

***Snowbird Sports Education
Foundation***

**Parent/Athlete Handbook
TEAM RULES AND POLICIES**



Snowbird Sports Education Foundation Rules and Policies

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1. Snowbird Sports Education Foundation Team Contacts

Administration/Executive Staff

Team Office – 801-943-5628

Hotline Information: 801-943-4889

Executive Director: Bridger Call 307-413-7034/ED@sbsef.com

Director Business/Events Manager: Tami Strong 801-943-5628/
tami@sbsef.com

Accounts / Payments: Jennifer Hoefler 802-233-9601 or jennifer@sbsef.com

Foundation Office Hours: Monday - Friday 9:00am – 5:00pm

Head Coaching Staff

Alpine

Head Coach U19+ Team: Kevin Chaffee 801-633-8001/chaffski@gmail.com

Head Coach U16 Comp Team: Fritz Wood 406-581-7068 / Fritz@sbsef.com

Head Coach U14 Comp Team: Ben Reeder 801-860-1070 / Ben@sbsef.com

Head Coach U12-10 Comp Team: Bo Maciejko 801-570-2479 / bo@sbsef.com

Head Coach Devo : Becky Stone 801-205-3761/Becky@sbsef.com

Freeride

Program Director: Siri Wieringa 801-406-212-3940 or Siri@sbsef.com

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Snowboard

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SBSEF Mailing Address

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Holladay UT 84121

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1.1. Team Rules and Policies Statement

Each member of **SBSEF** is required to read and understand the **SBSEF** Team Rules and Policies and sign the **SBSEF** Team Rules and Policy Agreement. These exist to protect the coaches and to eliminate any confusion as to what they should do when an SBSEF member has broken the team rules while that member is under direct supervision of the coaching staff.

1.2. SBSEF Goals and Expectations

"Success: the continuous journey toward the achievement of predetermined worthwhile goals" (Tom Hopkins)

SBSEF MISSION:

"We strive to foster a passion and lifelong love of winter sports and an active outdoor lifestyle while developing the life skills associated with success in all endeavors: goal setting, self discipline, a strong work ethic, determination and commitment."

TEAM GOALS:

- Safety First.
- Foster a passion and lifelong love of skiing.
- Develop responsible athletes who learn the life skills associated with competition and success.
- Maximize athlete's skiing potential.
- Compete and succeed as a team.
- Support continuity and longevity for all team members.

SBSEF COACHING PHILOSOPHY: to accomplish our Mission and Team Goals using positive and encouraging coaching methods. We believe in using innovative and creative ways to make skiing safe, fun, challenging and exciting for each athlete. We believe each athlete should be treated as an individual, and we understand and respect each athlete's own personal goals. ***We believe in giving each athlete a possibility to live into – not an expectation to live up to.***

Coach/Athlete Agreement:

As coaches, we promise to do everything we possibly can to meet your needs and goals. In return, we ask that you do your part as an athlete and follow the procedures, policies and team rules. In addition, we ask you to communicate and respond in a timely manner, and show up to team meetings, training and races on time.

2. Participation Requirements

It is the responsibility of each athlete to meet the following requirements:

1. Sign up (create an account) with SBSEF via website. www.sbsef.com
2. You must sign and agree to all SBSEF Policies and Waivers (electronic Signature per website).
3. Be a current member of US SKI & SNOWBOARD and if applicable IMD.
4. Complete any US Ski & Snowboard, Western Region, IMD, FIS or other forms as needed.
5. Freeride athletes need to be a member of IFSA in addition to US Ski& Snowboard.
6. Review and understand the SBSEF Handbook.
7. Abide by and support all SBSEF and Snowbird Corp. Rules and Policies.
8. Bear all related costs of training, completing and travel.
9. Maintain all personal equipment.
10. Be prepared for each training session and adhere to all training procedures as designated by your head coach.
11. Support and maintain the goals of the Snowbird Sports Education Foundation.
12. Support your fellow Team members.

2.1. SBSEF Financial Policies

- 1) **Team** deposits must be **paid** before an athlete can participate in team activities.
- 2) **Team fee** payment in full must be **paid** by November 1st of the current season. If team fees are not paid in full, team activities must be discontinued until outstanding balances are paid.
- 3) No athlete will be allowed to join the team unless all bills from the previous year are paid in full.
- 4) All returned checks would be charged a \$35 reprocessing fee.
- 5) All costs including attorney's fees, associated with the collection of delinquent or past due accounts will be the responsibility of the debtor.
- 6) All travel fees have a due date according to the trip sheet sent out by the head coach. If travel fees are not paid in full by the trip departure date, the athletes will not be allowed to travel. Any cost incurred for late cancellation rooms will be the responsibility of the athlete.

PAYING FOR TRAVEL, TEAM FEES AND SERVICES

SBSEF athlete families should **pay** for all team fees, team travel fees or any other charges **using your SBSEF online account**. If there are charges for races or competitions, this must be paid in advance by the RSVP deadline. To pay these, select "Races/Competitions" from the account menu and select the specific event. Signing up for other services such as Devo Lunches, School Shuttles or Extra Training can be done by selecting "Add On's" from the menu and selecting the service. Any account balances

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can be paid by choosing “Payment”, entering the amount owed and using the memo section to let accounting know what it is for.

