

PHOENIX MULTISPORT TEAM MEMBER AGREEMENT

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

Overview

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, members/participants shall adhere to the following guidelines, By signing this Team Member Agreement, you acknowledge that PM may, in its sole discretion, suspend or permanently terminate your involvement in activities.

Sobriety

PM members must be committed to maintaining a sober lifestyle. Recognizing that there will be members who occasionally relapse, members may be suspended during any time at which they are not committed to sobriety. However, PM will generally welcome them back if a new verbal commitment to remain sober is deemed credible. 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 participation is 48 hours of uninterrupted sobriety before attending any PM Event and a stated verbal commitment to remain sober. If a PM staff member believes that a participant may be under the influence of alcohol or drugs, 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 PM activities. Exceptions may be made, in the sole discretion of the event leader, on multi-day trips.

Speech

The need to foster and maintain a safe environment is paramount: threatening; sexually 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 inappropriate lies with the PM staff member running the 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 participant from all PM Events.

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.

Appropriate Behavior: 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 among team members are important. While no policy can anticipate all of the complexities of this subject, PM will adhere to the following guidelines at all 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 sexual or romantic partners. In addition there is absolutely no dating permitted between PM staff or Volunteer Instructors and Team Members.

2. Any behavior that could be perceived as threatening will not be tolerated. Any unwelcome advances, physical contact, or speech by a PM participant that is directed or perceived to be directed toward another member or staff member may result in the immediate suspension of the offending member from all PM Events. 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 any PM Director level staff at 303.440.0547.

4. Appropriate clothing must be worn for the activities.

Representation and use of Phoenix Multisport's name and equipment

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/she is able to return 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, PM will check public information sources to determine if members 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, a special member review panel will consider the nature of the offense and when it occurred. This information will be treated with a high degree of confidentiality.

Equipment usage

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

If a participant is using his or her own equipment at a PM Event, the participant is responsible for determining that the equipment is safe, appropriate and in good operating condition. An Instructor or Apprentice/Volunteer Instructor has the authority to determine if a participant's personal equipment is unsafe to be used at a PM Event. Following a determination (to be made in the Instructor or Apprentice/Volunteer 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 interest in the protection of the environment. It is strongly suggested that you avoid the excess use of fossil fuels while attending 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 individuals. They are generally experts in their fields. During any PM Event, the staff member's word is final in all policy matters. By attending a PM Event, you are agreeing that the staff member running the event has the final determination on all matters, whether technical or other.

Definition of Terms for Team Members:

- Instructor: A Staff Member who is the specified leader for a Sanctioned PM Event.
- Apprentice/Volunteer Instructor: An individual who has demonstrated a proficiency in a discipline(s) or 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: An individual who is willing to help out.
- Team Member: An individual who has signed the PM waiver, conduct policy and medical information form.
- Participant: Any person involved in a PM Event who adheres to the sobriety requirement and has signed the DMIF and waiver.
- 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.
- Supporter: A participant who is a friend or family member who attends events in support of a team member/participant and respects the PM environment as stated in the event description.
- Social Networking: These activities, events and trips are not sanctioned, staffed, overseen, insured, or instructed by Phoenix Multisport 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.

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 Agreement 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 _____