

CODE OF CONDUCT:

Membership in the BHST is a privilege, not a right. All BHST members when participating in any BHST activity must agree to conduct themselves according to U.S. Ski & Snowboard's 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 BHST & U.S. Ski & Snowboard activities (including but not limited to camps, competitions, and projects).

Sportsmanlike conduct is defined as but is not limited to: respect for competition officials, resort 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 BHST or U.S. Ski & Snowboard activity:

1. BHST members shall be subject to the jurisdiction of the International Ski Federation (FIS) Statutes, the United States Olympic & Paralympic Committee (USOPC) Bylaws, the U.S. Ski & Snowboard Bylaws, and this Code of Conduct.
2. BHST members shall conduct themselves at all times and in all places as befit worthy representatives of the United States of America, the United States Olympic Committee, U.S. Ski & Snowboard, their region, division, state or club and in accordance with the best traditions of national and international competition.
3. BHST members are responsible for knowledge of and adherence to competition rules and procedures. Members are also responsible for knowledge of and adherence to the rules and procedures of the U.S. Ski & Snowboard national teams, camps or other projects when participating in such.
4. BHST 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.
5. BHST members shall abide by U.S. Ski & Snowboard rules and procedures while traveling to and from and participating in official U.S. Ski & Snowboard activities.
6. BHST 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 unless it is an official U.S. Ski & Snowboard or event organizer function. 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.
7. No BHST member shall violate the customs, travel or currency regulations of a country while traveling with a U.S. Ski & Snowboard group or on a U.S. Ski & Snowboard ticket.
8. No BHST member shall commit a criminal act.
9. No BHST 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.
10. BHST 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.
11. BHST members understand and agree that they may be drug tested at any time, that they are subject to and will abide by the USADA Protocol for Olympic and Paralympic Movement Testing, its Annexes, and the USOPC National Anti-Doping Policies, and that any dispute related to the foregoing will be resolved exclusively in arbitration pursuant to the USADA Protocol. Before taking any medications, members must check the prohibited status at GlobalDRO.com. Also, they must be sure to download the Supplement 411 app, or visit Supplement411.org to learn how to recognize and reduce the risks related to supplement use. Any anti-doping questions can be directed to Athlete Express at [866.601.2632](tel:866.601.2632).
12. BHST members agree to abide by the policies and procedures established by the U.S. Center for SafeSport as well as U.S. Ski & Snowboard's Minor Athlete Abuse Prevention Policies (MAAPP).

Failure to comply with any of the above provisions may lead to disciplinary action by the appropriate team or competition leader. 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 BHST membership

BHST & U.S. Ski & Snowboard is committed to principles of fairness, due process and equal opportunity. Members are entitled to be treated fairly and in compliance with U.S. Ski & Snowboard's Bylaws, policies, and procedures. Members are entitled to notice and an opportunity for a hearing before being prevented from participating in protected competition as that term is defined by the USOPC Bylaws. Information on the processes for grievances, suspensions, and appeals is available at <https://usskiandsnowboard.org/>.

Nothing in this Code of Conduct shall be deemed to restrict the individual freedom of a BHST or U.S. Ski & Snowboard member in matters not involving activities in which one could not be perceived as representing BHST or U.S. Ski & Snowboard. In choices of appearance, lifestyle, behavior, and speech while not representing BHST or U.S. Ski & Snowboard, competitors shall have complete freedom, provided their statements and actions do not adversely affect the name and reputation of the BHST or U.S. Ski & Snowboard. However, in those events where one is representing or could be perceived as representing BHST or U.S. Ski & Snowboard, BHST and U.S. Ski & Snowboard demands that its members understand and agree to behave in a manner consistent with the best traditions of sportsmanship and U.S. Ski & Snowboard's core values. For U.S. Olympic and Paralympic Trials, please see the USOPC's Participant Rules for Racial and Social Demonstrations available at teamusa.org.

[]* I HAVE CAREFULLY READ THE FOREGOING AND UNDERSTAND IT TO BE A LEGALLY BINDING RELEASE AND INDEMNITY AGREEMENT AND AGREE TO ITS TERMS

ATHLETE NAME: _____

ATHLETE SIGNATURE: _____

PARENT OR LEGAL GUARDIAN NAME: _____

PARENT OR LEGAL GUARDIAN SIGNATURE: _____

DATE: _____