

Missoula Freestyle Team



Parent/Athlete Handbook

April 15, 2021

WELCOME

Missoula Freestyle Team is a nonprofit community ski club based in Missoula, Montana. COME SKI AND SNOWBOARD WITH US. We have programs for all ages, year round.

The ski team focuses on training young athletes in the sports of freestyle skiing big mountain skiing, slopestyle and snowboarding. The goal and mission of the program for all participants is to develop the skills to ski any mountain, in any condition, and have fun doing it.. We teach our kids to love being outdoors, in the mountains, in the winter. This is a gift that allows them to stay healthy and active all year long. We also teach them not only to compete as individuals but as a team. The value of learning the importance of being a team player and team member is invaluable. We root for the team and individuals on the team even if the athletes are competing against each other. Since skiing is both a team and individual sport, it allows our skiers to both compete with and root for each other.

Our goals are to:

- Provide the opportunity for youth to maximize their potential
- Have high quality programs
- Provide high caliber c-aches
- Use USSA/USUSA guidelines
- Use Safe Sport practices
- Continue to be affordable

We are very happy you have joined our team and hope you continue with us for a long time.

CONTACT INFORMATION

Mailing Address:

MFT
PO Box 16297
Missoula, MT 59808

Executive Director:

Donovan Power
Donobon@gmail.com

Board: Information can be sent to Michele@mpuiggari.com

NON-DISCRIMINATION POLICY

MFT, its directors, officers, agents, and employees shall not discriminate against any director, officer, agent, employee, or member or any other individual on the basis of color, religion, race, nationality, ethnic origin, age, sexual orientation, gender, class or disability.

MFT, its members, if any, directors, officers, volunteers, and employees shall not discriminate against any member, director, officer, customer, visitor, applicant for scholarship or other MFT programs and services, guest, employee or any other individual on the basis of color, religion, race, nationality, ethnicity, age, sexual orientation, gender, class or disability in accordance all federal and state laws that may apply. This policy applies to all aspects of MFT. MFT is an equal opportunity organization in all regards.

Upon notification of violation of this policy, MFT will take action immediately, and disciplinary action will be taken, up to and including termination of employment, dismissal from the board of directors, or termination of membership.

MFT also seeks, through its scholarship, fundraising, and outreach programs, to make MFT as affordable and accessible as possible to all customers and individuals who wish to participate in MFT programs, activities, and events.

CODE OF CONDUCT, DISCIPLINARY GUIDELINES & GRIEVANCE PROCEDURES

All athletes and parents must agree to accept and abide by the rules of MFT. During registration a parent must sign the acknowledgment of receipt of this handbook and agree to abide by its terms and must sign any additional acknowledgements. Failure to do so will result in the athlete not being registered until this is completed.

Athletes and parents participating in MFT programs and competitions are exercising a privilege afforded them by MFT. These athletes must exhibit the maturity to be successful. Parents must exhibit the support and understanding of MFT principles to allow their athletes to succeed. Thus, the following codes, rules, guidelines, and procedures shall apply in all activities within the MFT programs. Failure by either ran athlete or a parent to adhere to these policies may result in sanctions up to and including dismissal from the program.

CODE OF CONDUCT

Each member of MFT, including athletes and parents, will conduct themselves in a manner that exemplifies the standards of good personal behavior and sportsmanship and does not bring discredit upon MFT.

While participating in MFT activities, including training and traveling with MFT, athletes and parents are expected to show respect for coaches, MFT staff, teammates, race officials, volunteers, parents, chaperones, the general public, and all athletes and competitors. Verbal or physical abuse of anyone involved with MFT-- staff, coaches, parents, teammates-- will not be tolerated.

While participating in MFT training and athletic events, athletes and their parents are expected to respect coaches' decisions, and athletes are expected to participate fully in the training and racing plan designed by the coaching staff. This includes dryland and on-snow training, competition, rest and recovery.

While participating in MFT activities, including training and traveling with MFT, athletes and parents are expected to show respect for MFT property and all property involved with training and competition. Sharing of equipment, tools, etc., with teammates is not discouraged, but please ask permission first. If a teammate does not wish to share their personal property, please respect that decision.

