



Code OF Conduct

CASCADE MOUNTAIN
SKI TEAM

SAFE

RESPECTFUL

RESPONSIBLE

COMMITTED

CORE VALUES AND EXPECTATIONS

INTRODUCTION

All Cascade Mountain Ski Team athletes, board members, coaches, parents, and legal guardians (collectively referred to as "Members") must agree to conduct themselves according to the Cascade Mountain Ski Team's core values and expectations. Being a member of this team is a privilege and not a right.

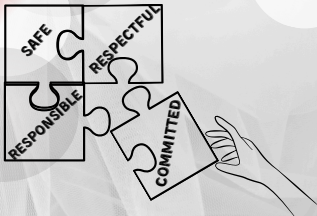
All members are expected to hold themselves to the highest levels of moral and ethical standards when representing our team on and off the slopes. Members must always adhere to the code of conduct, including when at Cascade Mountain, other ski areas, practices, races, community locations where we are guests (such as hotels and restaurants), and at official and informal team gatherings.

By signing this Code of Conduct, members are agreeing to uphold our team's values and expectations in addition to the policies set forth by Cascade Mountain. Members will be held accountable and failure to comply with the Code of Conduct may result in disciplinary action as outlined below.



CORE VALUES

OUR TEAM MEMBERS ARE:



EXPECTATIONS



Members are expected to read, understand, and uphold the core values represented in this document. Members may notice overlap in examples of our core values because they are all characteristics of the overarching idea of being a good teammate. Members must sign and agree to the code of conduct to be a part of the team and are accountable for their own behaviors and actions.

CORE VALUES

BE SAFE

Members are expected to read, understand, and follow Cascade Mountain's Safety and Responsibility Code and Policies, which also incorporates guidelines set forth under Wisconsin Law ([Wisconsin Skier Safety Act, 2012](#)).

DO:

- Be a role model on the hill by becoming familiar with and following the safety guidelines outlined by [Cascade Mountain](#) and the [Skier Safety Act](#)
- Always use the safety bar on chairlifts at Cascade and other ski resorts when available
- Wear proper and mandatory safety equipment for racing including:
 - Hard Sided Helmet (including a hard shell over the ears) that is properly fitted and manufactured specifically for skiing
 - Goggles (Clear lens required for night practices)
 - Properly fitted ski boots, skis with bindings, poles
 - Appropriate clothing for the weather
- Ask questions if you are unsure about something regarding safety
- Heed the advice of medical professionals and your coach after sustaining an injury
- Follow concussion protocols as outlined by the [CDC](#) when appropriate:
 - Fact Sheet for Youth Sport [Coaches](#)
 - Fact Sheet for [Parents](#)
- Keep away from groomers and Cascade staff while they are busy operating and preparing to open or close the hill. Do not start skiing until the hill is fully open and grooming operations have stopped

Please note: Cascade Mountain Ski Patrol, staff, and coaches reserve the right to confiscate lift passes and impose suspensions for dangerous and reckless behavior. Please click [here](#) to review these important policies regarding safety and be aware of the consequences.



CORE VALUES

BE RESPECTFUL

Members are expected to show respect for team members, coaches, competition officials, opponents, fans, resort employees, and the skiing and snowboarding public.

DO:

- Treat everyone with kindness, consideration, and dignity
- Use courtesy and good manners
- Respect people's time by being prepared and attending practices, races, and events on time
- Actively participate in all parts of practice, including the warm-up, drills, and outside homework
- Listen to coaches, parents, staff, and other members when addressed individually or as a group
- Avoid being disruptive or distracting to other athletes during trainings, course inspections, and other times of instruction
- Show good sportsmanship by respecting authority and opponents
- Listen to feedback and accept constructive criticism from the coaching staff. Ask clarifying questions
- Avoid ethnic, racial, or sexual comments and behaviors
- Avoid derogatory comments, insults, or hazing
- Refrain from the use of profane or abusive language and gestures
- Avoid engaging in any conduct that could be perceived as harassment based upon gender, gender identity, age, race, ethnicity, national origin, religion, disability, or sexual orientation



Members are expected to show respect for facilities, privileges, and operating procedures.

