



# CADS Ambassadorship

---

## Codes of Ethics and Conduct for CADS Ambassadors

### **Ambassadors**

With the new full Certification Levels and Module Certification levels it became apparent that CADS required Instructors to accept an Ambassador role in the community.

Every CADS individual should consider themselves as ambassadors for the adaptive sport and guide their actions accordingly. Anyone representing CADS, whether Volunteer or Certified Instructor or Module Specialist displays an image in the community.

In anticipation of many courses being taught in the near future, CADS has determined that an Ambassador image is required for the public to view and assess from the Ambassador's action the status of CADS as a National organization for adaptive snowsports.

### **CADS Ambassador**

As stated above with increased certification courses CADS requires a group of instructors to be on display as Ambassadors. To this end, the CADS Technical Committee (TC) has determined that any CADS Level 3 Course Conductor, Level 4 Instructor and Level 4 Examiner are designated CADS Ambassadors. At some point in the future they will be recognizable on hill with distinctive jackets or markings. For them the Codes of Conduct and Ethics will be followed rigidly.

In the future it may be that from this group a team may be formed to attend an Adaptive International symposium to obtain knowledge on technique and teaching procedures from other countries and share the CADS story and teaching methodology with others.

## **Code of Conduct**

This Code is applicable to all personnel working with adaptive participants.  
*The CADS Ambassador will be held to a higher standard.*

### ✓ ***Duties***

- Support personnel and partner organizations
- Provide up to date CADS instruction
- Attend CADS professional development and training sessions when available
- Demonstrate exemplary professional behavior at all times on or off the hill
- Be empathetic with participants and other CADS instructors
- Be respectful when dealing with problems
- Be responsible

### ✓ ***Professionalism***

- Provide a consistent professional image
- Adopt appropriate personal grooming and appearance
- Dress appropriately adopting clothing that is clean and in good condition
- Maintain a positive “can do” attitude
- Be punctual at all times
- Show respect for participants and peers
- Maintain a knowledge of Resort policies
- Be fully aware of the power in relationships between Course Conductor and/or CADS Instructor and participant – avoid sexual intimacy, sexual harassment by yourself and others

### ✓ ***Safety and Responsibility***

- Be fully versed in the Duty of Care
- Know and utilize the Alpine Responsibility Code

## **Code of Ethics**

### **✓ *Respect for Peers and Participants***

- Act in a manner respectful to all participants
- Use appropriate language when addressing and discussing participants (Words with Dignity)
- Provide feedback to participants in a caring sensitive manner
- Respect individuality and refrain from intruding in personal affairs
- Treat all participants in an equal manner regardless of race, athletic potential, colour, religion, political beliefs, social status, sexual orientation, place of origin.
- Empower participants to be responsible for their own behavior, performance and decisions
- Keep information for each participant confidential both verbally and in written form

### **✓ *Teaching Responsibility***

- Performed safely with the best interest of all participants in mind
- Be responsible to achieve a high level of professional competence through training
- Keep up to date with relevant information
- Be aware of your personal attitudes, beliefs, values and how they may affect your actions as a CADS Instructor
- Do not assume responsibilities outside of your training
- Do not compromise safety.
- Apply every reasonable effort to help the participant achieve success
- Be fully aware of power in teaching relationships between you, the instructor and participants
- Avoid sexual intimacy with participants. Zero tolerance.
- Abstain and hold intolerable all forms of harassment, coercion to engage in sexual activity, or sexual oriented comments, gestures or touching that are unwelcome, offensive, intimidating and harmful

### **✓ *Integrity***

- Be honest, sincere and honourable in relationships with others
- Accurately represent your teaching qualifications, competencies and affiliations
- Declare conflicts of interest

- Avoid discrediting specific ski/snowboard equipment manufacturers, CADS equipment manufacturers, sponsors, suppliers or industry partners

✓ *Honouring Sport*

- Promote the value of sport for all individuals and partners.
- Be a positive role model by maintaining the highest standard of personal conduct, image in personal skiing/snowboarding and teaching skiing/snowboarding in the CADS setting
- Promote cooperation with ski schools, resort, public and other participating groups that promote skiing/snowboarding
- Respect the efforts of others
- Respect the Resort and in particular do not take any privileges given as a right and do not abuse them or cause embarrassment to any instructor or resort personnel