



## 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.

### **Scope of Code of Conduct**

All Move United individual members must adhere to this Code of Conduct, as well as the terms set forth in the applicable Membership Agreement.

### **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 in more than 225 locations in 45 states.

### **Commitment to Diversity, Equity, Inclusion and Belonging**

Move United uses the power of sport to push what is possible for people with disabilities, confronting ignorance, fueling conversation, and inciting action that leads us to a world where everyone is 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 is committed to leading collective efforts to improve diversity, equity, and inclusion within the disability community.

### **Member Obligations and Expectations**

Individuals subject to this Code of Conduct are not employees and will not be paid for their involvement with Move United. Move United expects all Members to abide by and agree to the following:

- That engagement with Move United is voluntary and does not constitute employment.
- To uphold the mission of Move United.
- To uphold Move United's commitment to diversity, equity, inclusion and belonging.
- To treat everyone with respect and dignity
- To act honestly and ethically while in the performance of Move United activities as a member.
- To 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.
- To not engage in illegal or criminal activity.
- To comply with the terms in this Code and other applicable Move United policies, including the Move United Sport Protection Policy.
- To comply with all applicable local, state, and federal laws, while acting on behalf of Move United.

### **Move United Drug and Alcohol Policy**

While engaging in Move United programs or events, individuals subject to this Code are prohibited from:

- Using, possessing, buying, selling, manufacturing, or dispensing an illegal drug (to include possession of drug paraphernalia).



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- Illegal drugs including the possession or use of which is made unlawful under federal, state, or local law. Illegal drugs may include any of the following, provided that testing for such substances is allowed under applicable law: amphetamines, cannabinoids, cocaine, phencyclidine (PCP), barbiturates, benzodiazepines, marijuana, methadone, hydrocodone, oxycodone, other synthetic or semi-synthetic narcotics, any substance listed and regulated under the federal Controlled Substances Act (21 U.S.C. § 812), prescription medicines not prescribed for the user or not used in the manner or for the purpose prescribed, and hallucinogenic products not intended for human consumption and which have an impairing or intoxicating effect on the user.
- Drug paraphernalia means any material or equipment designed to test, package, store, or introduce an illegal drug into the human body.
- Being under the influence of any illegal drug.

Alcohol may be served at Move United functions. Move United does not prohibit the responsible consumption of alcohol at such events for those of legal age. However, the use of sound judgment and moderation is expected.

### **Move United Anti-Harassment and Anti-Discrimination Policy**

Move United seeks to provide a safe, non-intimidating, productive environment and to comply will all applicable anti-harassment and anti-discrimination laws, rules, orders, and regulations. As a result, Move United maintains a strict policy prohibiting discrimination, harassment, and sexual harassment of any kind. Move United also prohibits any type of retaliation against anyone for opposing a discriminatory practice, filing a discrimination charge or complaint, providing information in a Move United investigation of alleged discrimination, or participating or being a witness in a discrimination lawsuit, hearing, or proceeding.

Move United strictly prohibits intentional and unintentional harassment of or against job applicants, volunteers, contractors, interns, or employees by another employee, manager, vendor, or any third party on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, political beliefs, appearance, ethnicity, or any other characteristic protected by applicable federal, state or local laws (referred to as “protected characteristics”). This policy applies to all persons involved in Move United’s operations, including supervisors, managers, temporary or seasonal workers, agents, clients, vendors, customers, or any other third party interacting with Move United and prohibits proscribed harassing conduct by any Member or third party of Move United.

Harassment is defined generally in this Code as unwelcome conduct that denigrates or shows hostility or aversion towards an individual because of any actual or perceived protected characteristic or has the purpose or effect of unreasonably interfering with an individual’s work or creating an intimidating, hostile, or offensive environment.

Harassing conduct can be:

- **Verbal** (e.g., slurs, jokes, insults, epithets, gestures or teasing);
- **Visual** (e.g., offensive posters, symbols, cartoons, drawings, computer displays, text messages, social media posts or e-mails);



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- **Physical** (e.g., physically threatening another, blocking someone's way, etc.); and
- **Online** (e.g., derogatory statements or sexually suggestive postings on social media platforms).

