

## **Team Member Conduct Policy**

In this policy, Phoenix Multisport, Inc. is also referred to as PM.

### **Overview**

Most of the PM team member conduct policy can be summed up in two words: common sense. PM's primary purpose is to help its members to stay sober by encouraging an active lifestyle.

To enable members to pursue their sport(s) of choice and a commitment to sobriety, PM will use reasonable efforts to maintain a safe environment at all times. In order to better achieve this desired level of safety, PM and its members shall adhere to the following guidelines:

### **Sobriety**

PM members must be committed to maintaining a sober lifestyle. Recognizing that there will be members who occasionally relapse, members will be suspended during any time at which they are not committed to sobriety. However, PM will generally welcome them back if a new commitment to remain sober is deemed credible by PM Chapter Director, Assistant Director, or Senior Instructor, this distinction is left to their sole discretion. PM welcomes those new to recovery and its staff believes that participants who are newly committed to a sober lifestyle will benefit greatly from developing new healthy and positive habits in the beginning stages of their recovery. PM's primary requirement for those new to sobriety is that they have 48 hours of uninterrupted sobriety before attending any Sanctioned PM Event and have a stated verbal commitment to remain sober. If a PM staff member believes that a participant may have alcohol or drugs in his or her system at any time, the participant will be asked to leave and will not be permitted to participate.

\*\*\*PM IS NOT A SUBSTITUTE FOR OTHER RECOVERY PROGRAMS, REHABILITATION, OR any other forms of treatment (12 step or otherwise). PM's primary goals are to (1) introduce individuals committed to living sober to specific recreational activities, (2) maintain an environment in which they can learn about various athletic disciplines. (3) expand their community to include other individuals also committed to sobriety.

### **Tobacco**

PM strongly discourages the use of tobacco in all instances. There will be no tobacco use permitted at Sanctioned PM activities. Exceptions may be made on multi-day trips.

### **Speech**

The need to foster and maintain a safe environment is paramount; threatening, suggestive, or inappropriate speech will not be tolerated toward PM members or the general public. PM will maintain a zero tolerance policy for speech that could be considered racist, homophobic, sexist, threatening, or otherwise inappropriate. Final judgment of what is, or is not, acceptable lies with the PM staff member running the Sanctioned PM Event, and is in his/her sole discretion. The use of inappropriate speech may result in a warning and/or

request to leave the event, as well as the possibility of immediate suspension of the offending member from all Sanctioned PM Events.

### **Dating/Relationships Among Team Members**

Since it is the stated purpose of Phoenix Multisport to create and maintain a safe environment for all members, the relationships between team members are important. While no policy can anticipate all of the complexities of this subject, PM will adhere to the following general set of rules and suggestions at all Sanctioned PM Events:

1. Members are strongly encouraged to stay focused on the activities and growing in their sobriety rather than looking at PM events as a way to meet romantic partners.
2. Any behavior that could be perceived as threatening will not be tolerated. Any unwelcome advancements, physical contact, or speech by a PM member that is directed or perceived to be directed toward another member or staff member will result in the immediate suspension of the offending member from all Sanctioned PM Events. The distinction between safe and unsafe and threatening and non-threatening behavior is a matter of common sense, PM staff will make final decisions regarding such matters in their sole discretion.
3. If any PM participant feels that a PM member or PM staff member has engaged in inappropriate behavior, he or she should report the alleged behavior to the Chapter Director immediately.
4. Appropriate clothing must be worn for the activities.

### **Representation and use of Phoenix Multisport's name and equipment**

The members make up the face of Phoenix Multisport; therefore, be aware of this while wearing anything representing or evidencing involvement with PM (i.e. shirts, jerseys, hats, bracelets).

If a PM member relapses into his/her addiction, he or she should retire all of his or her PM outerwear until he or she is able to recover his or her sobriety and appropriately represent PM in the community.

Since Phoenix Multisport is an organic organization that will grow as a result of positive changes in its members' lives and demonstration of the same to the community and general public, PM members should be willing to answer basic questions about what involvement in PM means. While wearing the Phoenix Multisport logo, a member should be comfortable speaking about his or her personal experiences with PM and its activities, but Members should never speak on behalf of Phoenix Multisport unless formally asked to by PM leadership. Members should generally do their best to represent PM to the community in a positive light.

### **Group Safety**

For the safety of team members and its staff, Phoenix will check public information sources to determine if participants in activities are currently under arrest for or have been convicted of crimes involving violence or sexual offenses. In determining whether these individuals may participate in Phoenix activities, Phoenix staff will consider the nature of the offense and when it occurred. This information will be treated with a high degree of confidentiality.

PM is not affiliated with and does not represent any other programs or organizations. PM and its members shall respect the privacy of members' involvement in other sobriety programs.

