



P.O. Box 20965, Roanoke, Virginia 24018

Roanoke Ski Club Code of Conduct

The Roanoke Ski Club (“RSC”) is committed to providing a safe and welcoming environment for all members, whether during the RSC’s trips, membership meetings, happy hours, or other activities. To promote safety and comfort for all, all members are asked to act appropriately at all times while participating in RSC activities.

We expect members to act maturely, to behave responsibly, and to respect the rights and dignity of others. RSC members have the right to be free from racial or ethnic slurs and other discriminatory comments, unwelcome sexual advances, and other verbal or physical conduct of a sexual nature. This Code of Conduct outlines prohibited actions. The actions listed below are not an all-inclusive list of behaviors that may be considered inappropriate.

- Comments of a discriminatory or demeaning nature
- Harassment or intimidation by words, gestures, body language, or other behavior
- Physical contact with another person in an angry, aggressive, or threatening way
- Verbally abusive behavior, including angry or vulgar language, swearing, name-calling, or shouting
- Sexually explicit conversation or behavior; unwelcome sexual contact with another person

Members and guests are encouraged to take responsibility for their personal comfort and safety by asking any person whose behavior threatens their comfort to refrain from such behavior. Anyone who feels uncomfortable in confronting a person directly should report the behavior to the RSC President or another Board member.

The RSC President and/or the Board will investigate all reported incidents. Suspension or termination of RSC membership privileges may result from a determination by the RSC Board of Directors in its sole discretion that a violation of the Code of Conduct has occurred. In addition, the Board in its sole discretion retains the right to decline to accept on a trip any person who has violated the Code of Conduct or whose behavior or mental condition may impede the operation of the trip or result in detriment to other participants on the trip.