Such conduct violates this policy, even if it does not rise to the level of a violation of applicable federal, state, or local laws. Because it is difficult to define unlawful harassment, employees are expected to always behave in a manner consistent with the intended purpose of this policy.

Sexual harassment can include all the above actions, as well as unwelcome and unsolicited sexual advances, requests for sexual favors, conversations regarding sexual activities, and other conduct of a sexual nature. Such behavior includes, but is not limited to:

- Unwelcome flirtations, leering, whistling, touching, pinching, assault, blocking, sexual advances.
- Requests or demands for sexual favors in exchange for favorable treatment.
- Sexually offensive, obscene, or vulgar gestures, posters, remarks, jokes, or comments.
- Sexual jokes or comments about a person's body, sexual prowess, or sexual deficiencies.
- Propositions or suggestive or insulting comments of a sexual nature.
- Displaying or distributing sexually offensive, obscene, or derogatory cartoons, posters, drawings, and other materials.
- Sending sexually explicit e-mails, text messages or voicemails.
- Conversations about one's own or someone else's sex life.
- Conduct or comments consistently targeted at only one gender, even if the content is not sexual.
- Engaging in stereotyping based on an individual's gender or sex.
- Stalking or bullying; and
- Sending inappropriate gifts of a sexual nature.

### **Reporting & Investigation Procedures**

- Any violation of the Code of Conduct should be reported onsite at Move United events or online via email - [membership@moveunitedsport.org](mailto:membership@moveunitedsport.org).
- The Director of Member Services or designee will conduct a fair, timely, thorough, and objective investigation for every concern.
- All reasonable efforts to maintain confidentiality throughout the investigation process will be used to the extent consistent with adequate investigation and Move United's legal obligations. All Members are expected to cooperate with Move United's investigations conducted pursuant to this Code.
- If Move United determines that this Code or any other Move United policy has been violated, sanctions may be imposed.

### **Progressive Discipline for Move United Members**

- Move United reserves the right to assign appropriate and just sanctions in alignment with its Mission and Values, and applicable law.
- Informal resolution may be considered the first step in resolving allegations of misconduct or conflict. Requests for informal resolution may be initiated by a member, Director of Member Services, or designee. The use of informal resolution will be at Move United's discretion.
- Individuals found to have violated the Code of Conduct may be subject to sanctions. The nature and severity of sanctions will be determined by Move United in its sole discretion, and will reflect the severity of the violation, the individual's past record, and other individual circumstances.



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Sanctions may include any of the following forms:

- **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 accompanied by a Level I, II, or III violation which will be at the individual's own expense.
  1. Level I violation - 1-2 game/competition/event or program suspension.
  2. Level II violation - 3-5 game/competition/event or program suspension.
  3. Level III violation - 3-5 months/entire season/event or program suspension.

**Termination of Membership:** A written notice of termination of Move United membership. The termination will be at the individual's own expense and Move United will not be responsible for any monetary losses.

Move United will apply these levels of sanctions in a progressive manner. However, any level of sanctions may be applied at any time where Move United determines that it is appropriate to the situation.

### **Appeals Process for Move United Members**

- Members may appeal a sanction within 10 calendar days from receipt of Move United's written notice of the sanction, by providing a written statement to the Move United staff member who issued the sanction.
- The written statement must set forth specific grounds and arguments in support of the Member's request for an appeal. For example, requests for appeal may be submitted based on one or more of the following grounds:
- **Procedural Error:** 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:** New evidence became available after the sanction or resolution, which would likely have impacted the outcome.
- **Substantial Bias:** There are facts that show prejudice, bias, or other factors which their claims improperly influenced the outcome of the decision.
- After receiving an appeal, Move United will review the appeal and determine whether the initial sanction will be overturned, revised, or will be held.

### **Program & Event Expectations**

Each Move United Program & Event may have specific program and/or event expectations that are unique to that experience. All members will be held to the Move United Code of Conduct and Member Agreement, in addition to any program and event specific 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. Attendees engaging with the Vendors and Exhibitors on-site, please note that Move United doesn't endorse any company or product.

All attendees must:



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- 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.

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



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## 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**:

- 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.

### 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 are known to be contagious.
- Refunds, including those for sickness, are unavailable after registration closes on November 2, 2024.

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