MFT is opposed to the use of prohibited and restricted substances and contact with individuals who are participating in the use of such substances. Substance use negatively impacts athletic and academic performance (and research indicates that early onset of alcohol use increases the occurrence of addiction in adulthood by four times). Alcohol and drug use interferes in learning processes, brain development, and increases the chance of physical injury while participating in athletic competition. As a result of these risks, and in addition to the laws of the State of Montana and the mandates of US SKI & SNOWBOARD, USUSA, FIS, WADA, and USADA re prohibited substances, MFT prohibits the use of all illegal and restricted substances. See <https://ussa.org/alpine-programs/athletes/high-performance/sports-medicine/anti-doping>. Parents and athletes shall obey the regulations of Snowbowl Ski Area, and the rules of all other venues used during training and competition. Those athletes competing in US SKI & SNOWBOARD or any other sanctioned event will obey the US SKI & SNOWBOARD Sportsmanship Guidelines as outlined in the most current Skiing Competition Guide, as well as the US SKI & SNOWBOARD Northern and Intermountain Division Code of Conduct and or another governing body requirements.

DISCIPLINARY RULES WITHIN CODE OF CONDUCT

1. Any violation of the Code of Conduct is cause for disciplinary action, including suspension and/or dismissal from MFT or other disciplinary procedures. This will be imposed at the discretion of the Executive Director in consultation with the Board.

2. Substance use and/or possession thereof, including alcohol, tobacco, illegal drugs, and banned substances governed by US SKI & SNOWBOARD, USUSA, FIS, USADA and WADA is cause for immediate suspension and/or dismissal from the program or other disciplinary procedures. If an athlete is suspended or expelled from school for a drug or alcohol related incident, possession, or use, the athlete and his/her parents must tell the MFT Program Director/Head Coach and the athlete may be subject to immediate dismissal or suspension from the program.

3. Persistent irresponsibility and disrespectful behavior is cause for suspension and/or dismissal from MFT or other disciplinary procedures.

4. Unwelcome tampering with or destruction of MFT property or others' personal property is cause for suspension and/or dismissal from MFT or other disciplinary procedures.

5. Violation of state, federal, or international laws is cause for dismissal from MFT. Any violation of law resulting in an arrest or conviction by civil authorities, even if not related to team activities, may result in disciplinary procedures by the Program Director.

7. Failure to comply with any and all event, team, or specific activity rules (curfew, attendance, schedules, etc.) may be cause for disciplinary action. Typically, MFT will speak to an offender first but does not have to based on the circumstances. Failure to comply with guidelines and requests from Coaches, will be cause for suspension and/or dismissal from the program for the remainder of the current season and could affect an athlete's future participation.

8. Please note: If suspension or dismissal from the program or an event occurs while traveling, the athlete may be sent home immediately at the parents' cost at whatever means is most convenient. No reimbursement of program or event fees will be made.

Adherence to these rules and guidelines as specified herein by MFT and observance of state and federal laws, are required for participation in this program.

DISCIPLINARY GUIDELINES & PROCEDURES

Disciplinary issues, including any violation of this Code of Conduct, shall be addressed primarily by the Executive Director, who shall implement a course of action. When an issue or violation occurs in the absence of the Executive Director, a coach may take immediate and necessary action, which will later be reviewed by the Executive Director. The Executive Director may seek the guidance of the Board.

MFT differentiates between code violations and behaviors observed by coaches or staff and those that are reported by a third party. Unacceptable behavior observed by MFT coaches or staff, will be dealt with by MFT staff, coaches and /or the Executive Director. Except for behavior that may be discriminatory, behavior observed by a third party requires a written report to the Executive Director for action.

