



THE HARTFORD SKI SPECTACULAR

Move United requires that attendees conduct themselves in a safe and respectful manner to help maintain a fun and comfortable environment throughout the event. The Code of Conduct is intended to help provide a positive experience for all and applies to the duration of The Hartford Ski Spectacular. All event attendees, including participants, instructors, volunteers, coaches, presenters, vendors, sponsors, and staff, must read and adhere to the Code of Conduct.

Move United Mission

The mission of Move United is to provide national leadership and opportunities for individuals with disabilities to develop independence, confidence, and fitness through participation in community sports, including competition, recreation, and education programs. Every day, we work hard to pursue our vision that “every person, regardless of ability, has an equal opportunity to participate in sports and recreation in their community.”

Move United Experience

Involvement in the Move United Member Network should be a positive experience for everyone involved. The Move United Code of Conduct helps to inform and assist you in your engagement with all aspects of Move United.

Commitment to Diversity, Equity, Inclusion and Belonging

Move United uses the power of sport to push what’s possible for people with disabilities, confronting ignorance, fueling conversation, and inciting action that leads us to a world where everyone’s included. In response to the significant inequities that exist within the disability community, Move United is dedicated to creating and fostering a diverse, equitable, and inclusive community - a community where people with disabilities and their intersecting identities are respected, valued and experience a sense of belonging. Move United strengthens the disability community by providing national leadership and opportunities for individuals with disabilities to develop independence, confidence, and fitness through participation in community sports, including competition, recreation, and educational programs in more than 200 locations in 45 states. Move United is committed to leading collective efforts to improve diversity, equity and inclusion within the disability community.

Move United Code of Conduct

I agree and understand that:

- Activities conducted under the banner of Move United should only be in furtherance of the mission of Move United.
- Move United engagement is voluntary and does not constitute employment.
- I will uphold Move United’s commitment to diversity, equity, inclusion and belonging.



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- I will uphold the spirit of fair play by observing the written and unwritten rules of the game on and off the field of play, including but not limited to integrity, solidarity, tolerance, care, team spirit and respect.
- I will adhere to the [Move United Sport Protection Policy](#).
- All forms of harassment are prohibited. Harassment is any conduct where a person feels it interferes with work and learning or creates an offensive environment. This includes but is not limited to the following: obscene gestures, physical contact, use of profanity, display or circulation of written materials or pictures derogatory to gender, race, color, religion, creed, sexual orientation, national origin, ancestry, age, disability, political beliefs, appearance, or ethnicity.
- If I become aware of a practice or situation that endangers the health, safety, or well-being of myself, employees, contractors, volunteers, sponsors, and program participants, I have an ethical responsibility to inform Move United as soon as I am able by following program expectations and/or organizational reporting processes outlined in the Sport Protection Policy.
- I will not be under the influence of any substance that impairs my ability to safely volunteer or participate in a Move United program or event.
- While engaging in Move United programs or events I am prohibited from:
 - Using, possessing, buying, selling, manufacturing or dispensing an illegal drug (to include possession of drug paraphernalia).
 - Being under the influence of alcohol or an illegal drug.
 - Possessing or consuming alcohol.
 - Consumption of alcohol is permitted for those of legal age at some designated Move United social events.
- I will comply fully with applicable state, federal, and international laws and regulations, including state statutes regulating agents.

Enforcement

- Any individual participating in Move United activities is subject to the Move United Code of Conduct.
- Failure to comply with the expectations and requirements established in this document may result in immediate termination of my Move United rights and privileges.

Violations

- Violations of the Code of Conduct should be reported to Move United. Reports can be made onsite at Move United events, or online via email or reporting form.
- Reporters may be asked to submit a formal report if more information is needed.
- The Director of Member Services or designee will determine how each allegation of misconduct or conflict will be resolved.



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- Any individual in the Move United Member Network who is found to have committed misconduct is subject to immediate action and sanctions outlined in this Code.
- Allegations of Code of Conduct violations may be subject to investigation. Should an investigation be deemed necessary it should be promptly and thoroughly performed by the appropriate Move United staff members or organization representatives. The investigator's report with the full and complete record upon which a determination is made and should meet the following conditions:
 1. Provide the parties involved with the opportunity to provide written statements of the events in question to the investigator.
 2. Provide a written statement of the policy alleged to have been violated and inform the party(ies) of the details of the allegations.
 3. Move United designee will reach out to any potential witnesses to the violation.
 4. Move United designee will take notes during each interview which includes any refusals to answer, capturing key quotes, and as much detail as possible.
 5. Move United designee compiles all interviews, written statements and evidence into a final report, which should include the following: (1) an assessment of the weight, relevance and credibility of all information gathered, (2) an assessment of the credibility of all parties interviewed, (3) an explanation of non-responsive witnesses and/or unsuccessful attempts to acquire information, (4) an analysis of what information gathered supported or refuted the occurrence of a policy violation and (5) a summary of their findings as to whether the conduct occurred.
 - At the option of the investigator, the report may include recommended sanctions.
 6. Once the final report is complete, all parties involved will be provided with the outcome of the investigation and any proposed sanctions in writing.

Sanctions and Resolution

- As a result of Code of Conduct violations, Move United reserves the right to assign appropriate and just sanctions in alignment with our Mission and Values.
- **Informal Resolution** – informal resolution should be considered the first step in resolving allegations of misconduct or conflict. Requests for informal resolution may be initiated by the member, Director of Member Services, or designee.
- Individuals in violation of the Code of Conduct may be subject to an informal warning, formal warning, probationary status, or suspension.
 - **Informal Warning:** a verbal or written notice.
 - **Formal Warning:** a written notice to cease from further violations.
 - **Probationary Status:** a written notice of conditional Move United membership.
 - Level I violation - 1-2 game/competition/event or program suspension



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- Level II violation - 3-5 game/competition/event or program suspension
- Level III violation - 3-5 month/entire season/event or program suspension
- **Suspension:** a written notice of termination of Move United membership.

