



2024-2025 Parent-Athlete Handbook

Vision Statement

To develop world-class competitive skiing and snowboarding programs, facilities, and staff that build champions in sport and life.

Mission Statement

To inspire and develop student-athletes through innovative and accessible ski and snowboard programs that provide opportunities to pursue personal excellence in snowsports and life.

Goals

1. Provide student-athletes the opportunity to achieve athletic excellence in competitive skiing and snowboarding through innovative programs and character development
2. Maintain a devotion to, and develop resources to support, inclusivity and community accessibility
3. Develop world-class programs, staff, venues, and facilities
4. Engage and partner with the community and help grow the visibility and viability of junior competitive skiing and snowboarding, along with the industry and the JH community
5. Cultivate organizational excellence and long-term financial sustainability

CORE VALUES

● Fun ● Commitment ● Teamwork ● Sportsmanship ● Competition ●

[Description of JHSC Core Values](#)

Updated May 31, 2024

As necessary, JHSC will make updates and highlight in blue. This document is linked from our website under the Current Families menu item and on every team page.

TABLE OF CONTENTS

CONTACT INFO	3
PROGRAM FEES & FINANCIAL INFORMATION	4
CLUB CONTRIBUTION & GIVING	5
PROGRAM FEES	5
REFUND POLICY	5
SCHOLARSHIP	6
ATHLETE/PROGRAM POLICIES & INFORMATION	8
ACADEMIC POLICY	8
ACADEMIC EARLY RELEASE PROGRAM	10
ATHLETE INJURY	10
ATHLETE RESPONSIBILITIES & BEHAVIOR - JHSC CORE VALUES	11
COLD TEMPERATURES GUIDELINES	15
COMPETITION MEMBERSHIPS & LICENSES	15
CONCUSSION POLICY	15
DISCIPLINARY POLICIES & PROCEDURES	16
DRUG & ALCOHOL POLICY	20
SUSPENSION/EXPULSION POLICY	21
TRAIL CREEK FACILITY	21
TRAVEL POLICIES	22
PARENT RESPONSIBILITIES & INFORMATION	24
COMMUNICATION	24
GENERAL PARENT INFORMATION	26
ATHLETE SAFETY: SAFESPORT and MAAPP	28
VOLUNTEERING / WORK DEPOSIT PROGRAM	29
COACH RESPONSIBILITIES & BEHAVIOR	30

CONTACT INFO

Physical Address: Snow King Sports & Events Center **Mailing Address:** PO Box 461
100 E. Snow King Ave Jackson, WY 83001
Jackson, Wyoming

Phone/Email/web: Phone: 307.733.6433 Fax: 307.733.2940
Trail Creek: 307.733.0296 (November – March)
Email (general): info@jhskiclub.org
Web: www.jhskiclub.org

Office Hours: Winter (Nov – Mar): 9am to 5pm Monday - Friday
Summer (Apr – Nov): 10am to 5pm Tuesday – Friday
Office hours may vary depending on the event schedule and season.

STAFF DIRECTORY

Executive Director	Ali Sehnert	x101	ali@jhskiclub.org
Chief Operating Officer	Julie Klomprens	x102	info@jhskiclub.org
Alpine Program Director	Kristin Waddle	x105	kwaddle@jhskiclub.org
Backcountry Program Director	Blake Votilla		bvotilla@jhskiclub.org
Freeride Program Director	Collin Rehm		collin@jhskiclu.org
Nordic Program Director	Will Wicherski		wwicherski@jhskiclub.org
Student-Athlete Success & Communications Director	Laura Paul		lpaul@jhskiclub.org
Events Director	Jesse Knori		jknori@jhskiclub.org
Alpine Race Director	Sean Hines		shines@jhskiclub.org

BOARD OF DIRECTORS

Shaun Andrikopoulos - President
Tom Shumaker - Vice President
Rose Strand - Secretary
Shannon Owens
Amberley Baker
Tim Glick

Greg Lantier
Brendan Levine
Brandon Ryan
Jim Bob Schell
Mark Barron

PROGRAM FEES & FINANCIAL INFORMATION

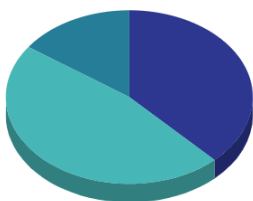
Less than 50% of the resources required to fund the JHSC mission come from program fees, and the rest comes from vast community support through sponsorships, fundraising events, and donations.

2024-2025 Information will be available after the budget is approved at the June board meeting

2024-2025 Financial Model	
Net Income	Department
-\$44,431	Admin
\$595,354	Fundraising & Events
-\$513,957	Programs
\$36,966	Net Income

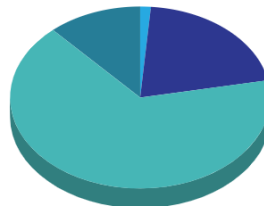
Net income helps build an operating reserve of \$300,000, helps to purchase new vehicles, and helps the Club respond when programmatic needs develop. While “world-class” is part of our vision, “accessible” is part of our mission. This is why we have continued to focus on need-based scholarships. Since the 2016-2017 season we have increased annual scholarship allocations from approximately \$50,000 to well over \$100,000, and we have grown the Karen Oatey Scholarship Endowment to over \$500,000. We have sustainable structures in place and a dedication to accessibility. Scholarships are not represented in the financial model above, as they now run through their own funds on the balance sheet. Relative to annual expenses, annual scholarship awards would represent over 5% of the Club’s expenses.

2024-2025 Budgeted Income:
\$3,408,200



- \$1,291,260 Donations and fundraising events 38%
- \$1,598,530 Program fees 47%
- \$518,410 Program related activities 15%

2024-2025 Budgeted Expense:
\$3,371,234



- \$44,431 Admin 1%
- \$695,906 Donations & fundraising events 21%
- \$2,236,921 Programs 66%
- \$393,975 Program related activities 12%

It is also important to note that our budget is also supported by over 700 volunteer days donated by JHSC parents and athletes, and community members. This donated time is critical to keeping our programs affordable. We are grateful for all of your help!

We hope you will support us at our upcoming fundraising events:

Old Bill’s Fun Run – September 9, 2024
Ski Swap – October 28, 2024

Black Tie, Blue Jeans Ski Ball – December 9, 2024
Jackson Hole Downhill – March 15-17, 2025
4th of July 10k - July 4, 2025

For a full listing of all of our events, visit jhsclub.org/events

CLUB CONTRIBUTION & GIVING

With less than 50% of our revenue coming from regular program fees, we ask our families to consider a contribution to the Club in proportion to their child's level of participation. There is an opportunity to give when you register your child and throughout the year through Club events or [direct donations](#). Your contribution will help the Club provide both grass-roots and world-class training opportunities for all JHSC student-athletes. All donations help us build champions in sport and life! Thank you for your continued support.

PROGRAM FEES

Program fees are due in full by December 31st. A payment plan is available. To enroll, contact the Admin office after registration is completed; a specific team minimum deposit is required. Program fees do not include race entry fees or other expenses associated with competition/travel.

Athletes with tuition balances after January 1st will not be permitted to continue training or traveling with the program.

Balances, including balances for work deposits, travel and race expenses unpaid by April 30th will incur a 20% finance charge.

REFUND POLICY

Tuition refund policy is as follows:

- Payment of program fees and charges for each athlete for the full season is unconditional.
- Refunds *may* be issued for the following reasons **before the refund deadline January 15th**.
 - Injury or other medical situations
 - Relocation of family
 - At the discretion of the Club's administrative team
- If separation should occur for any of the causes stated above, the program fees less the enrollment deposit (\$100 or 10% whichever is greater) will be refunded on a prorated basis. Fees will be prorated from the date written notification is received to the end date of the athlete's program. Program start date includes any applicable dryland training.
- Refund requests must be submitted in writing to the Program Director and Chief Operating Officer.

In the event of a catastrophic event where the JHSC must cease operations for the season, refunds up to 70% of program fees may be made. Refunds will be based on actual program days cancelled not individual attendance. Families will have the option to donate the remainder of their program fees in lieu of a refund and receive a tax receipt for their donation. This process will be initiated by the Club's business office.

SCHOLARSHIP

The Scholarship and Support Program helps ensure that the many costs involved with winter sports do not act as a limiting factor to an athlete's entry or continued participation in the sport of competitive skiing and snowboarding.

The Scholarship and Support Program is governed by policies established by the Finance Committee of the Board of Directors and is administered by the Executive Director and Chief Operating Officer.

Jackson Hole Ski and Snowboard Club offers both need and merit based scholarships in keeping with its mission to promote inclusivity and access, as well as athletic excellence. Emphasis and priority will always be placed on need over merit.

