

Alpine Skies Code of Conduct

Every human being is endowed with dignity. Alpine Skies believes that every person is a child of God and that Christian charity should guide all interactions within Alpine Skies' programs. Each person's dignity demands refined speech, respectful behavior, and genuine care from everyone involved.

Alpine Skies has zero tolerance for any abuse of minors who participate in Alpine Skies' activities, whether by an adult or a minor.

This Code of Conduct applies to all Mentors, Volunteers, and Adult Participants in their interactions with minors involved in Alpine Skies' programs, whether those interactions occur during or outside of scheduled programming. For clarification about any guideline or anything not specifically addressed here, speak with the Program Director.

1. Alpine Skies does not tolerate any abuse of minors. Abuse of a minor will result in immediate disciplinary action, which may include dismissal and cooperation with law enforcement.
2. Whenever an individual adult is with an individual minor, they should remain in view of others and avoid being alone in an isolated place. Meetings should occur with an open door or a window allowing visibility.
3. Priests should hear confessions and give spiritual direction to minors only in a confessional with a screen, in a room with a window in the door allowing them to be easily seen, or in a place where they are in the sight of other people (but out of earshot). Priests should hear the confessions of and give spiritual direction to females only in a confessional with a screen.
4. Priests will not provide spiritual direction to minors through electronic means; it may only be given in person.
5. No adult should ever be alone with a minor in a bedroom. Minors should not enter an adult's bedroom, and a minor should not be alone with an adult in the latter's private living quarters.
6. In overnight programs, priests must have their own bedroom.
7. Overnight programs or day trips must include a sufficient ratio of mentors or staff to minors, and never fewer than two adult mentors.
8. In overnight programs, no adult may share a bedroom (or tent) with minors. Minors should sleep in single rooms or in rooms of three or more.
9. Adults and minors must have separate bathrooms, showers, and changing areas or use them at separate times. No adult should shower or dress in the presence of minors and vice versa. Minors changing together should use robes or towels for privacy. All showers must be individual stalls.
10. An adult must never be alone in a vehicle with a minor, except in an emergency (e.g., transporting an injured minor to urgent care). A minimum of three people should be present (two adults and one minor, or one adult and two minors).

11. Written parental approval is required before a minor attends an overnight program.
12. Bullying, intimidation, or verbal abuse by adults or minors is strictly prohibited.
13. Adults must avoid physical contact that is sexual or could be misinterpreted as sexual. Wrestling and roughhousing are not permitted.
14. Adults must never offer or permit minors to smoke, drink alcohol, or use illegal drugs. Possession or use of marijuana is prohibited regardless of civil legality.
15. Program-related text messages with high-school-age minors are allowed only with prior general parental approval.
16. Phone or audio conversations with minors require general parental approval. Video calls must occur within view of another staff member or while the minor is in view of a parent. For minors younger than 7th grade, staff must first speak with the parent before each call.
17. Meetings with minors outside scheduled program hours require parental approval and adherence to all other policies.
18. Adults may not give individualized gifts to minors unless a parent approves a specific gift.
19. Adults must never show or give minors pornographic or indecent material. Conversations about chastity should emphasize positive virtue.
20. The access, display, production, possession, or distribution of pornography on Alpine Skies property or in connection with Alpine Skies' programs is strictly prohibited.
21. Anyone who knows or suspects that a minor has been abused in connection with any Alpine Skies program must immediately inform the Program Director. Adults who work with minors must comply with all state reporting laws.
22. Alpine Skies takes every allegation of abuse seriously and will cooperate with civil authorities. Staff must fully cooperate with any investigation; failure to do so may result in dismissal.
23. If a minor reports abuse, staff should listen calmly, ask only necessary details (who, when, what), and assure the minor that the Program Director will be informed. The minor should be encouraged to tell his parents or guardians.