Appeals Process

- Respondents have the right to appeal against the outcome of a determined sanction. Appeals may be submitted on the following grounds:
 - Procedural Error: the respondent must demonstrate that there was a deviation or change from the procedures outlined in this Code, and had the proper procedures been followed, it would likely have impacted the outcome.
 - New Evidence: the respondent must demonstrate that new evidence became available after the sanction or resolution, which would likely have impacted the outcome.
 - Substantial Bias: the respondent must demonstrate facts that show prejudice, bias, or other factors which improperly influenced the outcome of the decision.

Program & Event Expectations

The Hartford Ski Spectacular is a professional event where we collectively represent the adaptive snowsports industry – and where the sharing of our diverse opinions and knowledge enriches our business for the better. All attendees are expected to meet general public expectations of professionalism and treat fellow attendees fairly and respectfully throughout the event, and in accordance with this code of conduct.

All attendees must:

- Not be under the influence of any substance that impairs their ability to participate in on-hill and off-hill event activities, including but not limited to lessons, clinics, and race camp.
- Report any practice or situation that endangers the health, safety, or well-being of yourself, employees, contractors, volunteers, sponsors and program participants. You have an ethical responsibility to inform one of the following people: Julia Ray, Programs Director, (301) 217-9840, or Ryan Semke, Insurance Program Manager, (240) 268-5370.
- Not smoke or use tobacco products of any type, including e-cigarettes at event activities, including but not limited to lessons, clinics, and race camp.
- Not use or possess alcohol or marijuana if under the age of 21.
- Keep personal effects including valuables and medications secured. Move United is not responsible for any personal effects.
- Keep all event areas neat and clean and be respectful of other people's property.



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When on the ski slopes all attendees must:

- Wear helmets when participating in downhill skiing, snowboarding, ski biking or other downhill sliding activities. This includes instructors, coaches and volunteers.
- Wear an event bib when engaging in activities on the snow.
- Not use earpieces (such as those connected to iPods and cell phones) while participating in snow sports or ice sport activities (except for blind guide earpieces and event radios).
- Ski, ride and perform any other downhill snow sports within the resort area boundary.
- Follow all snow sports resort area rules and procedures. These can be found here: Breckenridge Mountain Info and Safety.
- Not use the terrain park with equipment borrowed or rented from event suppliers or shops.

Responsibility Code

All will know, understand, and follow the [National Ski Areas Association Responsibility Code](#), as follows:

1. Always stay in control. You must be able to stop or avoid other people or objects.
2. People ahead or downhill of you have the right-of-way. You must avoid them.
3. Stop only where you are visible from above and do not restrict traffic.
4. Look uphill and avoid others before starting downhill or entering a trail.
5. You are responsible for preventing runaway equipment.
6. Read and obey all signs, warnings, and hazard markings.
7. Keep off closed trails and out of closed areas.
8. You must know how and be able to load, ride, and unload lifts safely. If you need assistance, ask the lift attendant.
9. Do not use lifts or terrain when impaired by alcohol or drugs.
10. If you are involved in a collision or incident, share your contact information with each other and a ski area employee

Health & Wellness Policy

General Health and Wellness

Move United places a high level of importance on the health and happiness of all its event participants. This health and wellness policy complements the event code of conduct as well as the event onsite emergency procedures.

All event attendees are collectively responsible for helping us all stay healthy and enjoy a successful event. Individuals and parents/guardians are responsible for self-symptom checking daily. If an individual, regardless of their affiliation with the event, experiences any of the following, they **should not attend and/or participate**:



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- Have a fever or it has been less than 48 hours with no fever without the use of fever reducing medicine.
- Have other symptoms including, but not limited to cough, sore throat, headache, fatigue, congestion, or runny nose; nausea or vomiting, diarrhea, shortness of breath, difficulty breathing, new loss of taste or smell, fever of 100.4 degrees or higher, chills, muscle aches.
- Tested positive for COVID-19 within 10 days of the start of the event, or is awaiting test results.

If you have had a known close contact with someone with the flu or COVID-19 we ask that you monitor closely for symptoms and take an antigen test 3-5 days after exposure.

Altitude Sickness

Breckenridge Ski Resort is at 9,600 feet elevation rising to 12,998 at its highest peak. Anyone can suffer negative effects of the reduced Oxygen at this elevation. In order to enjoy the event and avoid sickness we advise everyone to stay hydrated, limit caffeine and alcohol, and take it easy for the first few days. For more detailed guidance and advice on traveling to high altitude visit this [Altitude Sickness Webinar](#) or these [3 easy tips to adjust](#).

On-Site Sickness Protocol

- If sick, please stay home.
- Face coverings (masks) are optional. We ask that attendees be respectful of everyone's choice.
- Avoid sharing personal items and beverages. Clearly label your personal items with your name, i.e. water bottles.
- Wash or sanitize your hands frequently.
- Individuals who become sick while at the event should self isolate and seek medical care.
- Individuals are responsible for all costs of testing, as well as the costs associated with any recommended quarantine or early departure home.
- Positive cases of COVID-19 will not be reported to all event participants.
- Move United reserves the right to refuse services to participants who have had a known positive COVID-19 test within the past 10 days.
- Refunds, including those for sickness, are unavailable after registration closes on November 3, 2023.

**For questions about the Code of Conduct please contact: Julia Ray,
jray@moveunitedsport.org, 703-283-6171.**