GRIEVANCE PROCEDURE¹

If an Athlete or parent has an issue/grievance/complaint regarding any aspect of the MFT program, the procedure for addressing the issue will be:

1. Approach the skier's age group coach about the situation.
2. If resolution is not achieved, the issue may be brought to the attention of the Program Director.
3. If resolution is not achieved, the issue may be brought before the Board.
4. If the particular issue involves one of the individuals or entities listed in this protocol, you must first go to that individual and if resolution is not achieved, then you may proceed to take the issue/grievance to the next appropriate level.
5. If an athlete or parent has a grievance or complaint, please make an appointment to talk with the appropriate individual. Grievances and complaints will not be addressed during training, camp, or competition days. Program Directors and Coaches cannot give adequate attention to your grievance without notice.
6. No issue shall be universally broadcast to the attention of any e-mail list serve or to the general club membership.
7. MFT will make every effort to address, and take seriously, parent/athlete concerns and grievances. From time to time grievances simply cannot be resolved to the

¹ This policy is not to be used for any complaint/report about discrimination. If the matter involves a claim of discrimination use the procedure in Discrimination Policy

satisfaction of the parent/athlete. If this is the case, the MFT Board apologizes and encourages the parent/athlete to seek alternative programs.

Discrimination and Harassment

MFT's discrimination/harassment policy extends to sexual harassment and harassment based on race, age, national origin, religion, disability, marital status, LGBT status, and sex. Discrimination and Harassment in the work place is demeaning to the Athlete and/or employee against whom it is practiced and destroys the harmonious working environment that is essential to achieving MFT's mission. Sexual, racial, age, national origin, disability, marital affiliation, and religion based harassment are also violations of state and federal fair employment practices laws. It is the policy of MFT that discrimination and harassment shall not be practiced by or against any Athlete or employee. Violations of this policy will not be tolerated and will result in disciplinary action.

Athletes/Employees should recognize that discrimination and harassment can occur in the affirmative (actions or words creating harassment) and in the negative (failing to take action that would otherwise be taken or excluding a person from an activity or communication because of their sex, race, age, national origin, religion, disability, marital or LGBT status). To assure that its policy against discrimination and harassment is effective and to assure that athletes/employees who feel that they may be the victims of discrimination or harassment will report those circumstances, MFT will strictly enforce a policy prohibiting retaliation against those who make complaints. Retaliation is investigated in the same manner as a complaint for discrimination. Any employee who believes they have been subject to retaliation shall report such conduct immediately in accordance with this policy.

Each Athlete/employee is entitled to work in an environment that is free of hostility created by offensive and improper sexually oriented activities or other sexually oriented abuse. A hostile work environment can be created when improper and offensive activity of a sexual nature occurs. This form of sexual harassment can be the product of words, images, conduct and even routine work practices:

- Words:
 - Telling, passing around or forwarding by computer sexually oriented and offensive jokes or stories.
 - Teasing or kidding with sexual overtones or innuendo.
 - Making unwanted verbal or physical sexual advances, propositions, or requests.
 - Suggestive or obscene letters, notes or invitations.
 - Use of coarse, offensive language, including slurs, slang and vulgarity.
 - Verbal abuse of a sexual nature, including but not limited to graphic verbal

commentaries and sexually degrading words, especially when used to describe an individual or any portion of an individual's body.

- Images:
 - Displaying sexually suggestive objects or pictures, cartoons, calendars or posters on walls, desks or computer screens.
- Conduct:
 - making offensive gestures.
 - Inappropriate physical contact — unwanted touching, pinching, hugging, backrubs, patting or repeated brushing against another individual's body.
 - Sexual assault or impeding movement (for example, trapping someone in a room or behind a desk).
- Routine Practices:
 - Excluding an Athlete/employee from MFT related activities or communications on the basis of their gender.

2. Racial, Age, National Origin, Religious, Disability, Marital Status, Sex and LGBT Harassment. Harassment can also occur when words or actions are directed at an Athlete/employee because of that employee's race, age, national origin, religion, disability, marital status, sex or LGBT status. For these purposes, the term harassment includes, but is not limited to, slurs, comments, jokes, offensive remarks and any other offensive verbal or physical conduct, based on race, age, national origin, religion, disability, marital status, sex or sexual orientation that could create a hostile, intimidating or offensive work environment. Athletes/Employees should avoid conduct, comments and jokes that are racist in orientation, derogatory to religions or national origin, or disparaging on the basis of age or sexual orientation. Harassment of this nature may also occur where actions are taken (or actions are not taken that should be) because of an individual's age, race, national origin, religion, disability, sex or sexual orientation.