Scholarship Awards are confidential and final. Limited funds are available and we encourage you to apply early. All program participants must pay a portion of their fees.

Scholarships represent a relationship and a "two-way street." First and foremost, scholarships are intended to help and support student-athletes who represent need and/or merit. Careful planning and administration of the scholarship and support programs are also intended to be a tool to build the type of club, club enrollment, and club culture desired by the Club, community, and Club leadership. Therefore, all scholarship recipients are expected to make positive contributions to the Club and be good ambassadors for the Club and its programs - which is of course expected of all Club members.

Tuition Remission

As part of the JHSC tuition remission policy, volunteer opportunities that help offset budgeted JHSC expenses may be offered to individuals. In these cases, tuition remission may be offered to volunteers. This policy allows for another support mechanism to families in need that are able to "work off" part of their tuition. Any such arrangements need to be approved by the appropriate Program Director, Executive Director, and Chief Operating Officer, and must be associated with budgeted Club expenses.

Need-Based Scholarship Policy

JHSC need-based scholarships are supported in part by the Wes Barron Memorial Fund and the Karen Oatey Scholarship Fund Endowment.

The underlying objective of the Jackson Hole Ski & Snowboard Club is to provide an opportunity for all community youth to develop their potential as skiers and snowboarders. The costs involved in skiing and snowboarding and traveling at the regional and national levels can be burdensome, and the JHSC Scholarship Program was established to help mitigate the limiting nature of these costs.

The (need-based) application process itself is confidential and applicants remain anonymous throughout the process. The Chief Operating Officer is the only individual that knows who has applied, and sees the application information in order to process applications. The Executive Director and the Scholarship Committee award scholarships on an anonymous basis. Once awards are determined only the Chief Operating Officer and the Executive Director are privy to scholarship award information. With that said, asking families to provide financial information is an essential part of the process and this information is kept strictly confidential.

There are 2 application periods. For U16 & older programs, the application period is June 1 - June 30. For U14/8th grade and younger, the application period is August 1 - September 30 (U16 & older athletes who miss the

June period may also apply at this time). Applicants will be notified within 2 weeks of the application end date at which time a payment plan will be established. Tuition is due in full by December 31.

Scholarship applications are processed by JHSC Executive Director and Chief Operating Officer after a budget for need-based scholarships is established in the annual budget at the beginning of the fiscal year (July). The executive staff members make a recommendation for need-based scholarship allocations to the Scholarship Task Force of the Finance Committee for each applicant, anonymously.

The primary JHSC Scholarship process described above offers **need-based** scholarships only, and awards are based on demonstrating financial need. With need being the highest priority, the Scholarship Committee also requires that applicants can demonstrate a commitment to:

- academics and success in school
- JHSC programming
- JHSC core values

Need-based scholarship recipients are awarded confidential scholarship awards, in writing, via a scholarship contract.

Need-based scholarships are awarded for the following, and in the following priority:

1. program fees,
2. expenses related to competition,
3. travel expenses related to training (camps) and competition.

***Note:** *scholarship funds are applied to the student-athlete's JHSC account, and are not distributed to the individual or other organizations outside of JHSC.*

Scholarships and other financial aid may also be available through outside organizations such as:

- [U.S. Ski & Snowboard](#)
- [Intermountain Division](#) (IMD)
- [United States of America Snowboard and Freeski Association](#) (USASA)
- [National Nordic Foundation](#) (NNF)
- [North American Airlines Ski Federation](#) (NAASF)
- [T2 Foundation](#)

The JHSC, JHSC Program Directors, and coaches will distribute information about any scholarships and grants when they become aware of them and can be contacted for more information about these types of opportunities.

End-of-Season Need-based Scholarships

Each year between 3% and 5% of the total need-based scholarship budget is reserved for a second round of need-based scholarship applications. Each spring the standard need-based scholarship process is followed for athletes that have qualified for end-of-season competitions or special opportunities. Each Program Director is responsible for determining which events may qualify as applicable for end-of-season need-based scholarship requests, and setting appropriate deadlines for applications with the JHSC administrative team.

In addition to the end-of-season need-based scholarships, each Program Director may budget to subsidize travel and coaching expenses for regular recurring end-of-season competitions or opportunities.

Other Available Scholarships

The following scholarships are also available through the JHSC:

Brent Newton Memorial Ski Foundation Scholarships
Betty Woolsey Merit Scholarships
Nordic Summer Commitment Scholarship

More information on these scholarship opportunities can be found here: <https://jhskiclub.org/scholarships>

ATHLETE/PROGRAM POLICIES & INFORMATION

ACADEMIC POLICY

The Jackson Hole Ski & Snowboard Club recognizes the importance of academics to all of our student-athletes. Participating student-athletes should strive for both academic and athletic excellence and are expected to maintain academic eligibility in accordance with their school of record (including online platforms) and with JHSC policies.

Student-athlete conduct, behavior, and attitude at school is a direct reflection of JHSC and its programs, and may affect the arrangements and agreements that JHSC has with local schools including eligibility for “early release” programming.

As a Club, we seek to address potential academic problems before they arise. Ski and snowboard competition is a time-consuming endeavor which, if not closely watched, may interfere with a student-athlete’s education. The Club employs a Student-Athlete Success Director (SAS Director) who provides a range of academic support for student-athletes and families across all grades and helps coordinate the academic-athletic balance while monitoring overall student-athlete well being. Parents and guardians are an integral part of the monitoring process. The JHSC Academic Policy takes into consideration factors which may include extended illness, learning differences, 504 plans, and competition schedules that affect a student-athlete. JHSC works with school partners to develop achievable academic intervention plans that must be followed in order for the student-athlete to continue training and travel. Our aim is to encourage skill development using the backbone of an academic plan for learning growth. The Academic Policy is automatically triggered after receiving grade reports from our School Partners. Our policy allows for the unique needs of individual student-athletes. Student-Athlete Success services and programming are only applicable to our registered student-athletes in our designated team programs. Drop-in student-athletes are not eligible to receive SAS programming and services.

Our policies for participation include the following:

- **Information Release:** Parents of student-athletes in grades 9-12 are required to sign an information release so JHSC can exchange student-athlete grade information with the individual’s school of record for JHSC eligibility checks. High school online student-athletes are also required to report grades once/month from November-May. This information is used for determining eligibility for JHSC activities and for no other purpose.
- **Maintain Eligibility:** All student-athletes are required to maintain eligibility according to their school of record’s academic requirements and code of conduct and to contact the SAS Director if eligibility is in question.
 - JHSC requires student-athletes in grades 9-12 to maintain a GPA of 2.5 and no Ds or Fs.

- o Grade eligibility check dates are school dependent. This information is provided during Team Meetings in the Fall.
- o School Partners may have eligibility requirements higher than the JHSC policy. JHSC defers to the policy of the highest standard.
- **Eligibility Process:** Student-athletes that fall below the eligibility requirements for any reason (illness, emergencies, etc.) will receive notification via the provided parent/guardian email address on record.
**Please note that JHSC may suspend any student-athlete from JHSC participation until grades meet minimum requirements at any time or by using the timeline below. Failure of the student-athlete and parents/guardians to engage with the Student-Athlete Success Director in the process below will result in automatic suspension.*
 - o **Initial Notification:** Parent/guardian receives an email and/or phone call from JHSC SAS Director. Program Director and coach(es) are also notified. Parent(s)/Guardian(s) have 2 days to return a message from the SAS Director. The student-athlete may continue to participate in JHSC activities as long as the parent/guardian and/or student-athlete have agreed to a Week 1 plan. Student-athletes that have one or more failing grades automatically require a scheduled in-person meeting. The SAS Director may require a grade update within 5 academic days to determine if the student-athlete may continue to participate in JHSC activities in Week 2.
 - o **Week 2:** If the student-athlete does not make agreed upon academic progress, the student-athlete will be required to engage in an academic plan or be suspended from JHSC participation.
 - o **Chronic Ineligibility:** A student-athlete who does not regain eligibility or commit to an academic plan after Week 2 is required to have an in-person meeting with the SAS Director, parents/guardians, Program Director, and Coach. Goals of the meeting may include the following:
 - Identify underlying issues and what the student-athlete needs to be successful
 - Setting a timeline and goals for completion of next steps
 - Choosing which sources of outside help are needed. Examples include but are not limited to support through therapy, drug and alcohol counseling, or in-school academic support.
 - Student-athlete will continue to provide evidence of progress every 5 academic days until full eligibility is regained.
 - Student-athletes may be required to meet on a weekly basis
 - o **Special considerations**
 - At the end of Semester 1, if the student-athlete is ineligible, they will start Semester 2 ineligible until the GPA is above a 2.5 with no Ds and Fs. SAS Director will be in touch with the school each week to determine Semester 2 eligibility.
 - If the student-athlete has special accommodations at school, communication may be required to include the school counselor, school leadership, and/or teachers where specific goals will be defined as appropriate for that student-athlete in order to regain eligibility.
- All student-athletes are expected to attend school regularly unless there is an excused absence or while traveling on a JHSC sanctioned trip. Only parents/guardians may excuse a student-athlete for JHSC travel. Failure to adhere to the partner school's absence and tardy policy will not be tolerated, and may affect a student-athlete's ability to participate in JHSC programs, including training, travel, competitions, and participation in an Early-Release program from school.
- Student-athletes should seek out their teacher, academic advisor, and the JHSC SAS Director before academic problems arise.
- **Suspensions:** For any school suspension in season, parents/guardians must immediately notify JHSC.