DO:

- Show respect for our spaces, supplies, and equipment (e.g. the Roost and everything in it). Members will be held responsible for destruction of property
- Make efforts to return borrowed and/or found items in the same or better condition to the rightful owner or the lost and found
- Keep areas clean—pick up trash and personal belongings in the Roost, Daisy, Ski Chalet's at races, and other common areas
- Take care of your personal belongings and all equipment and supplies belonging to others including the Cascade Mountain Ski Team or Cascade Mountain
- Rack your skis when not in use
- Stay off the ski race courses unless you have been asked to help slip or run the course by a coach
- Obtain an official lift ticket from the ticket window before practice begins if you do not have a direct to lift pass



CORE VALUES

BE RESPONSIBLE

Members are expected to demonstrate responsibility to the team by carrying their weight and being reliable participants.

The Cascade Mountain ski team coaches and board members are committed to providing the best possible training opportunities and race experiences. It is essential to understand these are people who have sacrificed their time and energy to become highly educated and skilled in their areas of expertise. These positions are not meant to be anyone's full time job and should not be treated as such.

DO:

- Keep track of your belongings and take care of them
- Be mindful of the mess you make in common spaces
 - Take the time to pick up after yourself immediately after making a mess or using common supplies. Avoid the "Someone else will do it" mentality
 - Throw out garbage and vacuum/wipe down/clean your area if needed every time you transition from your space
 - Keep your belongings neat and away on hooks or in your bag
- Alert your coach if you are going in for a break or leaving the group
- Sign in with Roost Attendant (if available) and inform coaches as soon as possible if you are going to miss practice or running late
- Check the team app, email, and social media for important communications and respond as appropriate
- Volunteer to help support the team and become involved
- Be on time and attend practices. Notify your coach of any cancellations or changes
- Accept accountability and take ownership of actions, both positive and negative, and acknowledge mistakes. This may involve accepting consequences for infractions and learning from them to improve
- Be reliable and fulfill commitments: Do what you say you will do
- Demonstrate self-control, maintain focus, manage emotions under pressure, and stay disciplined in training, competition, and personal life
- Be a role model to other skiers and racers
- Follow the rules, including those set forth by [WJARA's Rules of Competition](#), and accept decisions gracefully
- Avoid behavior that could be detrimental to the sport's integrity or the athlete's reputation, such as cheating or engaging in unsportsmanlike conduct



RESPONSIBLE

CORE VALUES

BE COMMITTED

Members are expected to demonstrate unwavering dedication and commitment to the team, recognizing that there is limited space and high demand.

The Cascade Mountain Ski Team is not intended to be a ski school or a childcare program. Our wait list is consistently several years long in various age groups. It is imperative you take full advantage of the opportunities provided to you as a member of our team and do not take away the opportunity to participate from those who are eagerly awaiting their chance.

DO:

- Prioritize attendance and actively participate at practices, clinics, races, and other team events
- Show dedication to training and demonstrate a strong work ethic by putting forth your best effort
- Take advantage of opportunities to learn from your coaches and your peers
- Support your teammates. Be there to cheer them on and make every attempt to attend the awards ceremonies
- Volunteer your time. Seek out ways to best support the team and the racing community
- Stay involved even in the off-season





DISCIPLINARY Procedures



CASCADE MOUNTAIN
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SAFE

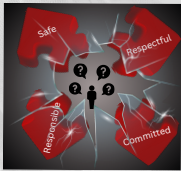
RESPECTFUL

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ACTIONS AND CONSEQUENCES

OVERVIEW



By signing this Code of Conduct, members are agreeing to uphold our team's values and expectations. Members will be held accountable and failure to comply with the Code of Conduct may result in disciplinary actions as outlined below.

Please note that as a member of the Cascade Mountain Ski Team, you are also a representative of Cascade Mountain, and you are expected to read, understand, and follow Cascade Mountain's Safety and Responsibility Code and Policies. Cascade Mountain Ski Patrol, staff, and coaches reserve the right to confiscate lift passes and impose suspensions for dangerous and reckless behavior. Please click [here](#) to review these important policies and be aware of consequences.