3. Dealing With Harassment. In the event that an Athlete/employee feels that another's words or actions are offensive, the offended Athlete/employee is encouraged to request that that individual cease in their conduct. If that request is not obeyed, or the Athlete/employee does not feel comfortable asking the other person to stop their conduct, the offended Athlete/employee should contact Donovan Power or Michele Puiggari, President Board of Directors. Michele Puiggari can be reached at 505-690-4052.

All complaints concerning harassment will be investigated and prompt remedial measures will be taken, as appropriate. Employees of MFT will be required to cooperate with, and upon request, participate in any investigation. Refusal to cooperate with an investigation is grounds for termination of employment. An employee may be removed from a worksite pending the outcome of an investigation. Anonymous complaints will be investigated to the fullest extent

possible.

Employees are cautioned that MFT takes complaints of harassment very seriously. An Athlete/employee who has engaged in harassing conduct will be disciplined and that discipline may include termination of employment. Because these matters are so serious, MFT must also take false allegations seriously.

SAFE SPORT GUIDELINES

Consistent with the governing bodies of our sport-US SKI & SNOWBOARD and U.S. Olympic Committee (USOC), providing a safe environment to protect the health and well being of our athletes is a high priority for MFT and at the center of all our programs. SafeSport is a valuable partnership between the US SKI & SNOWBOARD and the USOC with a variety of SafeSport Guidance Resources.

MFT follows all relevant guidelines and protocols of the US SKI & SNOWBOARD Safe Sport program, found at <https://usskiandsnowboard.org/safesport-athlete-safety>, including, specifically:

[SafeSport Guideline](#)

[Policy on Abuse, Molestation, and Sexual Harassment](#)

[Athlete Supervision, Housing and Travel Best Practice Guidelines for U-18 athletes](#)

On occasion due to limited numbers MFT may make a slight adaptation to travel guidelines. Our goal is to communicate with parents when making adaptations.

EMERGENCY ACTION PLANS

MFT follows best practices with regard to the safety of its participants at all trainings, camps, and competition events. MFT has an Emergency Action Plan (EAP) designed to ensure the safety of all MFT participants.

SUPPLEMENTS

MFT does not endorse or encourage the use of supplements by MFT athletes. MFT encourages proper diet, periodization, rest, relaxation and health education. As such, MFT believes athletes do not need supplemental enhancements of any kind. Any use thereof is a decision between an athlete and his/her parents.

ACADEMICS AND MFT ATHLETES

Developing well-rounded, successful student-athletes is a core value at MFT. Each athlete's academic success is as important as his/her athletic success. To this end MFT encourages athletes to prioritize academics and provides training and competition schedules to minimize academic disruption. MCPS will also work with athletes to not penalize travel requirements.

PARENT RESPONSIBILITIES & BEHAVIOR

Parents are expected to do the following:

- a. Read this entire handbook with your athlete.
- b. Abide by the policies and procedures of MFT. **BE AWARE THAT VIOLATION OF THE CODE OF CONDUCT ABOVE WILL RESULT IN SANCTIONS PURSUANT TO THE DISCIPLINARY RULES IN THE CODE OF CONDUCT.**
- c. Communicate effectively and respectfully with your child's coach or Executive Director; set up an appointment with your child's coach(es) if you have questions, concerns, or something to discuss. While we highly encourage you to get to know the staff and your child's coaches, **it is best to make time for a conversation and not approach a coach during a training or competition event.** We also encourage your use of e-mail for communication.
- d. Be supportive of your athlete and his/her coaches, teammates, and other competitors
- e. **Do not accompany your athlete in training venue, unless invited by a coach.**
- f. **During competitions:**
 - **Recognize that the team is on a tight schedule and has many responsibilities before and after the actual event. The time available for you to spend with your child may be very limited.**
 - **Do not interfere with the coaches or athletes during course inspection or at the start.**
 - **Be respectful of the start and finish areas and the coaches' space in these areas as they work to prepare athletes for competitions. Please stay out of this areas.**
 - **Do not try to coach your child before, during, or immediately after the competition. Allow the coaching staff to do their job.**
 - **Respect the coach's decisions.** They are professionals and are trained to maximize your athlete's experience on each trip. If you have questions, discuss the situation with the coach at a later time.
 - Be positive.