- Any student-athlete who is expelled from school is automatically suspended from JHSC participation.
- Any student-athlete who is suspended from school (for any reason) will serve a suspension of equal duration from all JHSC participation including training, travel, and competitions.
- Failure to notify JHSC will result in a Club suspension of one additional week. By parent request, these situations may receive a review by the Executive Director.
- If it is determined that a student-athlete is not eligible to train or compete with JHSC, JHSC does not consider that student-athlete eligible to train or compete independently, and doing so may result in expulsion from the JHSC.

Travel policies include the following:

- Parents must notify schools of their student-athlete's upcoming absences for JHSC travel.
- Student-athletes should work directly with teachers in preparation for upcoming JHSC travel.
- JHSC staff will book travel accommodations with internet access and additional study space whenever possible and will encourage the completion of school work during set study times.
- Student-athletes must respect all study times designated by the coaches and JHSC and respect their teammates' rights to study in a quiet atmosphere. Failure to do so may result in a student-athlete losing his or her travel privileges to travel with JHSC in the future.

ACADEMIC EARLY RELEASE PROGRAM

The Academic Early Release Program is a program that was developed to address the daylight training needs of JHSC athletes. Participation in this program is a privilege granted jointly by the JHSC and our School Partners. *It is a privilege that can be revoked.*

All JHSC families should direct all questions, concerns, and communication about the relationship and programs established between JHSC and the local schools to the JHSC Student-Athlete Success Director or Executive Director. JHSC works in close partnership with the schools to make arrangements that work for all involved. Please contact the JHSC SAS Director first, with questions related to early release and programs designed between schools and the Club, rather than contacting the schools directly. Specific agreements and programming with each school will be made available at the start of each season. See the [JHSC Student-Athlete Success Program webpage](#) or contact JHSC Student Athlete Success Director, Laura Paul at lpaul@jhskiclub.org for details.

ATHLETE INJURY

Our priority is the safety and well being of your child; however accidents and injuries occur.

If an athlete is injured while participating in scheduled JHSC training or competition (home or away) parents can expect the following:

- Notification from your child's coach
- Athlete taken to Ski Patrol if necessary
- Injury report completed
- Parents submit expense invoices to their insurance company*
- Excess medical may be available through Club – see Admin office*
- Excess medical may be available for U.S. Ski & Snowboard members involved in sanctioned events*

While both the Club and U.S. Ski and Snowboard membership **may provide secondary or excess medical coverage, all JHSC athletes must have primary medical coverage and all expenses related to an injury (not covered by insurance) are the sole responsibility of the athlete's family.*

ATHLETE RESPONSIBILITIES & BEHAVIOR - JHSC CORE VALUES

In order to provide JHSC athletes with the best experience possible, all JHSC athletes must conduct themselves in accordance with the rules below and are responsible for adhering to them as a member of the JHSC. The rules listed below are not intended to be exhaustive, but are based on common sense regarding our mission. Each athlete must realize that they represent not only themselves, but the JHSC and its primary partners: Snow King Mountain Resort, Jackson Hole Mountain Resort, Trail Creek Nordic Center, the community of Jackson and the sports of skiing and snowboarding. The actions of individual athletes can either enhance or compromise JHSC's relations with all of the above. As such, every participating athlete of the JHSC agrees to the Code of Conduct on the following pages.

Underlying the JHSC Student-Athlete Code of Conduct, and driving everything we do at the JHSC, are the Club's Core Values:

- FUN** *Fun is what sustains all our efforts. Research clearly states that this is what is most important in youth sport (and too often overlooked). This is also what top World Cup athletes point to as the primary factor in sustaining their success. This value is expressed in many forms from pure joy, our mutual passion for the sport, or providing the motivation to recover from injury or get through the more grueling aspects of our pursuits. Fun is about enjoying the entire community of the Club, and being with others that share and support all the excitement of skiing and snowboarding.*
- COMMITMENT** *A lot is asked of our student-athletes, our parents, and our coaches and staff. Each individual's commitment to their personal role, responsibilities, and goals strengthens not only each individual but the Club as a whole. We often say, "you get out what you put in", and understanding this value applies to all aspects of life. Commitment is about taking a holistic approach and paying attention to all the domains of training, academics, mental and physical fitness, and doing what it takes to be the best athlete, person, citizen, and Club possible. Further, this value represents the Club's commitment to the safety of all student-athletes as a top priority.*
- TEAMWORK** *No one can do it alone! Teamwork represents all the ways, both big and small, that we work together to accomplish things far greater than we could accomplish alone. Supporting the success of others is as important as our own success. This is evidenced by our actions and daily practices (such as following coach and Club instructions and policies, our attitude, attendance, volunteering), and understanding their effects on others. This is also where we emphasize high levels of communication between and among coaches, athletes, parents and the community.*
- SPORTSMANSHIP** *This value extends far beyond the Club and sport, and includes how we represent ourselves, our families, our teammates, and our Club no matter where we are. We are always fair, respectful, humble in victory and gracious in defeat. We treat others (including volunteers and officials) how we want to be treated, while recognizing that everyone is responsible for their own path. This also incorporates JHSC's long commitment to inclusivity and promoting as much access to our programs as possible for children in the community, and zero tolerance for any form of discrimination.*
- COMPETITION** *Competition is about learning to perform, rather than focusing on results. This involves the whole process of preparation as both an athlete and person. The greatest competitor is one who is best prepared for anything. A true competitive spirit is shown in exhibiting the ability to perform - on-demand, when it counts - and incorporating all that has been learned. Competition as a value is*

more about the behaviors and attitudes that lead to doing one's best and reaching one's highest potential in all things.

Jackson Hole Ski and Snowboard Club Student-Athlete Code of Conduct

In keeping with its **mission** “to inspire and develop student-athletes through innovative and accessible ski and snowboard programs that provide opportunities to pursue personal excellence in snowsports and life” all JHSC student athletes live by and exhibit the JHSC’s core values:

◆ FUN ◆ COMMITMENT ◆ TEAMWORK ◆ SPORTSMANSHIP ◆ COMPETITION ◆

In fostering the values above, the JHSC’s “Code of Conduct” further references and adheres to:

- Long-term athlete development standards in all domains (human development, physical fitness, technical, tactical, equipment, mental and social, and competition)
- Academic eligibility standards as defined by the student-athlete’s school of record, the arrangements and agreements JHSC has designed with local schools, and the JHSC’s established academic policies
- Any and all athlete codes of conduct established by the governing bodies of competitive amateur skiing or snowboarding (i.e. US Ski & Snowboard, USASA, IFSA), or programs/events governed by the same
- The principles and practices established by conflict resolution, mediation, and restorative justice professionals and agencies
- The support and services represented by organizations such as [The Curran Seeley Foundation](#), [The Community Counseling Center](#), the [Teton Youth and Family Services](#), along with other “private” providers in educating student-athletes and families regarding drugs, alcohol, and other issues
- The law and the efforts of law enforcement

JHSC member athletes and families understand that behavior on and off the snow, in and around the Club and its facilities, and at our primary venues of Snow King Mountain, Jackson Hole Mountain Resort, and Trail Creek Nordic Center, is a direct reflection of the values and behaviors required to meet student-athlete goals. They support behavior that will help all student-athletes reach their goals, and do not tolerate behavior that will not. JHSC member athletes and families have read and understand what is expected of JHSC student-athletes, are committed to these standards, and encourage others to be committed to them as well.

JHSC Athletes are expected to live by the following statement:

*As a JHSC student-athlete, I understand that my behavior on and off the snow is a direct reflection of the values and behaviors necessary to reach my goals. I will always conduct myself in a way that **helps me and my teammates reach our goals**, and **I will not tolerate behavior that conflicts** with the JHSC mission, values, or code of conduct. I have read the JHSC’s disciplinary policies and procedures, this code of conduct, and the additional standards it references. I willingly agree to support this code, and I fully understand what is expected of me as a JHSC student-athlete.*

THIS PAGE CAN BE PRINTED AS A STAND-ALONE CODE OF CONDUCT

General Rules:

1. Follow and uphold the rules and code of conduct set forth by the JHSC, the ski area(s), U.S. Ski and Snowboard Code of Conduct, and academic policies.
2. Dress in a manner that is a credit to yourself, your team, and the Club.
3. Behave in a courteous and responsible manner while traveling to competitions, eating in restaurants, and whenever the athletes are representing the JHSC in any manner.