2.2. SBSEF REFUND POLICY

The initial Team Fee Deposit is Non-refundable.
Refunds may be issued for the following situations:

- Injury or other medical situations
- At the Discretion of the club administration

If a refund is granted, Team Fees will be refunded at a pro-rated basis.

All refunds must be requested in writing to the Executive Director

2.3. Medical / Accident Insurance

SBSEF and US SKI & SNOWBOARD members are required to have valid and sufficient medical and accident insurance coverage and to accept full responsibility for provision of coverage as a condition of participation in training and competition, per the Acknowledgement and Assumption of Risk and Release statement. Proof of insurance is required by SBSEF and is recommended that each racer carry proof so that prompt medical/hospital care can be authorized, if ever needed. SBSEF medical release copies will also be kept available in the van and at Snowbird.

3. Athletes’ Personal Responsibilities

3.1. SBSEF Athlete Responsibilities/Code of Ethics

Athlete agrees to:

1. Represent him or herself, the Snowbird Ski and Snowboard teams the Snowbird Ski and Summer Resort, and the sport of alpine skiing and snowboarding in the highest level of integrity.
2. Represent him or her in a respectful manner at all times. This includes but is not limited to: school activities, team activities, training on and off the hill, at home and away races, camps and any other related activities
3. Maintain a high level of personal responsibility.
4. Be courteous, and respect the decisions of the coaching staff, race officials, ski area employees and personnel.

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5. Follow and uphold the rules and code of conduct set forth by SBSEF and Snowbird Ski Resort, away areas, and US SKI & SNOWBOARD.
6. Understand that participation with the Snowbird Ski and Snowboard teams are a privilege that can be revoked. Each athlete will obey and respect all team and training rules. Violations of rules and policies will result in disciplinary action imposed by the Foundation.
7. Submit all completed application forms, team agreements and releases prior to participating in any team activity for the coming year.
8. Create and maintain a supportive, safe, and fair environment for all.
9. Respect, at all times, the SBSEF community, which includes coaches, parents, athletes, Snowbird personnel, and personnel at races (home and away).
10. Set a great example for all.
11. Strive for success.
12. Support teammates and help less experienced teammates
13. Be polite and respectful in public, in the Yurt, in SBSEF vehicles, and at home and away races.

3.2. SEVEN POINTS TO YOUR RESPONSIBILITY CODE

1. Always stay in control and be able to stop or avoid other people or objects.
2. People ahead of you have the right of way. It is your responsibility to avoid them.
3. You must not stop where you obstruct a trail or are not visible from above.
4. Whenever starting downhill or merging into a trail, look uphill and yield to others.
5. Always use devices to help prevent runaway equipment.
6. Observe all posted signs and warnings. Keep off closed trails and out of closed areas.
7. Prior to using any lift, you must have the knowledge and ability to load, ride and unload safely.

3.3. Snowbird Ski Area Rules and Policies

SBSEF appreciates being a part of Snowbird. We have a good working relationship with Snowbird and we will do everything we can to promote goodwill and cooperation.

There are various rules of the Snowbird Ski Resort, violations of which may result in disciplinary action i.e. loss of season pass, suspension from team activities or termination from the ski team. Violations include but are not restricted to:

1. Skiing or snowboarding in a closed area.
2. Skiing or snowboarding in an avalanche closure.

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3. Collision (with an SBSEF member at fault)
4. Reckless (out of control) skiing.
5. Unauthorized line cutting.
6. Misuse or fraudulent use of tickets or passes.
7. Unloading from moving lifts at any area not designated as such.
8. Profanity and disorderly conduct.
9. Illegal use of alcohol or drugs, smoking, or vaping.
10. Fast skiing or snowboarding in slow skiing areas.
11. Misuse of Social Media that negatively affects Snowbird Resort or their partners
12. Snowbird Resort recommends carpooling at all times. Please adhere to this policy.

In addition, the following policies are to be observed: While skiing at Snowbird

1. Carry your current season pass always when skiing and training. No pass, no skiing.
2. Have your pass with you so it scans.
3. Be courteous and respectful of all area employees and customers. The general skiing public always comes first.
4. Observe all ski area signs and lift line rules.
5. No tucking on any slopes, unless designated by the coach.
6. Never jump on the main groomed runs or in an uncontrolled blind spot.
7. Spread yourselves out between teammates. Skiing fast in a tight group is dangerous and may offend or intimidate other guests of Snowbird.
8. Avoid crowded slopes and intersections. SLOW DOWN in crowds, at intersections and BEFORE getting to the lift loading areas.
9. If stopped on a slope, go to the side. Don't hang out in the middle of a slope.
10. Do not bad mouth the ski area or area personnel. We are guests of Snowbird.
11. If stopped by patrol, a lift attendant or if in conflict with another skier, maintain a respectful and courteous manner. Then notify your coach of the circumstances.
12. In case of emergency, contact the ski patrol at any emergency phone, (know where they are located) or go to the lift attendant at the top or bottom of any lift.
13. Be polite and clean in all eating areas. Bus your lunch table.
14. Do not litter.
15. Refrain from any and all drug or alcohol use or smoking or vaping.

SEASON PASSES

Snowbird and Alta ski area's provide season passes to SBSEF athletes at a discounted rate. Athletes pay the Snowbird Ticket office directly for the season passes. Administration will send a list of qualified athletes to Snowbird sometime in

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early November of each season. Teams fees must be paid in full and all registration requirements must be met for an athlete to be on the Season Pass List. If you have questions about the Season Pass list or process, please contact the office (801)943-5628.

