

# Therapeutic Adventures - IndependencePlus Adaptive Sports Participant Code of Conduct

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The Code of Conduct is intended to help provide a positive experience for those who are involved with our Adaptive Sports and Adaptive Outdoor Adventures programs and applies for the duration of all programs/events. Move United and Therapeutic Adventures / IndependencePlus Adaptive Sports requires that participants conduct themselves in a safe and respectful manner to help maintain a fun and comfortable environment throughout the duration of the program.

All program/event participants including athletes, staff, clinicians, instructors, coaches and volunteers must read and adhere to the Code of Conduct

## GENERAL

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### All participants must:

- Treat each other with respect and consideration. All forms of harassment abuse or neglect, exploitation and maltreatment prohibited. This includes, but not limited to harassment, bullying, hazing, physical misconduct, sexual misconduct, and emotional misconduct.
- Harassment is prohibited. Harassment is any conduct where a person feels it interferes with work and learning, or creates an offensive environment. Harassment is a repeated pattern of physical and/or non-physical behavior intended to cause fear, humiliation or annoyance, offend or degrade, create a hostile environment; or reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on the following: gender, race, color, creed, ethnicity, culture, religion, sexual orientation, gender expression, national origin, ancestry, age, disability (intellectual/cognitive disability, mental/emotional disability, and/or physical/complex medical disability), political beliefs or appearance. 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 anyone. Harassment of any type is not tolerated and is cause for immediate dismissal.
- Avoid abusive and neglectful behavior. Abuse and neglect may include actions that manifest physically, verbally, sexually, mentally or emotionally. Abuse or neglect of any type is not tolerated and is cause for immediate dismissal.
- Follow the [Therapeutic Adventures Sport Protection Policy](#). Violations of the policy are to be reported, will result in action by Therapeutic Adventures, and may lead to dismissal.
- Report any practice or 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 following people: Mark Andrews, Executive Director (434) 981-5834.
- Not be under the influence of any substance that impairs their ability to participate in on-hill and off-hill event activities, including but not limited to lessons, clinics, and race events.
- Not smoke or use tobacco products of any type, including e-cigarettes during event activities, including but not limited to lessons, clinics, and race events.
- Not use or possess alcohol if under the age of 21.
- Keep personal effects including valuables and medications secured. is not responsible for any personal effects. Therapeutic Adventures is not responsible for any personal effects.
- Keep all event areas neat and clean and be respectful of other people's property.