Please also note that coaches, the head coach, and board members reserve the right to initiate consequences immediately if athletes breach the code of conduct while under their supervision, especially if there is a serious offense, safety concern, or a disruption to other athletes.

Important Considerations: *Keep in mind that we are dealing with youth athletes and that the people involved with making these decisions are members of the same community. This creates its own unique set of challenges to navigate. Please understand that it is our responsibility to maintain high expectations for our members. Enforcement of the code of conduct should not be taken personally. Disciplinary decisions are never easy to make and are not taken lightly. Board members and coaches are expected to maintain the highest levels of professionalism and confidentiality while making decisions that are fair, equitable and in the best interest of the individuals involved and the team.*

LEVELS OF SUPPORT

THREE-TIERED SYSTEM

Identifying and addressing infractions and concerns is not always easy. Therefore, we have established a three-tiered system to determine the level of support needed to handle and resolve situations.

Many factors are taken under consideration when determining where an infraction belongs and the severity of the consequences. Most minor infractions that occur will fall under Tier I and will be handled by the appropriate coach.

It is important to note that even minor infractions can be documented and add up over time. If an athlete is consistently breaching the code of conduct with minor infractions and not responding to the consequences given by the coach, further infractions will be escalated to Tier II and consequences will become more severe. Major infractions will immediately be escalated to Tier II and will involve the head coach.

In rare cases, the head coach may recommend some form of suspension from the team or to revoke a lift pass. If this is the case, the issue will be escalated to Tier III and the board will be involved with further investigation and decisions.

**TIER I
COACH**

**TIER II
HEAD COACH**

**TIER III
BOARD**



YOUR ROLE

COMMUNICATE AND INFORM

As members, it is your responsibility to uphold the code of conduct and encourage all members to do the same. It takes a village and as a team we need to watch out for each other and maintain the highest expectations for all. If members witness or are involved in a situation where there is a breach in the code of conduct, members are encouraged to take initiative and speak up via respectful communication with those directly involved.

In addition, members are required to inform the appropriate age-level coaches of the situation in a timely manner. Although this can initially be done verbally, members are strongly encouraged to send coaches written communication via email to help support documentation. Informing coaches of these infractions, even if they are minor, ensures proper documentation and helps to identify repetitive behaviors or recognize patterns. Once coaches have been informed, the coach will document the infraction as needed and determine the next steps.

If members witness an infraction, especially if it is a major offense, but are unable to figure out the name or age group of the offender, please report the incident to conduct@cascaDEMOUNTAINskiteam.org. Be sure to include the date of the incident, a description of what happened, and any other information that could be helpful in identifying the offender.

Please note that members should avoid getting involved in conflicts and issues that do not involve them. Gossiping and speculation is not helpful to resolving conflicts and goes against the values and mission outlined in our code of conduct.



TIER I

COACH INVOLVEMENT

Athletes are in good hands with our coaches, and we trust them to make decisions and determine appropriate consequences when infractions occur. Coaches will document situations as needed and communicate directly with those involved. Our coaches are a team and may communicate and seek advice from each other at this time. In addition, if a major infraction occurs, the issue will immediately be escalated to the head coach and/or the appropriate authorities.

If there is a conflict of interest (i.e. the coach is also the parent of the athlete involved) the coach will remove their coaching hat and follow the same guidelines as any other parent. Additional coach(es) will take over any decisions and consequences made at this level. Our coaches are highly qualified and are an excellent resource to members at this step. Coaches will assist and ensure that all facts are known, and all parties have had the opportunity to voice concerns.



OUTCOMES:

If action is necessary and appropriate, as determined by the coach(es), actions will be communicated to only those individuals involved. Communication may be written or verbal and can occur before, during, or after practices and/or races. Incidents may be documented by the coach and placed in the athlete's file.