4. Athlete Policies

4.1. Discipline Guidelines for Violations of Team Policies and Travel Rules

Violation Definition:

Major violations of Team Travel Rules are

1. The illegal use of drugs or alcohol, smoking or vaping.
2. Major curfew violations, theft, vandalism, assault, bullying and Sexual Harassment
3. Any activity leading to the arrest of the athlete.
4. An Infraction, as defined in the Drug, Alcohol, Smoking, and Vaping Policy, below.

Minor violations of Team Travel Rules are

1. Any violation not defined as a Major Violation.

Discipline Guideline:

1. For Major violations of the SBSEF Policies or Travel Rules, the on-site coaching staff, in consultation with the Executive Director will select one or more of the following consequences.

- a. US SKI & SNOWBOARD/IMD Sanctions, if applicable.
- b. Suspension from one or more race starts or competitions.
- c. Parent/guardian attendance at one or more event.
- d. Temporary or permanent suspension from SBSEF and possible loss of the Snowbird seasons pass without refund.
- e. Removal from the Team trip and prompt return travel home, at the athlete's own expense, or requirement that his/her parent(s) comes to retrieve the athlete.

2. In addition, any athlete involved in a major violation will work a minimum of 16 service hours.

3. An arrested athlete may be left with the police for his/her parents to pick up. In addition, the guidelines in #1 will apply.

4. A second, major violation committed within 365 days of the 1st violation may result in suspension from SBSEF. The athlete will also be required to perform a minimum of 32 service hours.

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5. A third, major violation within the career of the athlete will result in expulsion from SBSEF.

6. Athletes who do not admit guilt at the time of infraction may incur increased penalties.

7. Any athlete who quits or is dismissed from the team may forfeit their seasons pass to Snowbird Ski Resort with out any refund.

Minor Violations

Consequences for minor violations may range from appropriate work details to suspension for some or all team services.

Appeals

An athlete may appeal to the Appeals Committee, which consists of the Executive Director and a quorum of the SBSEF Board of Directors. Such appeals will be heard as soon as reasonably possible and mutually convenient. Discipline decisions made by staff and the Executive Director will remain in effect unless and until overruled on appeal.

4.2. Policy on Abuse, Molestation and Sexual Harassment

A. INTRODUCTION The SBSEF is committed to maintaining an environment where all SBSEF members, while participating in SBSEF activities, enjoy a safe and supportive environment. Every SBSEF member should be aware that the SBSEF is strongly opposed to sexual harassment and that such behavior is prohibited by SBSEF policy. Sexual harassment and abuse damage both individual and organizational health. All SBSEF members share the responsibility to identify and prevent sexual harassment and to develop a culture of dignity and respect in sport. The SBSEF will respond promptly to reports of sexual harassment and will take appropriate action to correct, and, if necessary, to discipline behavior that violates this policy.

B. SEXUAL HARASSMENT This policy is intended as a guideline only for circumstances under which conduct may or may not constitute sexual harassment. Any such determination made by the SBSEF is not intended to constitute a determination that sexual harassment has occurred pursuant to federal or state common laws or statutes but instead only that the SBSEF's policy has been violated.

Pursuant to this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when submission to or rejection of this conduct explicitly or implicitly affects a member's athletic performance, competition, or training, unreasonably interferes

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with a member's athletic performance, competition, or training, or creates an intimidating, hostile or offensive performing, competing, or training environment. In the interest of preventing sexual harassment, the SBSEF will respond and evaluate reports of any such alleged conduct.

Sexual harassment may include incidents between any members of the SBSEF community, including coaches, athletes, officials, and volunteers. Sexual harassment may occur in hierarchical relationships or between peers, or between persons of the same sex or opposite sex. Some examples of sexually inappropriate or offensive conduct include:

- (1) Unwanted physical contact or conduct of any kind, including sexual flirtations, touching, advances, or propositions;
- (2) Verbal harassment of a sexual nature, such as lewd comments, sexual jokes or references, and offensive personal references;
- (3) Demeaning, insulting, intimidating, or sexually suggestive comments about an individual;
- (4) The display of demeaning, insulting, intimidating, or sexually suggestive objects, pictures, or photographs; and
- (5) Demeaning, insulting, intimidating, or sexually suggestive written, recorded, or electronically transmitted messages (such as email, instant messaging, and Internet materials)

In determining whether the reported conduct constitutes sexual harassment under this policy, consideration shall be given to the record of the conduct as a whole and to the totality of the circumstances, including the context in which the conduct occurred.

This policy covers unwelcome conduct of a sexual nature. Harassment that is not sexual in nature but is based on gender is also prohibited by the SBSEF Code of Conduct. While discrimination based on these factors may be distinguished from sexual harassment, this type of discrimination may contribute to the creation of a hostile performing, competing, training, or learning environment. Thus, in determining whether a hostile environment due to sexual harassment exists, SBSEF may take into account acts of discrimination based on gender.

C. RETALIATION This policy also prohibits retaliation against a person who reports sexual harassment, assists someone with a report of sexual harassment, or participates in any manner in an investigation or resolution of a sexual harassment report. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to athletic performance, competition, or training.

