



## Code of Conduct

VARA members are expected to conduct themselves in a sportsmanlike manner befitting worthy representatives of their families, ski areas and in conformity with the best traditions of Alpine Ski Racing in the State of Vermont.

**Section 1:** All VARA members, including athletes, coaches, officials, race organizers and volunteers shall be subject to the jurisdiction of and shall abide by the International Ski Competition Rules (the "ICR"), U.S. Skiing Constitution, bylaws, rules and regulations and VARA articles of Incorporation, bylaws, rules and regulations (the "Competition Rules").

**Section 2:** While in competitions, going to and from competitions and while at ski areas hosting competitions, VARA members shall:

1. Maintain high standards of moral and ethical conduct including self-control, responsible behavior, consideration for others' physical and emotional well-being, restraint from profane and abusive language, and courtesy and good manners in public places and while traveling;
2. Abstain totally from alcohol and the illegal use of drugs;
3. While at VARA sponsored projects, adhere to all rules;
4. Adhere to and be knowledgeable of all Competition Rules.

**VARA has a no tolerance policy for the above items.**

**Section 3:** Failure to comply with any of the above can lead to disciplinary action against VARA members by: 1) The VARA Executive Director with the advice and consent of the Executive Committee; 2) The Race Jury on the recommendation of a member of the Jury; 3) The Technical Delegate; or 4) the designated State Team Leader.

**Section 4:** Disciplinary action taken can include, but is not limited to:

1. Any disciplinary measure allowed by the Competition Rules
2. Disqualify from a specific race and/or suspension from future races.
3. Withdrawal of future VARA Project invitations.

All disciplinary action is to be reported to VARA, c/o the VARA Executive Director.

Any disciplinary action taken shall be applied fairly and equitably to all parties involved. Any disciplinary action that would prevent a VARA member from participating in competition for a period greater than 21 days will be conducted in accord with the Due Process procedures set forth by U.S. Skiing, and held before the VARA Review Committee. I have read and agree to the VARA Code of Conduct.

*.....keeping ski racers 1<sup>st</sup> in Vermont .....and Vermont ski racer 1<sup>st</sup> in the world.....*