



CAF PARTICIPANTS CODE OF CONDUCT

Challenged Athletes Inc. (DBA Challenged Athletes Foundation) or “CAF” requires that participants conduct themselves in a safe and respectful manner to help maintain a fun and welcoming environment throughout the program/event.

The Code of Conduct is intended to help provide a positive experience. A “participant” includes but is not limited to sponsors, athletes, coaches, volunteers, parent/guardian/spouse and anyone accompanying sponsors/athletes/coaches/volunteers at a CAF sponsored event. All must read and adhere to the Code of Conduct.

Everyone is expected to adhere to the following guidelines:

Guidelines

- ▶ Treat each other with respect and consideration. All forms of harassment, discrimination, and bullying are strictly prohibited and will not be tolerated. Harassment is any conduct which could reasonably be anticipated to create or that does create an intimidating, hostile, or offensive environment. This includes but is not limited to the following: obscene gestures, unwanted or inappropriate physical contact, use of profanity, jokes, display or circulation of inappropriate written materials or pictures and threats which are derogatory to a person’s gender, race, color, religion, creed, sexual orientation, national origin, ancestry, age, disability, political beliefs, appearance, or ethnicity. These guidelines extend to social media when tagging or referencing CAF and any member of our staff or community or otherwise, by either a participant or past participant. Posts that include derogatory, demeaning, inflammatory, offensive, disrespectful, hateful, or otherwise inappropriate comments will not be tolerated. Do not refer to CAF in political or opinionated correspondence or comments.
- ▶ Interact in a respectful and professional manner with CAF athletes, grantees, other participants, volunteers, staff, and Board members. Treat all CAF constituents with dignity, courtesy, and respect.
- ▶ Do not be under the influence of any substance that may impair ability to participate in activities or may put oneself and/or others in danger.
- ▶ Do not smoke or use tobacco products of any type, including e-cigarettes at program/event activities.
- ▶ Do not use or possess alcohol if under the age of 21 and not while participating in any physical or sport activities and/or assisting athletes with any physical or sport activities.
- ▶ Obey all applicable local, state, and federal laws.

- ▶ Comply with instructions and safety guidelines from CAF staff and appointed program/event leaders and/or coaches. This includes but is not limited to wearing required protective gear, not behaving in an unsafe manner, not putting oneself or others at risk of physical harm or legal liability, disobeying safety signs and rules.
- ▶ Do not knowingly misrepresent oneself as a representative of CAF or member of CAF staff.
- ▶ Do not solicit other participants for personal gain.
- ▶ Keep all event areas neat and clean and be respectful of the program/event space.

CAF takes violation of the code seriously. Please report any practice or situation that endangers the health, safety, or well-being of yourself or any program participant to a CAF staff member or send an email to hr@challengedathletes.org. Participation in a CAF event is a privilege, not a right. CAF reserves the right to refuse registration or admittance to, or remove any person from, any present or future CAF program or event at any time, in its sole discretion, for failure to comply with this Code of Conduct. CAF will not be liable for any costs incurred as a result of a participant's removal from a program or event. Please note that, while CAF takes all reported concerns seriously, we will use our discretion in determining when and how to respond to reported incidents and may decline to take any further action and/or may direct the participant to other resources for resolution.



Challenged Athletes Foundation
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