

# New England Disabled Sports

## Participant Code of Conduct 2022-2023

New England Disabled Sports (NEDS) requires that participants conduct themselves in a safe and respectful manner to help maintain a fun and comfortable environment at all programs.

The Code of Conduct is intended to help provide a positive experience for all. All NEDS participants must read and adhere to the Code of Conduct.

All participants must:

- 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.
- Not physically, verbally, sexually, mentally, abuse or neglect anyone. Abuse or neglect of any type will not be tolerated and is cause for immediate dismissal.
- Be in control of your own body and equipment throughout activity. It is your responsibility to stop or avoid people or objects and obey posted signs and warnings for closed areas.
- Report any 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 NEDS staff or Board of Directors.
- Not be under the influence of any substance that impairs their ability to participate in activities, including but not limited to Skiing, Snowboarding, Nordic Skiing, Snowshoeing, rock climbing, archery, paddling, cycling, golf or mountain biking.
- Not smoke or use tobacco products of any type, including e-cigarettes at program/event activities, including but not limited to Skiing, Snowboarding, Nordic Skiing, Snowshoeing, rock climbing, archery, paddling, cycling, golf or mountain biking.
- Not use or possess alcohol if under the age of 21 during NEDS programming.
- Keep personal effects including valuables and medications secured. New England Disabled Sports is not responsible for any personal effects. Keep all program areas neat and clean and be respectful of other people's property.

If you observe anyone not following the Code of Conduct, please let New England Disabled Sports staff know.

Failure to comply with the expectations and requirements established in this document may result in participant being sent home from the program. All travel costs associated with being sent home will be the participant's responsibility (i.e. airfare, airport transfers, etc.).