Unacceptable athlete behavior includes, but is not limited to:

- Repeated failure to participate in the program as designed for the athlete
 - Disrespect for other people and property on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, height, weight, physical or mental ability (e.g. other athletes, coaches, officials, sponsors, equipment, ski areas, restaurants & accommodations)
 - Behavior or actions that are unsafe for oneself or others
 - Use of foul language
 - Bullying - See [US Center for Safesport Understanding Bullying](#)
 - Stealing
 - Using tobacco or nicotine of any kind (smoking, vaping, use of e-cigarettes, etc.), drinking alcohol, or the use of illegal drugs of any kind
 - Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature, including sexual intimidation and harassment with sexual overtones will not be tolerated by the JHSC
 - Any behaviors that violate the [USOC Guidelines](#)
4. Understand that participation with the JHSC is a privilege. Any athlete may be a member of the JHSC only on the condition that she/he fulfills the program requirements and abides by the rules and the principles of the group. A privilege can be revoked as soon as a member fails to maintain his or her part of these agreements.
 5. Conduct oneself with the highest level of integrity.
 6. Maintain a high level of commitment to personal development, as an athlete, student and individual.
 7. Respect and obey the judgment and direction of the coaches.
 8. Read all of the program documents carefully. Discuss your questions about the program documents with the Program Director. Abide by the provisions of these agreements.

Training Rules:

1. Show respect and support to teammates and staff and for each other's property.
2. Arrive on-time for scheduled training and meetings. Notify coaches if the athlete is going to be late or will miss practice for any reason. Take responsibility for yourself.
3. Arrive prepared for training. Equipment is critical to training. We often practice under adverse weather conditions. Please be prepared each day with appropriate clothing and gear.
4. Helmets are required for Alpine and Freeride Program athletes at all times. Alpine programs require a full (ear covering) racing helmet.

5. Inappropriate and/or disrespectful language or actions, destruction of property, and/or other forms of abusive behavior will not be tolerated.
6. Stay for the complete training session. If you need to leave early, notify the coach prior to the start of practice.
7. Observe all safety instructions for the venue and when traveling.
8. Current lift tickets or passes must be on athletes at all times at Snow King or JHMR.

Locker Room/Facilities Rules:

1. Locker rooms and facilities are for JHSC athletes and Staff only. No others shall be invited in by athletes.
2. Keep your personal locker and the locker room clean at all times.
3. Respect your equipment and your teammates' equipment. Do not use another teammate's equipment.
4. Respect the building and do not damage the team room, stairwell, or parking areas. Athletes will be responsible for any damage to facilities that they cause.
5. Current student-athletes can access the JHSC locker rooms during the season:
 - a. Mondays and Fridays from 9am - 5pm
 - b. Tuesday through Thursday from 9am - 6:30pm
 - c. On weekends as determined by event and training schedule
6. Locker facilities are provided as a courtesy to JHSC athletes. JHSC is not responsible for missing gear.
7. Having a locker is a privilege that can be revoked at any time if an athlete does not adhere to these rules.

Specific Ski Area Rules:

JHSC recognizes, helps educate about and helps enforce the [National Ski Area Association's Responsibility Code](#):



Common Sense, it's one of the most important things to keep in mind and practice when on the slopes. The National Ski Areas Association (NSAA) believes education, helmet use, respect and common sense are very important when cruising down the mountain. NSAA developed Your Responsibility Code to help skiers and boarders be aware that there are elements of risk in snowsports that common sense and personal awareness can help reduce.

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.

KNOW THE CODE: IT'S YOUR RESPONSIBILITY.

Additional considerations for JHSC athletes:

1. Respect the rights of the general skiing and riding public, who always come first. Be good ambassadors of the JHSC with all Ski Area employees and public.
2. Fast skiing and riding outside the competition or training arena is prohibited.
3. No “out of bounds” skiing during JHSC training sessions or competition.
4. Obey all rules regarding skier safety and courtesy while on the ski/snowboard site, and while attending training or competitions at other areas.

COLD TEMPERATURES GUIDELINES

As a winter sports organization, JHSC’s training and competitions are often held in adverse weather conditions. Please refer to the Club’s [Cold Temperature Guidelines](#) for how cold temperatures may affect the training or event plan.

COMPETITION MEMBERSHIPS & LICENSES

[U.S. Ski & Snowboard](#) is the governing body for competitive skiing and snowboarding in the United States, and JHSC is a member of the Intermountain Division (IMD), a division of U.S. Ski & Snowboard. In order for U.S. Ski & Snowboard and IMD to do their job of tracking the points and rankings of all our racers, providing race insurance, providing secondary insurance to members, offering other member benefits, and performing many other administrative services, any athletes who will compete in U.S. Ski & Snowboard sanctioned competition must have the appropriate U.S. Ski & Snowboard membership. There is also a low-cost “general” membership for athletes not yet competing in sanctioned competition, which JHSC strongly encourages. Excess accident insurance during U.S. Ski & Snowboard sanctioned events is one of the benefits of this membership.

This membership is required for athletes competing in U.S. Ski & Snowboard events and strongly encouraged for all JHSC athletes.

The [International Freeski Association](#) (IFSA) is the governing body for big mountain ski and snowboard competition. [United States of America Snowboard and Freeski Association](#) (USASA), in partnership with U.S. Ski & Snowboard, is the governing body for freeskiing & snowboarding competitions including half-pipe, slopestyle, boarder/skier-cross, rail jam, and alpine snowboarding. Memberships/licenses are also required by these organizations for athletes competing in sanctioned competitions.

Descriptions of which licenses/memberships your child may need are included in the program description on our website. Please see program directors for more information.

You can purchase your licenses/memberships directly at the website of the appropriate governing body.

CONCUSSION POLICY

JHSC requires all U14 athletes (YOB 2012 or before), and strongly recommends for all athletes, to participate in an approved pre-concussion assessment prior to on-snow training each season based on our partner recommendations. JHSC will provide information about the testing used each year. [Click here for resources.](#) Athletes and parents may participate in another optional approved pre-concussion screening. Parents must confirm the completion of a screening performed outside of the JHSC’s suggested testing [here](#).

Any JHSC athlete suspected of having sustained a concussion/traumatic brain injury, whether self-reported or

witnessed, will be removed immediately from participation in a JHSC sporting event (e.g. training, practice, camps, competitions or club activities) by the JHSC member coach overseeing such sporting event. The athlete will be prohibited from further participation until evaluated and cleared in writing to resume participation in JHSC sporting events or club activities by a qualified healthcare provider not related to the athlete that is trained in the evaluation and management of concussive head injuries.

Student-athletes **must** either have the health care practitioner fill out the [JHSC Return to Sport form](#) OR have a physician's note that contains the following information: name of student-athlete, date of exam, name of health care practitioner, clinic name, health care practitioner contact information, and a sentence that states the "athlete is cleared to participate in all sports with no restrictions". The form must be signed and dated by the health care practitioner.

U.S. Ski & Snowboard Reporting

For an athlete who is competing in a U.S. Ski & Snowboard sanctioned event and is removed from participation for a suspected concussion/traumatic brain injury, the JHSC member coach making the removal must also inform U.S. Ski & Snowboard Competition Services of that athlete. Athletes who have subsequently been medically cleared to resume participation must provide such medical clearance (as described above) to U.S. Ski & Snowboard Competition Services for U.S. Ski & Snowboard competition athletes.

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. JHSC recommends that our members review the Center for Disease Control's training and resources on concussion awareness at the following link:<http://www.cdc.gov/headsup/youthsports/training/index.html>

DISCIPLINARY POLICIES & PROCEDURES

The goal of our disciplinary policies and procedures is to address behavior that is not representative of our mission, values or Code of Conduct, and work with the athlete, coaches, and parents to make a change in that behavior.

JHSC differentiates between behaviors observed by coaches or staff and those that are reported by a third party. Unacceptable behavior observed directly by JHSC coaches or staff will be dealt with by the athlete's coach, or will be referred to the Program Director and/or Executive Director by that coach or employee. Behavior observed by a third party (including any JHSC parents) requires that an Incident Report, or other official communication in writing, be completed and referred to the Program Director and/or Executive Director for action. Incident Reports are available in the JHSC office.

No action will be taken without contacting the people involved in the incident and the athlete(s)' parents. Appropriate details of the Incident Report will be shared with all parties involved.