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D. REPORTS OF SEXUAL HARASSMENT Any SBSEF member who believes conduct that may constitute sexual harassment under this policy has occurred has a responsibility to report the situation as soon as possible. The report or complaint should be made to the Executive Director or Board President.

E. DISCIPLINARY ACTION Any member of the SBSEF community who is found to have engaged in sexual harassment in violation of this policy is subject to appropriate disciplinary action, up to and including termination or permanent banishment from all SBSEF activities, including from volunteering or participating on behalf of the organization. Generally, disciplinary action will be recommended when the harassing conduct is sufficiently severe, persistent, or pervasive that it alters or limits the opportunity to participate in and benefit from SBSEF membership. Any member disciplined under this policy with termination or permanent banishment from all SBSEF activities shall have a right to appeal said discipline.

4.3. Bullying Policy Statement

Bullying has no place in the SBSEF community. It is inconsistent with Team values, ethics, and mission. Bullying comes in different forms and venues and therefore, may be hard to recognize, define, identify, and remedy. SBSEF will seek to address bullying during SBSEF activities where and when deemed reasonable or appropriate with discussion and involvement of parents and coaches. Significant acts of bullying will be reviewed, and if necessary, disciplinary action as outlined in the Sexual Harassment Policy, above, may be undertaken.

4.4. Drug, Alcohol, Smoking, A Vaping Policy Statement

GOALS AND PURPOSE

One of the goals of the SBSEF is to advance each athlete's skills, to maximize their athletic potential, and help build the discipline, drive, and determination for them to succeed in whatever arena they may choose. SBSEF will attempt to be a positive force in each and every athlete's life and will help athletes reach their goals by striving to provide a positive and healthy environment – one where drug and alcohol use, and smoking and vaping have no place.

In 2017, the SBSEF Board, Executive Director, and Administrator undertook research and extensive discussion as to the effectiveness, costs, and effects of athlete drug testing. They did this in an effort to update the SBSEF drug policy and protocols. Research indicates that random drug testing lacks proven effectiveness, may have negative effects

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of team culture, and does not necessarily serve the best interests of the athletes. Research, however, did indicate that parental involvement, athlete education, team support, coaching and mentoring, and athletic achievement all help to create an environment that resists drug and alcohol use and smoking and vaping.

Accordingly, SBSEF encourages parent involvement with respect to handling smoking, vaping, drug and alcohol issues and sees the home and family as the most important components in resisting underage smoking, vaping, drug and alcohol use. In addition, SBSEF will seek to present education (of varying mediums) to athletes and coaches with respect to best judgment and practices, and to create a culture and environment that emphasizes personal and athletic success free of drug and alcohol use and smoking and vaping.

In addition to the efforts described above, SBSEF (or its qualified third-party delegee) will conduct “for-cause” drug testing pursuant to the procedure set forth below for athletes that will be 14 or older as of January 1 of the upcoming season as a condition for participation in any SBSEF activity, including but not limited to, dryland training, on snow training, and participation in any competition as a SBSEF athlete.

PROCEDURE

A. **REASONABLE CAUSE** - The Executive Director may require an athlete to submit to a drug test/screen based upon reasonable cause. Reasonable cause exists when the Executive Director or other SBSEF coach has personally observed (via sight, smell, hearing, etc.) an athlete’s use of drugs or alcohol, or smoking or vaping, or facts and circumstances that would lead a reasonable person to suspect smoking, vaping, or drug or alcohol use or abuse during SBSEF conducted or related activities (i.e. competitions, training, meetings, or travel).

B. **PARENT NOTICE** – As soon as possible after determination of reasonable cause, the Executive Director will notify the athlete’s parents by phone, text, and/or e-mail. The Executive Director will provide sufficient detail of the reasonable cause in order for the parent(s) to address the situation.

C. **COMMUNICATION** - To the extent possible, communication between the parent(s) and SBSEF personnel (including the Executive Director and Board) shall remain confidential. It is a stated goal of the SBSEF to handle such issues with respect and sensitivity for all parties involved.

D. **DRUG TESTING** – In the case of illegal drug use, as soon as reasonably practicable after the determination of reasonable cause, SBSEF, through a reputable independent third-party entity, shall conduct a drug test/screen of the involved athlete(s). Results shall be communicated as soon as possible to the athlete and parent(s). Should the results of said test/screen be positive, the cost of the testing shall be borne by the athlete or athlete’s family. Should the results of said test/screen be negative, the cost of the testing shall be borne by SBSEF.

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The testing entity will notify the Executive Director of test/screen results. Results will be handled in accordance with strict standards of confidentiality, being maintained by the Executive Director and released only under circumstances allowed by the provisions of this policy or as otherwise required by law.

E. **TEAM FEES OR OTHER EXPENSES** - An athlete who has tested positive shall not be entitled to reimbursement of any team fee, expense, or other cost. An athlete shall be required to repay any scholarship funds received for the present season upon a second infraction, as defined below.

INFRACTIONS

A. **INFRACTION DEFINED** – An infraction is a verified positive drug test/screen, or when the Executive Director or other SBSEF coach has personally observed (via sight, smell, hearing, etc.) an athlete’s use of drugs or alcohol, or smoking or vaping during SBSEF conducted or related activities (i.e. competitions, training, meetings, or travel).