### **Equipment usage**

A participant who intentionally or through gross negligence, causes any damage to Phoenix Multisport property shall be responsible for the replacement cost of such damaged property.

If a participant is using his or her own equipment at a Sanctioned PM Event, the participant is responsible for determining that the equipment is safe, appropriate and in good operating condition. An Instructor or Apprentice Instructor has the authority to determine if a participant's personal equipment is unsafe to be used at a Sanctioned PM Event. Following a determination (to be made in the Instructor or Apprentice Instructor's sole discretion) that equipment is unsafe or inappropriate for use; a participant shall leave the event or shall use PM equipment. Depending on the nature of the activity or event, a participant may be allowed to stay and observe the activity.

### **Environmental awareness**

The majority of PM activities occur outdoors. As such, PM members should have a personal and corporate interest in the protection of the environment. It is strongly suggested that you avoid the excess use of fossil fuels while attending Sanctioned PM Events by using public transportation, carpooling, walking or riding to events. Please leave outdoor settings better than you found them by packing out more than you packed in. Your goal should be to "take only pictures and leave only footprints."

### **Staff discretion**

PM staff is composed of trained and experienced men and women. They are generally experts in their fields and have solid uninterrupted sobriety. During any Sanctioned PM Event, the staff member's word is final in all policy matters. By attending a Sanctioned PM Event, you are agreeing that the staff member running the trip has the final determination on all matters, whether technical (involving equipment) or other (behavior issues or suspicion of drugs or alcohol).

### **Definition of Terms for Team Members:**

- **Senior Instructor:** An Instructor who leads his or her discipline and who manages other Instructors within the same discipline. If a Senior Instructor is not available for a particular discipline, refer to the Local Director.

- Instructor: A Staff Member who is the specified leader for a Sanctioned PM Event. Instructors shall be designated by the Director of Operations, Team Director, or Regional Director.
- Apprentice Instructor: A Team Member who has demonstrated a proficiency in his or her discipline and the desire to acquire the skill set required to be qualified as an Instructor. This person will generally work closely with and aid an Instructor in leading Sanctioned PM Events and will receive additional training in his or her discipline. A Team Member who is interested in becoming an Apprentice Instructor should apply with the Senior Instructor of the discipline. The Director of Operations, Team Director, or Regional Director will determine when an Apprentice Instructor may become an Instructor.
- Volunteer Assistant: A Team Member who has (1) demonstrated sufficient proficiency in his or her discipline to share knowledge concerning the discipline with other participants, (2) demonstrated good judgment and communication skills in attending and participating in Sanctioned PM Events, and (3) satisfied the Team Member sobriety requirement and any other requirements set from time to time by the Local Director or Senior Instructor. A Team Member's qualification and designation as a Volunteer Assistant may only be made by the Local Director or Senior Instructor.
- Team Member: A regular participant at Sanctioned PM Events who has joined PM as a member through the PM website, is committed to living sober, and abides by all policies set forth in this manual or otherwise promulgated by PM. The Local Director may disqualify a Team Member utilizing his or her sole discretion.
- Participant: Any person involved in a Sanctioned PM Event who is currently sober.
- Sanctioned PM Events: Sanctioned PM Events shall only refer to those activities, events, and trips that are (1) identified as such on the Events Page of the PM website, and (2) attended to by an Instructor or an Apprentice Instructor. If a Sanctioned PM Event is removed from the web site or marked as cancelled at any time prior to the event time, and Team Members or Participants choose to still partake in the event, it will be considered "Social Networking" and not sanctioned or endorsed by Phoenix Multisport.
- Social Networking: These activities, events and trips are in no way endorsed, sanctioned, staffed, overseen, insured, or instructed by Phoenix Multisport or PM staff, even if a PM staff member is involved in the coordination, setup, or organization of an event or attends an event or activity. Social Networking events

and activities will not appear on the Event Page of the PM website, but may appear on the Forum page of the website.

**Description of Activity Intensity**

Phoenix Multisport may categorize activities on a challenge scale of 1-4. When this is done, it is to help participants understand the progression of skills and experience necessary for each discipline or activity. These levels will likely include:

- 1. Beginner
- 2. Intermediate
- 3. Advanced
- 4. Expert

Please discuss with the Instructors what level activities best fit you.

All participants must fill out PM waiver forms before participating in any Sanctioned PM Events. Upon request, a staff member will explain the waiver form and any questions relating to particular language or inherent risks of disciplines.

By signing below, you are acknowledging that you have read this Team Member Conduct Policy and that you hereby consent and agree to abide by the policies described herein. Failure to adhere to the policies described above may result in your immediate suspension and/or permanent dismissal from PM events. If you have any questions regarding any language or specific policy described above, you should discuss your concern with a Phoenix Multisport Staff Member before signing.

Printed Name \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_