The appropriate Program Director and the Executive Director, guided by the standards articulated in the Code of Conduct and in this handbook, and in communication with the involved staff and parties will determine if a minor or major offense has occurred.

The JHSC discipline policy is based on a basic distinction between MINOR and MAJOR offenses. A series of MINOR offenses may result in a MAJOR offense, or a MAJOR offense may occur independently.

Records of any MINOR or MAJOR offenses are maintained in the JHSC office, and kept for 24 calendar months from the time it was placed into the file. While previous offenses remain on file for only two calendar years, previous infractions may be considered if future offenses or if repeated behavior is observed. Only JHSC coaches and staff have the authority to place an official MINOR or MAJOR offense in an athlete's file.

Sequence of Disciplinary Procedures

1. A minor or major offense of the Code of Conduct or Club Values has been directly observed by JHSC staff or officially reported to the Club.
2. A minor offense is handled directly by the athlete's coaches and program director and is noted in the athlete's file, **OR** it is determined (by the Program Director in consultation with the Executive Director) that a series of minor offenses have occurred that warrant a major offense, **OR** it is determined (by the Program Director in consultation with the Executive Director) that a major offense has occurred.
3. If it is determined that a major offense has occurred the appropriate JHSC Program Director will coordinate a meeting, or meetings, with the athlete, parents, and other involved parties to better understand and determine the nature and severity of the offense. This process will be guided by the general principles and practices of "Restorative Justice" rather than any sort of legal, criminal, or punitive proceedings - with the end goal being to re-establish the athlete's good standing with the Club, whenever possible, by reinforcing the JHSC Core Values and Code of Conduct. Through this process the priority of the Club will be to:
 - a. Determine the general facts, circumstances, nature and severity of behaviors that are not in line with the JHSC Code of Conduct or Core Values
 - b. Allow the athlete to speak directly to the matter
 - c. Allow staff or others affected to speak directly to the matter, and its effect on the Club or others
 - d. Allow the athlete to propose potential consequences that will "restore" his or her good standing with the Club
 - e. Determine and enforce appropriate consequences as set forth and finalized by the Program Director - guidelines for appropriate consequences are below
4. Note: *the club is a mission-based educational/athletic organization and does not have the resources or expertise to conduct full "investigations" regarding offenses. Athletes and their families have the right to engage representation or support outside of the Club, at their own expense, if necessary.*
5. Should the athlete or parents of the athlete want to appeal the consequences set forth by the Program Director they have the right to officially appeal the consequences or the offense in writing to the Executive Director for review.
6. Should the athlete or parents of the athlete want to appeal the decisions of the Executive Director, after appeal, they have the right to officially appeal to the Board of Directors who will assign and assemble a Disciplinary Task Force for review.
7. In some cases law enforcement and/or other parties or community partners outside of the Club may be involved with their own respective processes.

Appeal Process

When a matter is appealed, the athlete and their family is entitled to notice and a fair hearing, to see or hear the evidence against them, and to confront witnesses.

Minor Offenses (examples):

At their discretion, coaches and staff of the JHSC may issue a “warning” for any issues related to minor offenses. This will not be considered a minor offense but will be noted in the athlete’s file by the coach or staff involved. Examples of minor offenses may include, but are not limited to:

- Behavior in violation of the general athletes’ responsibilities and behaviors, especially when those behaviors negatively affect other athletes, staff, or the desired culture of the JHSC
- Willful disobedience - including but not limited to: disruptive behavior, vulgarity or profanity, disrespectful behavior toward other people or property, or lying to a coach or staff member
- Violations of Travel Rules
- Violation of Training Center rules
- Vandalism that involves minor damage of JHSC property or other people’s property
- Curfew violation (night curfew or morning wake-up)
- Misrepresenting the Team (behaving poorly as a guest of another facility, inappropriate language or behavior to another JHSC teammate or other athletes)
- Failure to wear a seatbelt in JHSC van
- Disrupting teammates who are studying, or other examples of negatively affecting other student-athletes’ ability to fulfill their responsibilities.
- Inappropriate use of Social Media

Minor Offense Discipline (examples):

Each disciplinary situation is unique and will be treated as such. However, the JHSC establishes consistent and regular disciplinary action which may include the following (in order of severity):

- Phone call to parents (in every case)
- Conference with Athlete and Parents that may include, Program or Executive Director, Coach, Student-Athlete Success Director, and/or other appropriate parties
- Removal from training session
- Removal from multiple training sessions
- Removal from participation for extended periods
- Referral to community partner or professional agency for support

When travel is involved, athletes failing to exhibit appropriate behavior or found in violation of JHSC Code of Conduct may be sent home at the expense of the family even for minor offenses.

Major offenses (examples):

All major offenses will be reported immediately to the Program Director and Executive Director.

- Egregious behavior in violation of the general athletes’ responsibilities and behaviors, especially when those behaviors negatively affect other athletes, staff, or the desired culture of the JHSC
- Egregious and willful disobedience - including but not limited to: disruptive behavior, vulgarity or profanity, disrespectful behavior toward other people or property, or lying to a coach or staff member
- Multiple minor offenses
- Major violations of travel rules

- Sexual activity with JHSC teammates or other athletes while at a competition, or under the supervision of JHSC
- Physical/verbal violations toward others
- Fighting, hazing, verbal threats, sexual harassment, or abuse of any kind as defined by [SafeSport](#) and the [SafeSport Code](#) - *this includes these types of actions done on social media platforms.*
- Conviction of a misdemeanor or a felony
- Possession or use of tobacco, nicotine, illegal drugs, or alcohol
- Theft of personal property
- Tampering with other athletes' equipment
- Malicious damage of property belonging to the JHSC or others

Major offense discipline (examples):

Each disciplinary situation is unique and will be treated as such. However, the JHSC establishes consistent and regular disciplinary action for major offenses which may include the following:

- Immediate suspension from all JHSC programs and services, and potential reporting to and sanctioning by a governing body of sport (U.S. SKI & SNOWBOARD, IMD, USASA, etc.)
- First major offense may result in a suspension of up to 2 weeks
- Second major offense may result in a suspension of up to 1 month
- Extended suspension from all JHSC programs and services
- Removal from the Early Release Academic Program and other support programs
- Potential reports filed with law enforcement, health and human services, or other appropriate entities
- Permanent expulsion from JHSC programs and services

All major offense disciplinary action will require that the student-athlete (and his or her family as appropriate) complete a plan to repair his or her relationship with the club and rectify the nature of the major offense. **In most cases, when a major offense has occurred the JHSC will require that the student-athlete and his or her family work with one of our community partners as part of this plan at their own expense.** Successful completion of the recommendations of our community partners will be considered part of our disciplinary action, and will be observed as such.

Community Partners may include:

- Student-athlete's school of record
- Conflict resolution, mediation, and restorative justice professionals and agencies
- [The Curran Seeley Foundation](#)
- [The Community Counseling Center](#)
- [Teton Youth and Family Services](#)
- The police and law enforcement

When travel is involved, any athlete committing a major offense in violation of the student-athlete code of conduct, anything referenced by it, or referenced herein, will be sent home immediately at the expense of the family.

If it is determined that a student-athlete is not eligible to train or compete with JHSC because of a disciplinary matter, JHSC does not consider that student-athlete eligible to train or compete independently, and doing so may result in expulsion from the JHSC.

The Character Clause – or – The “At the party” rule:

The JHSC Code of Conduct makes reference to the JHSC core values of commitment, teamwork, and sportsmanship, and further states, “*I will always conduct myself in a way that **helps me and my teammates reach our goals, and I will not tolerate behavior that conflicts** with the JHSC mission, values, or code of conduct.*”

Student-athletes that are in the presence of, and thereby in toleration of, major (or minor) offenses by others may be considered complicit and face the same or similar consequences.

Self-referral Amnesty Policy:

The JHSC’s first priority is to encourage a learning environment that promotes the health and safety of all members of the JHSC community. Issues arising from drug or alcohol consumption (including excessive consumption, consumption of a dangerous substance, or consumption by someone with sensitivity-can cause serious physical and neurological harm or be life-threatening) and other behaviors or abuse may be witnessed or experienced by JHSC athletes.

Therefore, athletes are encouraged to make responsible decisions and to seek medical attention, or the help of an adult (including JHSC staff) in serious or life-threatening situations that result from alcohol, drug abuse, and/or other forms of abuse; athletes are also encouraged to seek help for any situation where medical treatment or other support is needed.

Athletes may be hesitant to seek help in such emergencies because of fear of potential disciplinary consequences for themselves, the person in need of medical attention, or the organization hosting the event where the situation occurs.

If medical or other support is required, athletes should immediately contact professional medical personnel (9-1-1), an appropriate adult, or may seek out a JHSC employee.