B. **FIRST INFRACTION** - The athlete shall be suspended from participation in any SBSEF activity for two (2) weeks or until the athlete has provided a negative drug test/screen result at his or her own expense. The drug test/screen shall be conducted by the designated SBSEF delegee or other entity preapproved by the Executive Director.

C. **SECOND INFRACTION** - The athlete shall not be entitled to participate in any SBSEF activity for the remainder of the season; however, the athlete and parent(s) together may petition the Executive Director and Board of Directors for reinstatement under exceptional circumstances. Prior to reinstatement, upon demand of the Executive Director, the athlete must provide a negative drug test/screen result at his or her own expense. The drug test/screen shall be conducted by the designated SBSEF delegee or other entity preapproved by the Executive Director.

D. **THIRD INFRACTION** - The athlete will be barred from future SBSEF participation and will not be eligible for reinstatement.

E. **FAILURE TO PROVIDE SAMPLE** - Failure to report to the designated test/screen location or to provide a sample shall be deemed a positive result.

4.5. Transportation Rules

The following rules apply to travel in team vehicles and must be adhered to. Team members committing infractions may lose the privilege of riding in

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team vehicles and will have to find their own means of transportation. Major infraction will result in loss of pass and/or team suspension.

1. Seat belt use is mandatory always while riding in team vehicles.
2. No matches, butane lighters, aerosol cans or flammable substances are allowed in team vehicles.
3. No excessive horseplay.
4. No throwing of objects in the van.
5. Driver Zone" is to be respected. No distraction or inconveniences are allowed in the driver's area. No distracting the driver, especially in extreme driving conditions.
6. Proper respect and care of team vehicles are to be taken at all times. Vehicles are to be kept in clean condition. Each age group has only one chance to leave a messy vehicle, after which there will be no food and beverages allowed in the vehicle.
7. Athletes will be financially responsible for any damages that may result to team vehicles or lodging facilities.
8. Be on time for all departures.
9. Assist in loading and unloading team vehicles.
10. Have skis tuned and travel waxed prior to departure
11. Obey curfew times set by coaches and all travel rules and policies.
12. Athletes must travel and stay with SBSEF coaches when going to out of town races, unless otherwise prearranged and approved by the coaches.
13. Do not drive personal vehicles to away activities unless permission has been given by coach and parent.
14. Understand that travel team selections are based on IMD criteria, team time trials, and coach's discretion.

4.6. SBSEF DEVO TEAM – Lost Athlete Protocol

If a Devo Team athlete is separated from his or her group. The following will serve as our procedure to get the athlete back with a Devo group.

1. Return to the Ski Team Building

The team building is located in the Gad Valley just East of the Mid-Gad chairlift. Regardless of where the athlete separates from his group the athlete should always return to the ski team building.

2. Find a coach in the Ski Team Building

The athlete needs to knock on the downstairs door or upstairs door of the building to find a coach who can help them locate any Devo staff member.

3. Call on the Radio

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Outside of the ski team building a radio will always be available. This radio will be placed in a holster on a bamboo pole. The athlete is to call out on the radio to contact any SBSEF staff member.

4. Do not leave

The athlete is not permitted to leave until they have made communication with a Devo coach. Once instructions have been given to the athlete, they are permitted to leave and meet up with their group. If a parent of the lost athlete makes contact with their child first and plans to take them with them; the parent must contact a Devo staff member and let them know.

If the athlete cannot make it back to the ski team building for whatever reason; then they need to find a Snowbird employee to ask for help. It's preferable that they find a Snowbird ski patrol person, but a lift attendant; mountain host or ski instructor is fine too.

4.7. SBSEF Team Rules and Policies Agreement

As a member of the Snowbird Sports Education Foundation I have read, and I agree to abide by all SBSEF's Team Rules and Policies including. In addition, I agree to and show good sportsmanship and support for my fellow team members always.

I understand that I am expected to be on time to all SBSEF functions, including training and racing. If I am unable to make a function, I will notify the head coach or appropriate coach in advance.

I agree to maintain a 'C' average in school to participate as an active member of the Snowbird Sports Education Foundation.

5. SBSEF TRAINING AND CONCUSSION POLICIES

5.1. Mountain or Road Closure Policy

Any time the mountain is closed during normal training hours:

Athlete responsibility:

1. If possible, evacuate mountain, and return to the Race Building in Gad Valley and check with coaches on the radio. If this is not possible return to Snowbird Center or Creekside Lodge.
2. Call Parents! Let your Head Coach know when you have contacted parents.
3. Follow coach's instructions. Let coach assigned to you know if you are going to the game room, etc. Do not leave area without notifying coach.

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4. If you are unable to find coaches, go to Public Safety. Let them know you are a Team member. Public Safety can contact coaches on a mountain radio. Check the hotline for instructions 801 943-4889. Also, you can also call SBSEF office at 801 943-5628. On a Snowbird house phone, you can call the Race Building at Ext. 4185.