Actions may include but are not limited to:

- Consequences that align with the concern, such as:
 - Writing an apology letter
 - Performing a small task as it relates to the concern (i.e. cleaning up a mess left in the Roost)
 - Requiring a parent chaperone during practices
- Verbal or Written Warnings/Reprimands
- Temporary break from practice (i.e. a short break in the Roost while the team continues to run the course)
- Escalating the issue to the head coach and/or the appropriate authorities



TIER II

HEAD COACH INVOLVEMENT

If coaches determine that a situation needs to be elevated to Tier II, the situation will be brought to the attention of the head coach by the coaches involved and further documented. Members who witness or are involved in a conflict are required to report to the appropriate age-level coach(es) and should then allow the coaches to take the necessary steps needed to resolve the situation.

The head coach will assist and/or facilitate at this step and will further investigate the concern. The head coach will communicate with involved parties including coaches, athletes, and parents/guardians to ensure that all facts are known, and all parties have had the opportunity to share their concerns.

OUTCOMES:

If action is necessary and appropriate, as determined by the head coach, actions will be communicated to only those individuals directly involved. Consequences will not necessarily be shared with involved parties if the consequence does not pertain to them (i.e. if you report something that you witnessed, you will not be notified of the consequence or otherwise kept in the loop once investigation is complete). All incidents will be documented by the head coach and placed in the athlete's file.

Actions may include but are not limited to:

- Investigation
- Consequences that align with the concern, such as writing an apology letter, performing a small task as it relates to the concern (e.g. cleaning up a mess left in the Roost), requiring a parent chaperone during practices, etc.)
- Verbal or Written Warnings/Reprimands
- Temporary Suspension(s) from practice and/or races
- Suspension for the remainder of the season
- Permanent Suspension from the program
- Revoked Lift Pass for Cascade Mountain
- Escalating the issue to the board and/or the appropriate authorities

Athletes who have their lift pass revoked or who have been suspended from practices, races, or the team will not be eligible for any refund(s) for the duration of the suspension. Athletes and/or families who refuse to comply with the consequences determined by the head coach are subject to a formal write-up and immediate suspension



TIER III

BOARD INVOLVEMENT

The head coach may seek advice from members of the board when determining consequences. If the head coach recommends suspension or to revoke a lift pass after investigation, the board will be notified and will meet to approve the recommendation. The board will be filled in on all details regarding the incident and will complete any further investigation and documentation.

In cases where there is a conflict of interest (i.e. the board member is also the parent of an athlete involved in the conflict) that board member shall recuse themselves from the matter.

OUTCOMES:

If action is necessary and appropriate, as determined by the board and the head coach, actions will be communicated to only those individuals directly involved. Consequences will not necessarily be shared with involved parties if the consequence does not pertain to them (i.e. if you report something that you witnessed, you will not be notified of the consequence or otherwise kept in the loop once investigation is complete). All incidents will be documented by the head coach and the board and placed in the athlete's file.

Actions may include but are not limited to:

- Further Investigation
- Temporary Suspension(s) from practice and/or races
- Suspension for the remainder of the season
- Permanent Suspension from the program
- Revoked Lift Pass for Cascade Mountain
- Reporting to appropriate authorities

Athletes who have their lift pass revoked or who have been suspended from practices, races, or the team will not be eligible for any refund(s) for the duration of the suspension. Athletes and/or families who refuse to comply with the consequences determined by the Board and Head Coach are subject to a formal write-up and immediate suspension



ACKNOWLEDGEMENTS

CODE OF CONDUCT



- I understand that the Cascade Mountain Ski Team is dedicated to upholding its core values of respect, safety, responsibility, and commitment.
- I understand that we are all members of this team, and I am trusted to uphold these core values and act in a way that reflects the highest levels of integrity and good sportsmanship, even when I think no one is watching.
- I pledge my commitment to live by these standards whenever and wherever I may be identified as a Cascade Mountain Ski Team athlete or member. I further understand and agree that my fellow teammates, by their acceptance and membership, have also agreed to these standards, and my expectations of them are the same as those of myself.
- I will look out for my team and the Cascade Mountain Ski team organization and will take responsibility and appropriate action if I witness or experience something that violates the code of conduct.
- I acknowledge that failure to uphold these standards shall result in disciplinary action and can be just cause for my dismissal from the Cascade Mountain Ski Team.
- I personally support the standards set forth by the Cascade Mountain Ski Team Community. I understand that my behaviors and actions directly impact the goals and overall success of the team and its members.



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