

CODE OF CONDUCT and MEMBER DISCIPLINE

As a USSS member club, the DCWST requires all affiliates (athletes, coaches, volunteers, parents, etc.) to adhere to the USSS Code of Conduct (COC) (<https://uskiandsnowboard.org/governance/policies>) and to obey the DCWST Team Rules (found below) at all times during the training and competition season. This includes while actively participating in training sessions or events AND at any time when the person's actions could be in any way associated with his/her participation in the program (i.e. after practice but still at the training or race venue, at team related off-mountain events, when interacting with other team members or affiliates, etc.).

DCWST Team Rules:

- Respect all coaches, teammates, and fellow competitors.
- Be courteous and respectful to mountain employees, ski patrol, and all guests of the mountain.
- Behave in a sportsmanlike manner during training, competition, and events.
- Stay off of closed trails and/or and observe all signs.
- Ski/ride under control and in such a manner that you can stop and/or avoid other objects and other people.
- Do not stop where you obstruct a trail or are not visible from above.
- Keep the "race shack" and the areas around it clean at all times.
- Obey the USSS Code of Conduct at all times.

In addition to the instructional responsibility to his/her group, each coach is primarily responsible for the behavior management and disciplinary action within his/her group. The Head Coach(es) and/or the Program Director will assist the coach in the case that the behavior issue cannot be resolved by the coach alone. In the case that a serious violation occurs (verbal abuse, blatant disrespect, assault, etc.), the athlete will be immediately removed from the group/setting and the incident/violation will be promptly reported to the Head Coach and/or the Program Director.

In the case of athlete misbehavior or a more severe violation of the COC, the following policies and procedures apply:

1. Hierarchy of Disciplinary Action
 - a. Requiring the athlete to "sit out" the remainder of practice during which the violation occurred.
 - b. Requiring the athlete to provide verbal and/or written explanation and apology.
 - c. Requiring the athlete to requite by performing some task (i.e. carry gates, roll B-net, etc.)
 - d. Requiring the athlete to "sit out" a subsequent number of practice sessions commensurate to the severity of the violation.
 - e. Revoking team membership for the remainder of the season.
 - f. Revoking and permanently banning membership in the program.
2. Addressing COC or Rules Violations

- a. The staff member who observes the rules violation should immediately and appropriately discuss the infraction with the athlete and inform the athlete that such violations are not tolerated. In the case that the staff member feels further action is required he/she will notify the Head Coach and/or the Program Director.
- b. The Head Coach/Program Director will determine if the action warrants immediately asking the athlete to “sit out” for the remainder of practice.
- c. In the case that the Head Coach/Program Director “sits” an athlete, the parents will be notified the same day of the violation that occurred.
- d. In the case that the violation may warrant additional discipline, the athlete/coach will be asked to explain his/her account and actions in writing. These will be provided to a committee composed of the Head Coaches and the Program Director. The committee will be permitted to weigh the severity of the current violation and any historical violations as well in order to determine appropriate disciplinary action. Athletes MAY NOT RETURN TO PRACTICE during this deliberation period.
- e. A decision by the committee will be made by no later than the end of the third calendar day after the violation. The Program Director will notify the DCWST Board of the disciplinary action to be taken and will also follow up with the athlete/parents.

While violations of the COC and/or the team rules will primarily be addressed by the coaching staff as explained above, the DCWST Board will intervene when necessary to address violations that can not be addressed by the coaching staff alone. In those cases, the Board will ultimately adjudicate how the violations will be handled and what disciplinary actions will be taken.