

New England Disabled Sports

Volunteer Ski/Snowboard Instructor Code of Conduct 2022-2023

- I will represent New England Disabled Sports in a polite and professional manner at all times.
- I will arrive on time and be reliable for my volunteer assignment.
- I will wear a volunteer name badge and appropriate attire as determined by NEDS, Loon Mountain and Bretton Woods resorts.
- I will dress appropriately for my volunteer assignment and will act in a professional manner at all times toward staff, volunteers, families and participants.
- I agree to respect and maintain the confidentiality of all privileged information related to New England Disabled Sports and its participants.
- I will share with the NEDS staff any concerns that I may have related to participant welfare and/or safety.
- I will contact the New England Disabled Sports staff if I am unable to attend my scheduled volunteer time. I will do so as early as possible.
- Whenever possible I will abide by the “three person rule.” I understand that whenever possible a participant is not to be left alone with an employee or volunteer unless a 3rd party is present.
- I will not disclose, use or disseminate participant photographs or personal information regarding participants to anyone.
- I understand that it is prohibited to report to my volunteer shift unfit or using, possessing, distributing or being under the influence of illegal drugs, alcohol or prescription drugs.
- I agree not to smoke or vape on the grounds of any NEDS, Loon Mountain or Bretton Woods properties.
- I will abide by all New England Disabled Sports policies and procedures.
- I will report all near misses, incidents and/or accidents to the New England Disabled Sports staff immediately.
- I will complete all mandatory training before volunteering.
- I will have or obtain a CDC-approved and completed COVID-19 vaccination as a condition of volunteering with NEDS unless a medical exemption or deferral has been approved by my physician and forwarded to NEDS. All volunteers will be required to report their vaccination status and provide approved medical documentation as proof of receipt of the completed vaccine or exemption prior to in-person training or teaching a lesson.
- I agree to notify NEDS staff prior to arriving at NEDS if feeling any symptoms of or having been exposed to COVID-19 and am unable to attend my scheduled lesson time.
- I understand that taking part in a New England Disabled Sports lesson is at my own risk due to the potential for increased exposure to COVID-19.
- I agree to discuss my participation in winter sports lessons at New England Disabled Sports with my primary physician and receive a recommendation to participate.
- Treat each other with respect and consideration. All forms of harassment are prohibited. Harassment is defined as Harassment. 1. **Emotional Misconduct** includes (a) Verbal Acts, (b) Physical Acts, (c) Acts that Deny Attention or Support, (d) Criminal Conduct, and/or (e) Stalking. Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior. It interferes with work and learning, *or* creates an offensive environment. This includes but is not limited to the following: obscene gestures, physical contact, use of profanity, display or circulation of written materials or pictures derogatory to gender, race, color, religion, creed, sexual orientation, national origin, ancestry, age, disability, political beliefs, appearance or ethnicity.

I will not have contact with participants outside of lesson times without the knowledge and/or consent of the participant's parents. I have received, read and understand the New England Disabled Sports Code of Conduct and understand failure to uphold the outlined conduct may result in dismissal from the New England Disabled Sports Program.