Coaches responsibility:

1. When possible, assigned coaches will "sweep" the mountain
2. A coach will check the Mid Gad Restaurant, Creekside Lodge, Snowbird Center, all lodges and all parking lots.
3. A coach with radio will be assigned to each location where athletes are being held during interlodge, (Mid Gad Restaurant, Creekside Lodge, Snowbird Center, etc.)
4. The Head Coach (or assigned Head Coach) will oversee tracking athletes and producing an attendance roster for athletes known to be at Snowbird that day. Each coach will account for the athletes that they know are at Snowbird and will report to the head coach.
5. Coaches will keep track of age group or athletes assigned to them.
6. In the case of road opening, the head coach will account for how each athlete is getting down the canyon. If other coaches are needed to drive, the head coach will remain with the athletes and in radio contact with the other coaches until athletes have left or have been assigned to rides.
7. Parents of each athlete will be contacted by the coach or the athlete. Head Coach will account for which parents have been called.
8. In the case of spending the night, coaches will do their best to obtain sleeping arrangements and food for the athletes if athletes are without adequate funds. The athlete or SBSEF will reimburse any expenses by the coach.
9. Check hotline for more information.

Parent's responsibility:

1. Contact the Hotline for updated information. Contact the SBSEF office.
2. Be able to help carpool from mouth of canyon if needed.

Parent responsibility while trapped at Snowbird:

1. Assist coaches
2. If coaches are unavailable, go to Public Safety and contact coaches on the radio.
3. Gather up athletes and create roster.
4. Check to make sure all athlete's parents are called.
5. Supervise athletes until a coach can be found.
6. Contact the Hotline for instructions and the SBSEF office.
7. If needed, be able to help carpool athletes down canyon.

5.2. BINDING ADJUSTMENT NOTICE

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SBSEF is no longer mounting bindings for its athletes. The Lift House and Sports Den the valley, and Christy's on the mountain are offering discounted binding mounting and adjustment services for all SBSEF athletes. These shops all offer full calibration services with any mounting or adjustments. Just let them know you are an SBSEF athlete to receive the discount. On occasion, racers request that a coach make binding adjustments on the hill. Because of liability issues, coaches will no longer make such adjustments, unless the athlete and the athletes' parents have signed the attached waiver and release of liability and returned it to the ski team office.

WAIVER AND RELEASE FORM

The athlete and his or her parent(s) or guardian(s) signing this Waiver and Release recognize that skiing and ski racing are inherently risky activities, and that injury, including serious bodily injury or death, may result from participation in such activities, even when bindings and other equipment are properly adjusted for the circumstances. Each person signing below further acknowledges that SBSEF coaches do not have binding calibration tools and are not certified binding technicians. Therefore, each person signing below agrees and acknowledges that any adjustments made by an SBSEF Coach to the undersigned athlete's bindings are made at the athlete's own request and risk. By signing this waiver and release, the athlete's parent(s) or guardian(s) consent to any request made by the athlete signing below for binding adjustment by an SBSEF Coach. The athlete and parent(s) or guardian(s) signing below accept the risks involved, and hereby waive and release any claim they may have against SBSEF or its coaches, including claims of negligence, and release and indemnify SBSEF and its coaches for any claims made against them by any of the persons signing below.

5.3. Concussion Policy for SBSEF Athletes

Any SBSEF athlete suspected of having sustained a concussion/ traumatic brain injury will be removed immediately from participation in SBSEF sporting event (e.g. training, practice, camps, competitions or club activities), by the SBSEF member coach overseeing such sporting event. The athlete will be prohibited from further participation until evaluated and cleared in writing to resume participation in SBSEF sporting events or club activities by a qualified health care provider trained in the evaluation and management of concussive head injuries. The health care professional must certify to SBSEF in the clearance letter that he/she has successfully completed a continuing education course in the evaluation and management of concussive head injuries within three years of the day on which the written statement is made.

Upon removal of an athlete from participation for a suspected concussion/traumatic brain injury, the SBSEF member coach making the removal must also inform US SKI & SNOWBOARD Competition Services for athletes competing in US SKI &

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SNOWBOARD sanctioned events. Athletes who have subsequently been medically cleared to resume participation must provide such medical clearance (as described above) to SBSEF (and US SKI & SNOWBOARD Competition Services for US SKI & SNOWBOARD competition athletes) to be permitted to participate in any SBSEF training programs and competitions that the SBSEF teams (Alpine, Freeride and Snowboard) participate in.

In addition, we require that all U14 (ages 12 and up) athletes participate in a computerized concussion assessment program called ImpACT Testing (Intermediate Post-Concussion Assessment and Cognitive testing). ImpACT Testing was developed by medical professionals to help evaluate post concussion injury and track recovery for return to participation. **Baseline** ImpACT testing can be administered pre-season.

About Concussion

A concussion is a type of traumatic brain injury (TBI) caused by a bump, blow, or jolt to the head. Concussions can also occur from a fall or a blow to the body that causes the head and brain to move quickly back and forth. Doctors may describe a concussion as a “mild” brain injury because concussions are usually not life-threatening. Even so, their effects can be serious.

Risk of Continued Participation

A repeat concussion that occurs before the brain recovers from the first—usually within a short period of time (hours, days, or weeks)—can slow recovery or increase the likelihood of having long-term problems. In rare cases, repeat concussions can result in edema (brain swelling), permanent brain damage, and even death.

SBSEF recommends that Members review the Center for Disease Control’s resources on concussion awareness at the following link:

http://www.cdc.gov/concussion/HeadsUp/online_training.html

ELECTRONIC SIGNATURE AGREEMENT Required for member minors

6. Electronic Signature for Member Minors

As the parent or guardian of the minor Member named above, I hereby make and enter into each and every agreement, representation, waiver and release described above on behalf of myself, the Member, and any other parent or guardian on the Member intending that they be binding on me, the Member, and our respective heirs, executors, administrators and assigns.