An (1) athlete who seeks emergency assistance on behalf of him- or herself, another athlete, or a friend experiencing an alcohol and/or other drug related emergency, (or other harmful behaviors or situations) as well as (2) the individual in distress **will not be subject to disciplinary action by the JHSC**. Rather, this will be treated as confidential and an educational situation, and the appropriate support will be arranged.

In order for the “Self-Referral Amnesty” policy to apply, athletes must come forward, seek help, and/or take responsible action, before or during an incident, and/or before drug testing, or other offense occurs.

DRUG & ALCOHOL POLICY

The Jackson Hole Ski & Snowboard Club will not tolerate the use of drugs, alcohol or using tobacco or nicotine of any kind (smoking, vaping, use of e-cigarettes,etc.) while participating in JHSC programs, and will take steps to provide a drug and alcohol free environment for our staff and athletes.

Any issue related to the possession or use of drugs and alcohol will be treated as a major offense as described above. When a major offense has occurred the JHSC will require that the student-athlete and his or her family work with one of our community partners at their own expense.

Participants who need help in dealing with drug/alcohol dependency are strongly encouraged to speak with someone and to seek help.

Community resources include:

JHSC reserves the right to conduct “random” or “for cause” drug and alcohol testing with its athletes. This may include the testing of urine, breath, hair, blood, and/or saliva samples for the presence of prohibited or restricted substances.

“Random” testing can be performed several times during the winter season. Athletes can be selected randomly from the eligible populations.

“For Cause” testing may be requested when any participant exhibits behavior that could be due to the use of a prohibited substance, or if reasonable suspicion of use of such substances exists.

The cost of a negative test will be paid by the JHSC. In the event of a “positive” test, the cost will be paid by the athlete or their family. The refusal of an athlete or athlete’s family to undergo requested drug & alcohol testing, and/or taking deliberate action to evade, impede, or invalidate such testing, shall be treated as a “positive” test result.

SUSPENSION/EXPULSION POLICY

An athlete suspended from JHSC programs and activities will not be allowed to train, travel, or compete with JHSC. An athlete expelled from JHSC must return all rented or borrowed equipment within 24 hours of dismissal and remove all personal equipment from JHSC facilities within 72 hours. An athlete suspended or expelled from JHSC programs and activities will not be allowed to participate in the Academic Early Release Program or other services and will not be allowed to come to JHSC facilities after school. No refund of program fees will be made. If the suspension occurs while on a JHSC trip, no refund of trip fees will be made.

If it is determined that a student-athlete is not eligible to train or compete with JHSC (a suspension) because of a disciplinary matter or academics, JHSC does not consider that student-athlete eligible to train or compete independently, and doing so may result in expulsion from the JHSC.

TRAIL CREEK FACILITY

The Trail Creek training facility is located primarily on land belonging to the Trail Creek Ranch. Before her death, the owner of Trail Creek Ranch, Betty Woolsey, graciously allowed us to use her land for skiing. Her successor has continued this generosity, but we must remember that we are GUESTS of the Ranch. In order that this generosity continues to be extended to the JHSC, we must abide by certain regulations. All skiers and families must adhere to the following parking and behavior regulations:

- Be extremely conscientious when parking
 - Park on the south side of the road, in the direction of traffic.
 - Park west of the 1st driveway.
 - Leave a space every fourth car, so that others may turn around.
 - Don’t double-park, even when picking up your athlete(s).
 - Don’t park in anyone’s driveway.
 - Educate others who park incorrectly
- Carpool whenever possible.

- Drive slowly.
- Dog walkers & snow-shoers: Please stay off designated skier trails
- Trail Creek is for daylight use only
- Trail Creek individual and family trail passes must be obtained at <https://jhskiclub.org/trail-creek>

It is also VERY important that skiers not do anything to stress the abundant wildlife that lives in the woods at Trail Creek. Avoid moose encounters. Moose are a frequent sight on the trails. Usually moose mind their own business, but they can be unpredictable. Never pass a moose on a trail, get between a mother and her calf, yell at the moose, or walk toward it. If a moose moves toward you, get behind a tree or anywhere else that is out of sight. If you encounter a moose, it is best to turn around and ski in the other direction.

TRAVEL POLICIES

Team travel post pandemic is an evolving situation and it may be necessary to make changes to this policy. JHSC looks to the CDC and Teton County Public Health for guidance.

General Travel Procedures:

As part of JHSC programming, Program Directors and Coaches are responsible for making all travel arrangements (for teams that are eligible for traveling with the Club) for all official travel to training and competitions. JHSC staff make the best travel and lodging arrangements possible for the team as a whole, and follow best practices with regards to traveling with and supervising minors, including proper accommodations and logistics related to gender.

- Review your “Competition Schedule” to identify upcoming events. While the calendar is set at the beginning of the season, be aware that quota limitations and seed lists for an alpine race are sometimes not available until just before the race and in such situations, the entry list is sometimes not determined until the last minute. Any and all competition and travel schedules are subject to change.
- Head Coaches will announce upcoming competitions and indicate the RSVP date as well as an estimate on the trip cost. Trip costs include lodging, event fees, lift tickets/trail passes, transportation & coach expenses (per diem, lodging & transportation).
- After participation is confirmed, a trip announcement will be sent out with the details of the trip including departure time and anticipated return time.
- Please note the departure time on the trip announcement. At departure time, we want to have the vehicle packed and ready to move. Please help us by coming early to allow packing and loading time.
- All trip cancellations must be made 72 hours prior to trip departure. Any cancellations, for any reason, including academic ineligibility, made less than 72 hours from trip departure will be subject to a minimum of \$100 fee and any fees incurred by the team as a result of third party cancellation policies. For training camps, cancellations made **past the established deadline for the camp** will be subject to a minimum fee (non-refundable deposit) as dictated by the nature of the camp and any fees incurred by the team as a result of this cancellation.
- All trip fees must be paid at least 24 hours prior to departure. Trip fees include:

Entry Fees	<i>This will include any official entry fees charged for competition or training days at competitions.</i>
------------	--

Trail Passes/Lift Tickets	<i>This will include any lift ticket or trail pass expenses for the athlete, as well as any additional fees associated with lanes or access to training.</i>
Athlete Lodging	<i>This will include any lodging expense specific to the athlete - note that if an athlete stays with the team's lodging on any night that athlete/family is responsible for their portion of all nights lodging for that trip.</i>
Transportation (Athlete and/or Coach)	<i>This will include the transportation cost for the athlete and the coaches - note that athletes not traveling with the team are still responsible for a portion of the coaches' transportation.</i>
Coaches' Expenses	<i>This includes all additional expenses supporting the coaches on the trip (primarily lodging and per diem) split between all the athletes on the trip.</i>
Banquet or Special Event/Expense	<i>This will include any additional event expenses associated with the trip such as banquets, team dinners purchased by the Club, a trip to the recreation center, etc.</i>
Recommended extra spending cash	<i>This will not be billed as part of the trip, but coaches will recommend a certain amount of spending money for each trip (primarily for food and meals). This is a recommendation only and is at the sole discretion of the athlete and family.</i>

- Parents of athletes not old enough to travel with the team are responsible for athlete's transportation, lodging, food, and costs associated with travel to the competition. All athletes attending the event share the coaches expense (Coach lodging, per diem, event fees & coach transportation). Race entry fees, lift ticket & coaches expenses will be billed by JHSC.

JHSC Travel Fleet:

- The JHSC has a fleet of vehicles that are used for transportation of the older athletes to competitions. Transportation by rented bus also may be arranged.
- JHSC charges \$ 0.29 per mile for each athlete traveling in a JHSC vehicle whether round trip or one way as a seat must be made available.
- When transportation is by rented vehicle, additional charges may apply.
- Athletes traveling with parents to and from the event will incur appropriate coaches' expenses (both transportation & per diem/event expense)
- Athletes traveling with parents may utilize JHSC vehicle seating as it is available during the event and will incur a flat \$20 fee.
- "Guest" staff or athletes traveling in a JHSC vehicle must sign JHSC waivers before being allowed to travel.
- All traffic laws are observed. Seatbelts are mandatory at all times for everyone in the vehicles.
- Each vehicle will have a cell phone available in case of an emergency.

