

VARA CODE OF CONDUCT

VARA members and family members of VARA members that are at race or training sites are expected to conduct themselves in a sportsmanlike manner befitting worthy representatives of their families, ski areas and in conformity with the best traditions of Alpine Ski Racing in the state of Vermont.

Section 1: All VARA members, including athletes, coaches, officials, supporters and volunteers shall be subject to the jurisdiction of and shall abide by the international Ski Competition Rules (the "ICR"), U.S. Skiing Constitution, bylaws, rules and regulations and VARA Articles of Incorporation, bylaws, rules and regulations.

Section 2: While in competitions, going to and from competitions and while as ski areas hosting competitions, VARA members shall:

1. Maintain high standards of moral and ethical conduct including self- control, responsible behavior, consideration for others' physical and emotional well being, restraint from profane and abusive language, and courtesy and manners in public places and while traveling;
2. Abstain from the illegal use of drugs and alcohol;
3. While at VARA camps, adhere to all the rules;
4. Adhere to and be knowledgeable of all VARA and USSA competition rules and regulations.

VARA has a no tolerance policy to the above items.

Section 3: Failure to comply with any of the above can lead to disciplinary action against the VARA members by: **1)** The VARA program director with the advise and consent of the VARA Executive Committee; **2)** The Race Jury on the recommendation of a member of the jury; **3)** The Technical Delegate; or **4)** the designated team leader.

Section 4: Disciplinary action taken can include but is not limited to:

1. Any disciplinary measure allowed by the USSA Competition Rules or by VARA Rules and Regulations.
2. Disqualification from a specific race and/or suspension from future races.
3. Withdrawal of future VARA camp invitations or withdrawal of athlete on a Vermont quota.

All disciplinary action is to be reported to the VARA Office c/o Executive Director.

Any disciplinary action taken shall be applied fairly and equitably to all parties involved. Any disciplinary action that would prevent a VARA member from participating in competition for a period of greater than 21 days will be conducted in accord with the Due Process procedures set forth by U.S. Skiing, and held before the VARA Review Committee.

THE VARA REVIEW COMMITTEE

The VARA Review Committee reviews decisions relating to disciplinary action taken pursuant to the VARA Code of Conduct.

The Appeals and Due Process procedures set forth in the USSA Competition Guide shall apply except as modified hereafter.

Appeals shall be submitted within 48 hours after the announcement/publication of the decision from which the appeal is being taken. All Appeals shall be filed with VARA c/o the VARA Executive Director. On Appeal, the factual issues shall be overturned only if it is found that the decision was an abuse of discretion; issues relating to the interpretation and application of the VARA rules and regulations, USSA Rules and Regulations shall be review *de novo*.

Members of the VARA review committee are as follows: VARA Executive Director administrates for the following members; current Alpine Officials Chair, current Competition Committee Chair, J3/J4/J5 Council Chair (depending on which council and the age class of the reviewed person) and the VARA Executive Committee or any member designated by the VARA President.