7. YURT RULES

- ❖ PLEASE DO NOT LEAVE ANY BAGS OR EQUIPMENT OVER NIGHT
- ❖ PLEASE DO NOT PLACE ANY ITEM NEAR OR AGAINST THE HEATERS
- ❖ PACK OUT EVERYTHING YOU BRING IN INCLUDING YOUR OWN TRASH
- ❖ PLEASE BE TIDY-- KEEP BAGS AND CLOTHING CONSOLIDATED
- ❖ ALWAYS RESPECT OTHERS PROPERTY
- ❖ PLEASE BE POLITE AND TREAT OTHERS WITH KINDNESS AND RESPECT
- ❖ NO FOUL LANGUAGE IN OR AROUND THE YURT
- ❖ NO PORNOGRAPHY IS ALLOWED IN OR AROUND THE YURT
- ❖ NO ROUGH HOUSING IN OR AROUND THE YURT
- ❖ USE THE "BACK TRAIL" TO ACCESS CREEKSIDE LODGE
- ❖ PLEASE CLOSE YURT DOOR WHEN LEAVING
- ❖ THE LAST PERSON TO LEAVE THE YURT LOCKS THE DOOR

Snowbird Sports Education Foundation is not responsible for lost or stolen items.

8. SBSEF Team Parents

8.1. SBSEF Parent Team Coordinators and Parent Chaperones (for away trips)

TEAM PARENT COORDINATOR (hours can count toward your WD)

Every Team has a parent Team Coordinator. The role of the Parent Coordinator is to be a key interface between the Snowbird Sports Education Board of Directors, Program Management and individual SBSEF teams by supporting the athletes and coaches with small but meaningful deeds of service. Each team is unique in its own

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training and competition schedules, but the Parent Coordinator's involvement can enhance the overall team experience for both athletes, coaches and other parents. Here is a sample of what you may do to help.

- Contact team parents with Team needs for fund-raisers.
- Contact parents for team activities (Information, Social Events, RSVP's, Volunteers for functions).
- Organize occasional efforts such as lunches for coaches or cocoa/doughnuts for early morning athletes. For race days, organize gathering spots for tailgating and tracking athlete clothing.
- Plan Social activities for athletes and families
- Host or help host parent get-togethers before, during or after the season for specific teams.
- Other ideas based on the needs of the individual team with coaching input.
- Track hours for WD to be turned into the Parent Liaison by May 1st.

The parent Coordinators should also not be afraid to contact other groups for ideas or joining efforts for events that include different teams together.

Any problems or issues should be reported to the Board Member Parent Coordinator Liaison.

The Board member Liaison will make direct contact with the Parent Coordinators when needs arise from the Board of Directors, Team Management or others. Otherwise you are free to proceed with the ideas above or any of your own throughout the season. Remember, it can be the small things that make things that much better. We feel this position is a key element to providing a positive overall experience for our athletes and families.

TEAM PARENT CHAPARONE FOR AWAY TRIPS – (No “WD” credit)

Parent Chaperone(PC) Job Description:

Role:

To act on behalf of coaches, while coaches are performing team duties; Team Captains Meetings, video sessions, tuning sessions- and to chaperone athletes while coaches break for dinner. This includes **bed-check at 9:30 pm**. PC should be prepared for minor disciplinary actions, such as; "bed time, keep it down". Discipline that results in consequences should be carried out by coaches only and should be notified immediately. Serious violations will be dealt with by ED Steve Bounous. PC should be familiar with the Athlete Handbook- which is signed by each athlete at the beginning of the season.

Additionally, PC should be available to drive athletes to dinner (given that close, walking options do not exist). PC can use team vehicles if available and are included on the team insurance (without major traffic violations, contact Tami with driving record/ driver's license number). PC should be available if athletes have a health or

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safety concern. Coaches should also be notified immediately. Periodically check in on wax-room. PC should help enforce the 'buddy system' so that athletes are not traveling town solo and return by curfew/ bed-check.

Benefits: PC will receive free lodging. In some cases, and when appropriate, PC could share a hotel room with 1 of the coaching staff (of same gender). PC can travel with the team in Team Vehicle for no charge- given that a seat is available and not necessitating an extra vehicle.

Qualifications: PC must be USSA licensed with background check screening. To drive Team Vehicles, PC must be registered on SBSEF insurance.

For schedule and details, please communicate directly with Team Captain for each event. Thanks for your help ensuring a safe and positive experience for each athlete.

8.2. SBSEF “Work Deposit” (WD) INFO

Q: What does WD stand for?

A: *WD stands for” Work Deposit”. Most of our work deposits are used for the Races and events we host at Snowbird resort. Other work deposit opportunities are possible but limited to one-time events such as working the Ski and Snowboard Swap in the fall.*

Q: How does the WD work?

A: *The amount of WD’s or work deposit days required for each SBSEF Team varies. One WD = 8 hours of work at \$100.00. This work deposit is collected up front then a “credit” is applied to your account as you work off these hours/days.*

Q: What if I have more than one athlete on the SBSEF Team?

A: *If you have more than one athlete that has an WD associated with their teams, the second athlete’s WD is given a 50% discount. If you have more than 2 athletes, the WD will be waived for the 3rd athlete. The order that the WD is charged is the highest WD assessment will be billed first and then the next highest second. After that the rest are waived.*

Q: Do I have to work 1 full day per session or can I work a few hours at a time?