JHSC Trips:

1. *Younger athletes*, as determined in consultation with their Program Director, typically do not travel with the team, or in JHSC arranged vehicles. The athlete will travel with and remain “in custody” of their parents or their parent’s designee. The coaches will provide information as to where the coaches will be staying, the site of the venue, and other pertinent information, hold team meetings, and provide support to athletes and families.
2. JHSC provides vehicle transportation for *older athletes*, as determined in consultation with their Program Director. Older athletes who are entitled to travel with the team but who do not, will incur a coaches’ transportation expense. Older athletes may be unsupervised at various times during trips.
 - Most travel departs from the Snow King parking lot.
 - One ski bag, a tuning kit/boot bag and one duffle bag are sufficient for most trips.
 - It is the responsibility of the athlete and family to have school dismissal and/or absence pre-arranged.
 - If JHSC staff decides that driving conditions, including time of day or length of travel, are unsafe, an overnight stay will be taken and the additional expense will be billed to the athlete’s account.
 - Verbal parental permission must be provided for changes to the existing travel plan and approved by the coach.
3. JHSC does not encourage athletes of legal driving age to provide transportation to away competitions for themselves or teammates, but in the interests of safety prefers that all athletes travel in team vehicles or with parents. However, occasionally situations occur that make such independent travel preferable for the athlete, the families involved, or JHSC. In such cases the logistics must be clearly planned and coordinated well ahead of the departure date, and must include clear communication of the plan between the athletes, coaches, and parents. All other travel rules and policies remain in place, and in no cases do personally arranged logistics invalidate team rules such as curfew, Code of Conduct, or other rules of JHSC.

Injury & Illness while traveling:

Although the competition season is short and competition results have impacts, JHSC asks that any student-athletes who are NOT 100% healthy prior to a trip not travel with their team.

The following symptoms warrant that your athlete does not travel with the team or attend training; fever greater than 100°, vomiting and/or diarrhea, an uncomfortable cough, severe sore throat, significant rash, runny eyes, discolored nasal discharge, severe ear pain or drainage, severe headache, and any condition that you think may be serious or contagious to others.

Coaches will have in their immediate possession the emergency numbers and medical release information for each athlete.

In the event of injury or illness on a trip, coaches will seek medical attention and contact parents as soon as possible.

If an injury or illness requires that an athlete return home, parents understand that any expenses or logistics are their responsibility, and the club/coach will support making those arrangements in the best interest of the athlete.

PARENT RESPONSIBILITIES & INFORMATION

COMMUNICATION

Communication between the JHSC, athletes, and parents is of critical importance. Please communicate with your athlete's primary Coach if the athlete will need to leave training early. There are several ways of disseminating information.

Orientation Meeting: In the fall, each JHSC program will host a Parent & Athlete meeting to cover program logistics, expectations and calendar.

E-mail is the JHSC's primary communication tool. Coaches will e-mail information (typically weekly) with regards to training, competitions, and travel. They will check their email regularly. Please make sure to include email addresses for the athlete *and* their parent(s) in registration.

jhskiclub.org: Updated monthly calendars and club wide information is available on the website.

Critical Communications Procedure

1. Incident occurs.
2. Staff and athletes directly involved stabilize and manage situation on-site, including making direct and immediate contact with 911 services, Ski Patrol, or other support as necessary.
3. Immediately upon stabilization and securing the safety of those involved, follow the **chain of command**:
 - a. Notify **parents of any athletes directly involved** (*employ chain of command if support is needed in communicating with parents of athletes directly involved*), and immediately thereafter,
 - b. Depending on the severity of the incident, go up the **chain of command** as necessary...
 - i. Assistant Coaches report to Head Coaches
 - ii. Head Coaches report to Program Directors
 - iii. Program Directors report to Administrative Team (in the following order as available)
 1. Ali Sehnert, Executive Director
 2. Julie Klomparens, Chief Operating Officer
4. JHSC Staff involved will determine an appropriate emergency action plan and communication plan for and with **all JHSC athletes and parents** depending on the severity of the incident.
5. If deemed necessary, a direct message from the JHSC SMS direct message system may be employed as soon as possible informing appropriate JSHC parents and Staff of the incident and any next steps.
6. If deemed necessary, all JHSC employees will receive official notification of the incident as soon as all information is available.
7. Employees will refrain from making any additional comments about the incident until an official JHSC statement can be made.

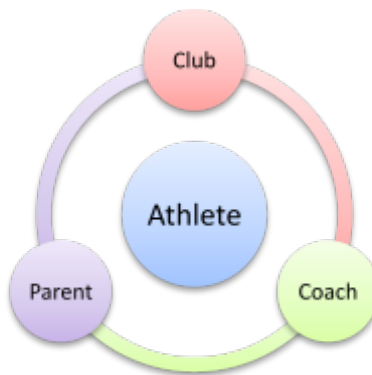
ELECTRONIC COMMUNICATION AND SOCIAL MEDIA

- The majority of communication from coaches or the Club will be done via group emails or texts including both athlete and parent emails provided through registration. Official email communication will be from an @jhskiclub.org email address.
- Any communication directly between a coach and a minor athlete will be limited to addressing basic logistical, equipment, or scheduling type questions - all of which would be appropriate to share with the parents and the team. "Private" communications not related to the Club or sport between a coach and an athlete via email, text, or any other platform are prohibited by JHSC.

- Parents have the right to see any and all communication between a coach and athlete at any time, and any concerns with athlete-coach communication should be brought to the attention of the JHSC administration.
- Coaches, staff, parents, and athletes may be connected via social media and other communication platforms. If this is the case, coaches, staff, parents, and athletes should be aware that the same rules apply on these platforms with regards to **all JHSC policies**.

GENERAL PARENT INFORMATION

When children are involved in competitive snow sports, their families are necessarily involved. JHSC is fundamentally a family and community organization. The relationship between athletes, parents, and coaches is critical and must be supportive and cooperative in order to provide the athletes with the best opportunities for growth and success. The responsibilities on the part of all three are equal and interdependent. Please be familiar with the role that each plays, and recognize the importance of working together.



Here are some helpful resources describing the Responsibilities of the [Club](#), Responsibilities of [Coaches](#), and Responsibilities of the [Parents](#) which are also outlined below.

Responsibilities:

- Be familiar with the guidelines for long-term athlete development and age appropriate training for your athlete. See [U.S. Ski & Snowboard Training Systems](#).
- Read this entire handbook with your athlete; expect to abide by its policies, and direct questions to your child's coach or program director.
- Attend appropriate orientations and team meetings. At least one parent or guardian must attend the fall team meeting.
- Support your child/athlete, and partner with the JHSC staff to ensure that they are prepared and have the opportunity to succeed.
 - Provide proper clothing and equipment: The athletes often practice in adverse weather conditions. Dressing properly and dressing in layers can make a big difference in their comfort and enjoyment of their sport. Properly fitting equipment makes it easier to focus on technique. If you have questions about clothing or equipment, ask the coaches for advice. Label your child's equipment with their name.
- Monitor your own expectations of your child's performance and progress, realizing that athletes who feel that they cannot meet their parents' expectations quickly lose motivation.

- Commit to the success of the JHSC fundraising programs. It is only with fundraising that this club can survive and flourish, thus providing your child with a platform for success.

Around the Club:

- While we highly encourage you to get to know the staff and your child's coaches, we also encourage you to set up appointments if you have questions or have something to discuss. Please remember that coaches/staff are very busy during training and competitions. These times are generally not the best time to talk with a coach.

During Training and Competition:

- Please feel free to observe your athlete's training, but please be discreet and do not interrupt the sessions by talking to your athlete or the coaches. Many athletes can be distracted if their loved ones are overly present at training. At competitions, a parent's role is to support the athlete while respecting the athlete's need for space and the coaches' job.
 - In case of emergency please contact your child's Head Coach who should have furnished a cell number and who can in turn locate a specific athlete as needed.
 - Volunteer and help with events.
 - Parents are our ambassadors at races and events. Support the coaches and athletes by respecting the event volunteers and offering your assistance when possible.
 - Allow the coaches to coach. Please allow the athletes and coaches the space they need on the hill. For safety reasons, race and training venues are closed arenas.
 - Respect the coaches' decisions. They are professionals and are trained to maximize your athlete's experience on each competition/trip. If you have questions, discuss with the coach at a later time.
 - Be positive and supportive of all the athletes, coaches, and the team in general, regardless of any individual results on a given day. Please remember that on any given day the process and experience is of equal or greater value or significance than specific results.
 - If you have questions or concerns about results, fairness, or any other issue at a competition, direct questions to your coach and they will contact the official who represents the athletes (when necessary) through appropriate channels.

Being a parent of a competitive athlete is not easy. Yet, as with all aspects of parenting, the behavior of a parent can profoundly help or hinder the child to achieve their ambitions. The following guidelines will help you to best support your child in their athletic endeavors.

Excellent Sport Parenting information can be found at the following sites:

<http://changingthegameproject.com/parent-coaches/>

<https://www.positivecoach.org/>

<http://training.teamusa.org/brands/details?brandId=6>

Ten Commandments for Parents with Athletic Children, taken from *The Young Athlete* by Bill Burgess

1. Make sure your children know that win or lose, scared or heroic, you love them, appreciate their efforts and are not disappointed in them. This will allow them to do their best without fear of failure. Be the person in their life they can most look to for constant positive reinforcement.

