



**PROFESSIONAL
SKI INSTRUCTORS
OF EUROPE** EST
2024

Code of Conduct

At the Professional Ski Instructors of Europe (PSIE), we take our values seriously. They shape our culture, guide our actions, and reflect our commitment to the skiing community. We ask that all PSIE members champion these values in every interaction.

The following Code of Conduct outlines the aspirational behaviours we should all strive for, but also outlines the prohibited conduct that will not be tolerated.

Values in Practice

1. Fun & Safety:

- Create a fun environment where everyone feels welcome and engaged.
- Prioritize the safety of oneself and others, refraining from actions that endanger anyone.

2. Curiosity:

- Embrace every learning opportunity and remain open to new techniques, ideas, and feedback.
- Celebrate the journey of learning and discovery, both personally and for your students.

3. Kindness:

- Maintain a positive and supportive attitude, even in challenging situations.
- Foster an inclusive environment where all individuals, regardless of their background, culture or skill level, feel welcome.
- Reject and combat all forms of harassment, ensuring it's not tolerated within the PSIE community.

4. Respect:

- Uphold respect for oneself, others, the industry, and the planet.
- Empower and uplift others, recognizing their unique strengths and contributions.
- Treat everyone with dignity and fairness and demonstrate professionalism in all interactions.

5. Achievement:

- Strive for excellence, always pushing oneself and encouraging others to reach their full potential.
- Celebrate achievements, both personal and collective, and use them as a steppingstone for further growth.

Specific Behavioural Expectations

- Adhere to Ski Domain Protocols: Follow all ski domain policies & protocols, and under no circumstances should members practice underground teaching or instruction unless they are legally certified/authorised to do so.
- No Illegal Activity: A member cannot be involved in any illegal or criminal activities.
- No Substance Abuse: The use of alcohol or drugs while working for the PSIE or participating in PSIE programs is prohibited.
- The consumption of alcohol during course contact time (on or off snow) is prohibited.
- Boundaries: Maintain appropriate physical and emotional boundaries with students, colleagues, and guests. Avoid any behaviours that could be perceived as inappropriate or predatory.
- Report Concerns: Promptly report any safety concerns, inappropriate behaviours, or potential hazards to the appropriate authority.
- Environmental Care: Act responsibly to minimize environmental impact.

Consequences for Non-Compliance: Non-adherence to this Code of Conduct may lead to disciplinary actions. Such actions could result in members forfeiting the privileges associated with PSIE membership.

Process for reporting complaints: In cases where a violation of PSIE Code of Conduct is suspected, the following process and procedure is recommended.

- Members should contact the PSIE directly to seek advice: info@psie.pro
- For those wishing to submit a complaint details of our neutral and confidential third-party contractor will be provided.