A: *Most of our WD opportunities are scheduled either in 4- or 8-hour blocks. Exceptions can be made by contacting the office.*

Q: What if I don’t work any days, what happens to my work deposit?

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A: *If you don't work any WD days or you don't work all days required, you will forfeit any portion of the Work Deposit not worked to the team at the end of season. Likewise, if you work, and have a credit left in your account you can request a refund, or you can keep the money active in your account for Summer Camps or payment toward fees for the following year.*

Q: How old do I have to be to work for WD Hours?

A: *You must be 18 years old to work for WD.*

Q: How do I sign up to work off hours for the WD?

A: WD opportunities can be found on the website under the Parents Tab.

Q: What if I don't know anything about working a Race, do I need to be qualified in some capacity to work?

A: *NO! You will be trained onsite for the event. Some of our more experienced race workers do attend clinics that help them advance into higher categories of race officials. It's actually a great way to learn more about the sport and become involved with your athlete. But we do onsite training.*

8.3. SBSEF Media Release



PHOTO/VIDEO RELEASE:

For consideration herein acknowledged as received, and by signing this release, I hereby give the Snowbird Sports Education Foundation my permission to license the Content and to use the Content in any Media for any purpose (except pornographic or defamatory) which may include, among others, advertising, promotion, marketing and packaging for any product or service. I agree that the Content may be combined with other images, text, graphics, film, audio, audio-visual works; and may be cropped, altered or modified.

I agree that I have no rights to the Content, and all rights to the Content belong to the Snowbird Sports Education Foundation. I acknowledge and agree that I have no further right to additional consideration or accounting, and that I will make no further claim for any reason to the Snowbird Sports Education Foundation and Assigns. I acknowledge and agree that this photo/video release is binding upon my heirs and assigns. I agree that this release is irrevocable, worldwide and perpetual, and will be governed by the laws (excluding the law of conflicts) of the State of Utah, or, if a party has or can acquire jurisdiction, in the United States District Court for

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the District of Utah.

It is agreed that my personal information will not be made publicly available but may only be used directly in relation to the licensing of the Content where necessary (e.g. to defend claims and protect right) and may be retained as long as necessary to fulfill this purpose, including by being shared with sub-licensees / assignees of the Snowbird Sports Education Foundation and transferred to countries with differing data protection and privacy laws where it may be stored, accessed and used.

Definitions: “ASSIGNS”, for purposes of this photo/video release, means a person or any company to whom the Snowbird Sports Education Foundation has assigned or licensed rights under this release as well as the licensees of any such person or company. “CONTENT” means all photographs, film, audio, or other recording, still or moving, taken of me as part of the Shoot. “MEDIA” means all media including digital, electronic, print, television, film, radio and other media now known or to be invented. “Snowbird Sports Education Foundation” means, with respect to this photo/video release, photographer, illustrator, filmmaker or cinematographer, or any other person or entity photographing or recording me on behalf of the Snowbird Sports Education Foundation.

8.4. 2019-20 Financial Grant information

It is part of the SBSEF mission to foster and enable the participation of athletes from a variety of socioeconomic backgrounds. SBSEF understands the financial burdens associated with its programs and strives to provide need-based financial assistance as available. Families who feel they need financial assistance are encouraged to apply for SBSEF financial assistance as well for other support or scholarships potentially available from outside sources.

Complete applications for financial aid, including requisite supporting materials, shall be submitted to the SBSEF Executive Director no later than the date in September determined by the BOD. Submission must be by US Mail to the SBSEF office, 3165 E Millrock Drive # 190, Holladay UT 84121 - Attn: SBSEF Executive Director or by email to ED@sbsef.com. Timely applications are required. Late applications will only be considered under exceptional circumstances. Because awards are evaluated annually, a renewal application must be filed each year.

To receive financial assistance, Applicants must be registered with SBSEF for the current season and have paid the deposit. His/her SBSEF account must also be in good standing.

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Applications, supporting financial information and financial aid awards provided are kept in strict confidence. Only the Executive Director and the members of the Grant Committee of the SBSEF Board of Directors will be aware that you have applied for and received aid. Financial aid awards will be determined by the SBSEF Grant Committee and the Executive Director. Financial aid applicants will be informed of the provided financial aid no later than October 10.

SBSEF financial aid decisions are guided primarily by financial need, character, goals, and SBSEF available resources (which may vary from year to year). SBSEF does not consider race, color, national and ethnic origin, gender, religion, or sexual orientation. Applying for or receiving financial aid will not affect one's chances for admission to SBSEF programs.

Financial aid recipients are held to the same standards and ethics as all other SBSEF members. SBSEF expects the same level of commitment and participation from all of its members, regardless of their financial situation. Setting a great example for others in regard to sportsmanship, eagerness to help, attendance and general commitment to the SBSEF community may be taken into consideration in determining awards.

Financial aid recipients may be asked by the Executive Director to provide reasonable assistance to SBSEF in a variety of forms, including participation in SBSEF work projects, SBSEF coaching or mentorship assistance, providing SBSEF social media content, or participation in SBSEF fundraising events and efforts.

Financial aid may be provided in a variety of forms, including waiver of team fees or expenses, equipment, and/or ski pass.

All applications are kept strictly confidential.