2. Try your best to be completely honest about your child's athletic capability, their competitive attitude, sportsmanship and actual skill level.
3. Be helpful but resist the temptation to coach them. It's tough not to, but it's a lot tougher for a child who is inundated with advice, pep talks, and often critical instruction.
4. Teach them to enjoy the thrill of competition, to be "out there" trying, to be working to improve their skills and attitudes. Help them to develop the feel for competing, for trying hard, for having fun.
5. Try not to relive your athletic life through your children in a way that creates pressure; there are always ups and downs along the way.
6. Don't compete with the coach.
7. Don't compare any attribute of your child with those of other team members, at least within hearing distance.
8. Get to know the coach so that you can be assured of their philosophy; attitudes, ethics, and knowledge are such that you are happy to have your child under their leadership.
9. Always remember that children often exaggerate, both when praised and when criticized. Temper your reaction and investigate before over-reacting.
10. Make a point of understanding courage, and the fact that it is relative. Some of us can climb mountains, and are afraid to fight. Some of us will fight, but turn to jelly if a bee approaches. Everyone is frightened in certain areas. Explain to your child that courage is not the absence of fear, but a means of doing something in spite of fear or discomfort. The job of the parent of an athletic child is a tough one, and it takes a lot of effort to do it well. It is worth all the effort when you hear your youngster say, "my parents really helped, I was lucky."

ATHLETE SAFETY: SAFESPORT and MAAPP

As National Governing Body and steward of its sports, U.S. Ski & Snowboard has partnered with the SafeSport program via the United States Olympic Committee to assist its clubs, coaches, parents, and team leaders in recognizing unacceptable behavior and acting to prevent or correct it. As a U.S. Ski and Snowboard member club, we support and raise awareness for these resources and trainings.

Information and training can be found at: <https://safesport.org/>

All JHSC coaching staff has been advised of the [SafeSport guidelines](#) and program and are required to go through SafeSport training as part of the U.S. Ski and Snowboard membership process. All staff are also made aware of mandatory reporting laws governing the state of WY.

SafeSport REPORTING

There is a no-cost, confidential service that helps athletes manage crisis situations and other misconduct-related issues that they may face.

Reporting of sexual or abusive misconduct can be done here: <https://uscenterforsafesport.org/report-a-concern/>

MAAPP

The Minor Athlete Abuse Prevention Policy (MAAPP) has three primary components:

1. Education & Training for certain Adult Participants
2. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes, that must be implemented to prevent abuse

3. Recommended Prevention Policies.

U.S. Ski & Snowboard recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to any one-on-one interaction. The training can be found at safesporttrained.org.

VOLUNTEERING / WORK DEPOSIT PROGRAM

The Jackson Hole Ski & Snowboard Club hosts numerous races and events throughout the year, not just fall and winter. Our events generate revenue for the local economy: JHSC estimates that visitors to Jackson for November Training on Snow King, US Ski & Snowboard, IFSA & USASA sanctioned events, the Town Downhill & Karen Oatey Pole Pedal Paddle contribute over \$2 million to our local economy. Using local venues also saves families money on travel expenses, gives our kids a home field advantage, and generates revenue for JHSC.

JHSC operates with a small staff and a limited budget, and must rely heavily on the generosity of hundreds of volunteers. To ensure the success of its programs, the JHSC requires that parents participate in the [Work Deposit Program](#). This program ensures that workers are available and motivated to assist with the JHSC races, events and fundraising. It is also a way to get parents involved and committed to the success of the Club. Parents with athletes participating in JHSC programs will commit to a [Work Deposit](#) upon registration.

Parents, or volunteers 18 years or older, will [sign up for volunteer shifts through our website](#). All shifts are assigned a point value. The JHSC Volunteer Coordinator or Event Coordinator will email those signed up for the event during the week prior to the event. Volunteers are required to sign in on the day of event. The JHSC Volunteer Coordinator will record all volunteer shifts for the season. **The majority of volunteer opportunities are associated with our fundraising events and junior competitions. A small number of volunteer opportunities are associated with Club needs. In the spring, unfulfilled work deposit balances will be billed \$40 per point. Families signed up for spring opportunities (vehicle cleaning, misc projects, 4th of July 10k help) will not be billed unless the families plans change and they are unable to complete the shifts.**

Families with more than one athlete participating in JHSC programs who opt to volunteer will be responsible for the work deposit points of the program with the highest commitment and eight additional points per child. For example:

Family A's children participate in Alpine U16 (24 points), Junior Nordic (24 points) and Snowboard Shredders (8 points). Family A's obligation would be 40 points.

Families with more than one athlete participating in JHSC programs who opt to pay their work deposit will pay the full value of the work deposit for each child. In the above example, the obligation would be $24+24+8=56$ points @ \$40/point = \$2,200)

When an athlete participates in more than one program, families who opt to volunteer will be responsible for the Work Deposit requirement of the program with the highest commitment. In this scenario, families who opt to pay will pay the full value of the work deposit for each program.

Ski Races: Officials and Volunteers

In order to host a successful event, we need many volunteers and certified officials.

- For example, U.S. Ski & Snowboard sanctioned races require many volunteers and certified officials, also unpaid, to put on the race -- as many as 50-60 people or more for FIS and NorAm

races. Unless the Club as race organizer provides a sufficient number of volunteers, including competent gate judges, the event risks termination.

- Fifteen to twenty volunteers are needed for each race in the Jackson Club Series. Without this help, the quality of the event suffers.
- Nordic events, like the Junior National Qualifier, may require 40-50 people. Again, without these volunteers, the quality of the event suffers.

Through your participation as a volunteer and official, the quality of races improves. Additionally, you receive a great view of the race and the satisfaction of knowing that you have helped your child obtain his or her athletic goals by being a part of the race organization. At our highest-level races, you will have the opportunity to see some of the best skiers in the country and the world.

We aim to educate and organize as many parents as possible in race officiating. This will ensure quality and safe races for our community and athletes. Please speak with your Program Director about opportunities and participation in clinics.

Your involvement in the U.S. Ski & Snowboard makes a difference. The U.S. Ski & Snowboard needs your support as a race official and volunteer to provide all our athletes with the quality competitive experiences they deserve. If you are a member of the U.S. Ski & Snowboard, you are covered by their liability insurance anytime you are performing volunteer work at U.S. Ski & Snowboard sanctioned events. If you wish to become a member of the U.S. Ski & Snowboard, visit <https://usskiandsnowboard.org/>

COACH RESPONSIBILITIES & BEHAVIOR

JHSC is committed to providing excellence in both its coaching staff and program design and as such JHSC and its coaches commit to the following:

General:

- Commit 100% to established athlete management plans. Follow program curriculum plans as established with Program Directors and Head Coaches.
- To the best of your ability, help each athlete in their quest to achieve athletic and personal success.
- Represent the athletes' best interest locally, regionally, and nationally.
- Behave according to the U.S. Ski & Snowboard/USASA/IFSA Coaching Code of Ethics.
- Be punctual, prepared, and maintain a professional appearance.
- Communicate with athletes on any and all aspects of their individual development following the guidelines and philosophies of [positive coaching](#) set by program directors.
- Communicate with parents on appropriate aspects of the team and individual athlete programs.
- Support team and program sponsors.
- Consistently look for ways to upgrade your skills and knowledge.
- Secure comfortable travel accommodations, appropriate for both genders and the age group. Plan appropriate travel for conditions and timing.

JHSC Coach Responsibilities:

1. All Alpine race coaches must hold a current U.S. Ski & Snowboard Coaching License.
2. U.S. Ski & Snowboard conducts background checks on all members as a requisite for a Coaching License.
3. Be aware of [SafeSport](#) resources and [code](#) be vigilant in reporting any signs of abuse.
4. Be aware of responsibility and laws regarding [mandatory reporting of abuse](#).
5. JHSC staff must be familiar with the JHSC Employee Handbook, and the Parent/Athlete Handbook and their specific job descriptions.
6. Coaches will be familiar with and help maintain the facilities and equipment before, during, and after training sessions and competition and take steps to ensure deficiencies are corrected immediately.
7. JHSC coaches will stop or withdraw from any activity that they believe poses unreasonable risks, including stopping a training session or removing the team or an individual athlete from a competition.
8. Coaches will have in their immediate possession the emergency numbers and letters of medical permission (waivers) for each athlete.
9. Coaches will remove any athlete from training or competition if they believe the athlete may be at risk of injury due to the absence of, or inappropriately adjusted or maintained, protective equipment (including mouth guards, spine protectors and helmets).
10. If a coach must leave the training site, that coach will be prepared to stop the training session if there is no other qualified person present who is able to take over the session.
11. Coaches will be attentive to the needs of the athletes and do everything possible to create and maintain a positive learning environment.