- g. MFT believes the parents' role should be supportive in nature. MFT programs and development standards are in line with USSA and FIS standards. Parents are expected to be knowledgeable about those standards and the long-term athletic development of their son/daughter. Parents are expected to respect these programming guidelines.
- h. Naturally, you will be curious about your child's progress and we encourage you to talk to your child's coach. Many times, however, direct interventions (i.e. a parent tagging along for runs or skiing) create difficult situations, especially at competitions. Please feel free to talk to the coach before and after practice, should you have any concerns in this regard.
- i. Monitor your own expectations of your child's performance and progress, realizing that athletes who feel that they cannot meet their parents' expectations quickly lose motivation.
- j. Support your child's goals and encourage and acknowledge success and achievement at the level of your child's potential.
- k. Commit to the success of the MFT volunteer and fundraising programs. It is only with fundraising that this club can survive and flourish, thus providing your child with a platform for success.

Useful parent resources can be found at the US SKI & SNOWBOARD website
<https://usskiandsnowboard.org/sport-development/parents>

COMMUNICATION PLAN

Communication between MFT, athletes, and parents is of critical importance. MFT will make every effort to provide optimal communications, but please keep in mind there will always be communications challenges. There are several ways of disseminating information including the MFT website, and emails.

EMAIL is an important means of communication. MFT will send many emails about events and other club-wide matters. Coaches will email information about training schedules, class cancellations, and competition information. Getting the proper email addresses to MFT for communication and ensuring that email address will accept emails from MFT is the family's responsibility during registration. Please make sure MFT has all email addresses to which you wish to receive information (this is done when your child is signed up for the program in the fall).

CRITICAL INCIDENT COMMUNICATIONS PLAN

In the event there is a “critical incident” (as defined below) at MFT the following communication procedures will be followed:

- 1) A critical incident is defined as:
 - a) A serious vehicle accident involving MFT coaches and/or athletes.
 - b) An injury to a MFT athlete or staff member involving serious bodily injury or death.
 - c) An act (alleged or confirmed) of abuse by MFT personnel against a MFT athlete or staff member.
 - d) A natural or unnatural disaster (i.e., avalanche, fire, earth-quake, lightening, terrorist attack, other serious events) that occurs during an MFT event that may involve or have an impact on MFT athletes, volunteers, staff.
- 2) All Internal primary contacts (includes Board and Program Director) will be contacted by the Program Director or the President of the Board by email/phone and informed of the Critical Incident.
- 3) Internal primary contacts will assess critical incident and determine content and extent of communication plan.
- 4) Based on assessment, communication plan will be distributed by the Executive Director or President of Board to some or all of the following contacts: current parents of MFT athletes, full MFT Board of Directors, Program Director, Coaches, the public.
- 5) There will be one spokesperson designated by the Executive Director or President of Board for all external media communications, and all other personnel need to defer to that person.

Other non-critical, but important, communications will be handled as follows:

- 1) If there is a breach of the Code of Conduct by an athlete resulting in disciplinary action, the Program Director will send a confidential email or communication to the Board President explaining the incident.
- 2) If there is a major infraction of the Code of Conduct resulting in a disciplinary action, the Program Director will inform the Board of Directors.

ORIENTATION MEETING

Each fall, MFT will host a Parent & Athlete Information Meeting. This is a good time to learn about specific program details, the different types of team provided, program goals and objectives, overview of policies and procedures, and for parents and athletes to ask questions. Attendance at this meeting is strongly encouraged.

MFT PROGRAM & CAMP FEE POLICIES

Program and camp fees vary depending on the program/camp option. See program and guide on the MFT website for detailed pricing. When Camps are offered details of pricing and invitations will be emailed to all Athletes on the Jr. Comp and Comp teams for each discipline. All program, camp, and event fees must be paid in full or on installment prior to each training stage, camp, event, or new registration period.

