



TEAM ALPENTAL SNOQUALMIE SKI FOUNDATION

Drug and Alcohol Policy

Member Athletes J3-J1

This policy sets forth the expectations, requirements and consequences for Team Alpentel Snoqualmie Ski Foundation junior racers in age classifications of J3, J2 and J1 with respect to the use of alcohol and illegal or unauthorized drugs while Athletes are members of TAS. This policy is in effect at all times.

The Policy's principal goals are to:

1. Benefit all of the Athletes;
2. Foster an environment that does not endorse or condone the illegal or improper use of drugs, alcohol, and tobacco;
3. Provide an environment where impressionable young athletes are not exposed to social pressures that might lead them into illegal or improper use of drugs, alcohol and tobacco;
4. Provide clear expectations for proper conduct and the potential consequences for inappropriate conduct;
5. Provide TAS coaches and directors an effective method for fairly addressing situations that potentially involve illegal or improper use of drugs or alcohol.
6. Provide a discrete foundation for keeping the influences of these substances from undermining the productive efforts of the team.

TAS coaches and directors are authorized to use non-invasive (i.e. breath, urine, and premises inspection) methods of inspecting Athletes and their belongings:

1. For Cause. When a TAS coach or director holds a good faith belief based on articulable facts or circumstances that: (i) an Athlete's behavior, odor, appearance, or other indicia indicates that such Athlete has improperly used drugs or alcohol; (ii) an Athlete is in a location at which there has been improper use of drugs, alcohol, or tobacco; or (iii) a credible report has been received that an Athlete has improperly used drugs, alcohol or tobacco.
2. Random Tests. On a randomized basis of individuals, groups, or all Athletes; and
3. Follow-Up Testing. In the event a prior For Cause or Random Test resulted in a non-negative finding, follow-up testing may be a condition of the Athlete's continued participation, and such follow-up tests may be conducted at any time and with such frequency as TAS coaches and directors deem necessary or prudent.

Testing Guidelines and Immediate follow-up:

1. TAS coaches and directors will use good faith efforts to conduct all tests pursuant to the Policy and maintain the results thereof in a confidential manner divulging such information only: (i) as necessary to effect the goals of the Policy; (ii) to the extent divulged by the Athlete; or (iii) as necessary to comply with the needs or requirements of any judicial or administrative process.
2. In the case of a positive test result, the Athlete shall have the right to an immediate second test. The Athlete shall have the right to have at least one other witness (a coach or designated board member) in attendance at the retest.
3. Any Athlete receiving a positive test result and electing not to have a second test or an Athlete receiving a positive test result in a second test may be immediately and/or permanently barred from further participation in any and all TAS competitions, transportation, and coaching. Thereon, the Athlete shall immediately be the sole and exclusive responsibility of the Athlete's parent or legal guardian, who shall arrange for the future room, board, and transportation requirements of the Athlete. TAS shall use good

faith efforts to attend to the Athlete until the parent or legal guardian, acting in good faith through the use of diligent efforts, directs otherwise.

4. Athletes who have tested positive shall be offered the opportunity to receive follow-up testing by a Medical facility approved by TAS. This testing must be initiated and paid for solely by the Athlete. TAS will consider the results of such Athlete provided test results in evaluating appropriate discipline, if any; however, such test results shall not be dispositive or otherwise assure reinstatement.

5. TAS reserves the right to permanently suspend team privileges to any Athlete who produces a positive test result under the Policy.

Reinstatement or Appeal:

1. Any Athlete wishing to appeal discipline imposed under the Policy may file a request with the team Director or with a member of TAS' Board. The Director and Executive Committee of the Board will hear all appeals and requests for reinstatement. TAS is not obligated to grant any request for reinstatement, reverse any discipline imposed, or refund any tuition or other payments made to TAS by or on behalf of the Athlete.

2. To initiate an appeal, both the Athlete and the Athlete's parent must submit letters of their own hand, detailing the basis for the appeal and/or the plan for assuring that drug and alcohol use will not be repeated.

3. Decisions of the Director and Executive Committee with respect to any such appeal shall be final and binding.

TAS Drug and Alcohol Policy CERTIFICATE OF RECEIPT

I, _____ (Applicant), certify that I have read and understand Team Alpental Snoqualmie Ski Foundation's (TAS) Drug and Alcohol Policy, which sets forth TAS' policy and procedures regarding illegal use of drugs and alcohol by team members. I have read the policy and will contact the Director or designated Executive Committee Board Members if I have any questions.

I understand that:

- My compliance with the policy is a condition of my (continued) participation in the TAS ski race program;
- I acknowledge and agree that I am subject to mandatory drug and alcohol testing under the policy;
- I acknowledge and agree that at any time that I am traveling with TAS or competing as a TAS athlete, TAS shall have the right to inspect the premises in which I am staying, the vehicles in which I am traveling, and the clothing, bags, containers and items that are under my ownership, possession or control for drugs, alcohol or other contraband; and
- I will be subject to appropriate disciplinary action up to and including termination of privileges to participate in team activities and other appropriate conditions as determined by TAS if I refuse to cooperate in a test under the policy, if I test non-negative for drugs or alcohol, or if I otherwise violate the policy.

I acknowledge and agree to the foregoing.

Member Athlete Signature

Date and Time

Member Athlete Parent Signature

Date and Time

