



West Mt. Racing

West Mountain Racing Coaches Code of Conduct

As a coach in the West Mountain Racing program, coaches must realize that they are a visible representative for the program. All coaches in the West Mountain Racing program will be required to follow the established Code of Conduct.

1. All coaches are expected to abide by West Mountain's, USSA's and NYSSRA's Safety and other Rules and Regulations during training, races, camps and events. All mountain safety protocol must be followed at all times. Please remember when you are a guest at another facility all venue employees and the general public must be treated with courtesy and respect. This Code of Conduct extends to use of Social Media.
2. Coaches are required to wear the WMR Team Coaches Coat (uniform) while coaching at West and at races and camps. Coaches are not allowed to compete while coaching without previous consent by the Program Director.
3. Coaches are required to conduct themselves in a sportsmanlike manner, and to treat their athletes with respect and in a sportsmanlike fashion.
4. Coaches must be on time for scheduled training and activities.
5. Coaches must maintain their coaching eligibility by registering with USSA and NYSSRA etc.
6. All coaches must adhere to directives of West Mountain Racing staff members while training, at races and camps.
7. Coaches of West Mountain Racing are employees at will and may be put on leave or have employment terminated receiving their compensation or hourly wages on a pro rata in the case of bonus/salary up to the date and time of termination.
8. Coaches of West Mountain Racing may be disciplined or removed from coaching without refund for the following infractions:
 - Use of smoking tobacco, vape pipes and/or pens, and chewing tobacco while on the clock or at a camp setting with common housing.
 - Use and/or possession of alcohol while on the clock or at a camp setting with common housing.
 - Use and/or possession of narcotics and non-prescription drugs while on the clock or at a camp setting with common housing.
 - Behavior that is detrimental to the program and/or athletes or other coaches.
 - Theft of property

Recommended disciplinary actions can include:

- Dismissal from camp/event.
- Suspension of employment for specific time period or permanently.
- Criminal/Civil Conviction

Employment privileges will be suspended until the situation is resolved. The Program Director and/or Program owners reserve the right to remove the employee pass from a coach. Other disciplinary measures can be taken by the Program Director or Mountain based on the severity of the situation.

I have read the above Coaches Code of Conduct and agree to the aforementioned terms and conditions.

Coach's Signature: _____ Date: _____