If a participant's payment of fees and other expenses are not received by payment deadlines, that participant may have program/competition privileges revoked until the account is made current.

REFUND POLICY

Program Fees Refunds:

- A. Upon registration and initial payment of program fees, refunds may be requested through the MFT Executive Director as follows: For voluntary and involuntary (documented illness, injury or family relocation) withdrawal MFT will retain 30% of the program participant's program fee for administrative fees plus an additional pro-rated monthly fee for the period the participant was registered for the program. No refunds of program fees for voluntary withdrawals will be made after the second week the Athlete is in the program.
- B. For involuntary withdrawal (documented medical illness or injury or family relocation) refunds may be available. Request for refunds in this category must be made to the Executive Director in a timely manner.
- C. There are no refunds given due to late openings of Snowbowl.

Camp Fee Refunds:

Camp related expenses paid by MFT in advance of a camp that are non-refundable to MFT will not be refunded. If a refund is approved, MFT will retain \$100 administrative fee.

Competition, and Training Event Fees Refunds:

If an athlete cancels participation in a competition, or training event* refunds typically are not allowed, but any refund request must be approved by the Executive Director. Competition, or training event related expenses paid by MFT in advance of the event that are non-refundable to MFT will not be refunded. If a refund is approved, MFT will retain a \$35 administrative fee.

See also US SKI & SNOWBOARD, Northern and Intermountain Division refund policies.

*An “event” is defined as a home or away competition, and some other training opportunities.

MFT TRAVEL FEE POLICIES: FOR COMPETITION, AND TRAINING EVENTS

Prior to an event* athletes will be emailed information to find event fees. If a coach is taking athletes parents will be emailed an estimate of expenses for the event. Estimates are approximated expenses. It is not possible to calculate exact costs prior to an event. Cost estimates are based on fixed and variable costs and vary from discipline to discipline. These costs may include, but are not limited to, lift tickets, lodging, transportation (road and air), gas, meals, banquet fees, coaches’ expenses & wages, and administrative surcharge. The trip estimate will itemize cost categories.

Athletes are required to pre-pay in advance of the event the flat fee estimate of expense for the event. After the event, costs are reconciled and an athlete is charged actual costs of the trip. If there was an over-estimate, an athlete's account is credited the difference. If there was an under-estimate, an athlete's account is charged the difference and invoiced. Accounts may be accessed at any time by contacting the MFT.

Refunds for cancellations are typically not allowed, but any refund situation must be approved by the Executive Director.

*An “event” is defined as a home or away freestyle competition, and some other training opportunities.

TRAVEL AND LODGING POLICIES

- Travel and lodging policies vary from event to event.
- Travel and lodging policies are subject to change throughout the season and will be updated.
- If an athlete violates MFT Code of Conduct and Disciplinary Rules while traveling with MFT or at an away event, the athlete may be sent home immediately at the parents' cost at whatever means is most convenient. No reimbursement of program or event fees will be made.

Competitors and families are responsible for their own travel and lodging at away events. The Executive Director will publish a competition schedule with recommended accommodations. However, it is the responsibility of each family to make their own hotel reservations. Coaches are not responsible for the supervision, chaperoning, or travel arrangements for any MFT freestyle athlete when traveling to away contests. At times, a coach may provide a ride for an athlete. It is assumed that athletes will be responsible for themselves. Parents are responsible to provide supervision for their children. At away events, the sole responsibility of a MFT Freestyle coach is to provide on-snow coaching.

MFT SCHOLARSHIP PROGRAMS

Please refer to MFT website
for current application deadlines and instructions.

MFT designates a certain amount of money for scholarships and obtains donations for scholarship use. MFT makes it a priority to raise funds for, and give out as many, scholarships as possible in a given year. Funds, however, are not guaranteed to be available every year.

Scholarships are available for all Athletes and are need based. Scholarship applications are done via the process on the website. The Scholarship Committee is charged with management and oversight of the Scholarship Program.

