidence.
- **Respect All Participants:** Treat athletes, parents, and other coaches with respect and integrity. Focus on the development and well-being of the athletes.

Parent Conduct

As a parent of an athlete in the Blue Mountain Storm Track Club, you are expected to:

- **Encourage Your Athlete:** Offer consistent support, encouragement, and positive reinforcement to your child, both at practice and at competitions.
- **Promote Good Sportsmanship:** Model appropriate behavior for your child and demonstrate good sportsmanship. Avoid criticism of athletes, coaches, or other teams.

- **Be Positive at Competitions:** Cheer for all athletes, regardless of performance, and emphasize effort and improvement over winning.
- **Respect Others:** Treat other parents, coaches, athletes, and officials with respect and kindness. Avoid disruptive behavior at practices or meets.
- **Commit to Team Goals:** Encourage your child to attend practices and events regularly, and be involved in the team's activities to support the collective goals and success of the club.

General Guidelines

- **Zero Tolerance for Discrimination:** The Blue Mountain Storm Track Club does not tolerate any form of discrimination, harassment, or bullying. All individuals should be treated with respect and dignity regardless of race, gender, religion, sexual orientation, or disability.
- **Consequences for Misconduct:** Violations of this code of conduct may result in disciplinary actions including warnings, suspension, or removal from the club. The severity of the consequence will depend on the nature of the misconduct.

Acknowledgment and Agreement

By participating in the Blue Mountain Storm Track Club, all athletes, coaches, and parents are expected to adhere to the principles outlined in this Code of Conduct. Any violations of the code may result in disciplinary action as determined by the club leadership.

We are committed to creating a positive and safe environment for all involved. Together, we can work to ensure that the Blue Mountain Storm Track Club is a place where athletes thrive, families come together, and sportsmanship is always at the forefront.