Criteria for consideration:

- Must be a registered participant of MFT for the upcoming season
- Must submit application form and required documents
- Must provide a letter describing athlete's need for this scholarship

General Policies of Scholarship Programs:

MFT Athletes and families who receive and accept scholarships from MFT through the Scholarship Program must agree to adhere to the policies and procedures set forth by MFT. If an athlete, and/or his/her family, who receives a scholarship violates MFT policies and procedures, or withdraws from MFT for a non- injury related reason, the athlete and his/her family may be responsible for refunding a prorated share of the scholarship.

TRANSPORTATION POLICY

Athletes are generally responsible for their own transportation, as well as the cost of getting some coaches to the events. On occasion a coach may transport athletes in their personal vehicle. This will not be done without parent consent. Fees related to MFT-provided transportation vary depending on the event/competition the transportation is used for. In general, when a coach provides transportation, MFT athletes will be charged an equal share of the total mileage of the trip, which is charged at the current federal milage rate. For more details on transportation use and fee policies, please contact the Executive Director. Any damage to a vehicle caused by a MFT athlete will be the responsibility of the offending athlete.

Seatbelt use shall be mandatory on all MFT trips. While MFT takes athlete safety very seriously, it is nearly impossible for coaches to enforce a seatbelt policy. Therefore, we urge parents to initiate dialogue with their children and reinforce the necessity of wearing a seatbelt.

CONCUSSION POLICY

Pursuant to Montana State Law and US SKI & SNOWBOARD Concussion policies, any MFT athlete suspected of having sustained a concussion/ traumatic brain injury must be removed immediately from participation in any MFT sporting event (e.g. sanctioned training, practice, camps, competitions or tryouts), by any MFT agent or coach overseeing such sporting event.

The athlete will be prohibited from further participation until evaluated and cleared in writing to resume participation in MFT sporting events by a qualified health care provider. The health care professional must certify to MFT in the clearance letter (the "Clearance Letter") that he/she has successfully completed a continuing education course in the evaluation and

management of concussive head injuries within three years of the day on which the written statement is made.

Upon removal of an athlete from participation for a suspected concussion/traumatic brain injury, the MFT agent or coach making the removal will also inform US SKI & SNOWBOARD Competition Services in accordance with the US SKI & SNOWBOARD Concussion Policy for US SKI & SNOWBOARD members. In addition to providing a Clearance Letter to MFT, athletes who have subsequently been medically cleared to resume participation must also provide the Clearance Letter to US SKI & SNOWBOARD Competition Services in order to be permitted to participate in US SKI & SNOWBOARD sporting events.

MFT will notify Athletes of concussion baseline testing available in the fall.

RETURN FROM INJURY POLICY

Any MFT athlete suspected of having sustained an injury must be removed immediately from participation in any MFT sporting event (e.g. sanctioned training, practice, camps, or competitions), by any MFT agent or coach overseeing such sporting event.

Upon removal of an athlete from participation for a suspected injury, MFT coach making the removal will also inform the athlete's parent or guardian.

If the athlete seeks medical attention through professional medical provider, the athlete will be prohibited from further participation until evaluated and cleared in writing to resume participation in MFT sporting events by a qualified health care provider.

If an athlete does not seek medical attention from a professional medical care provider, the athlete's parent and MFT coach will evaluate return to sport.

VOLUNTEER PROGRAM

MFT Fundraising and Events help offset program expenses to keep fees as low as possible. Program fees do not cover all of MFT expenses for a year. Fundraising events which bring necessary revenue to the club require the assistance of many, much- appreciated volunteers. Volunteers should indicate in the registration process if they can volunteer. Families will be contacted by email throughout the year with requests to volunteer. Families should consider making a tax-deductible donation if they will not be able to volunteer.

Volunteer opportunities include, but are not limited to:

1. Fundraising Events, such as:
 - a. MFT movie(s)
 - b. Rail Jams
 - c. Kettlehouse
2. Competition Events:
 - a. Mogul Competitions
 - b. Slopestyle Competitions
 - c. Big Mountain Competitions
 - d. End of the year Fun Contest
3. Team & Events Committees: The Board and Executive Director help organize the volunteer power and provide guidance.
4. MFT license plate: Purchase of the MFT license plate for your vehicle(s) ensures a steady stream of income to MFT. This is a very important part of our efforts.