



Parent Handbook & Team Code of Conduct

Earth Treks Climbing Centers
2018 - 2019 Season





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Earth Treks' Climbing Team – History and Mission:

The climbing team was launched in 1998 with eight eager young climbers; just a year after Earth Treks' first climbing gym in Columbia, MD opened its doors. At that time only one of the team members even competed. Today, Earth Treks' climbing team boasts over 100 competitive athletes, and dozens of nationally ranked climbers. Earth Treks Golden opened its doors in late 2013, and in the spring of 2014 Golden's competitive climbing team was launched. We are excited to add Earth Treks Englewood to the Team this fall!

Earth Treks' Climbing Team Goal: *To develop high performing climbing athletes in a way that emphasizes fun, fosters a love of the sport, and supports each team member's personal development and growth.*

Earth Treks' Coaches:

Earth Treks' Climbing Team in Golden is led by Head Coach, Carissa Gross. Carissa is responsible for the development and delivery of coaching sessions as well as coaching at competitions. Carissa also partners with the Youth Program Manager, Tim Rice, with regard to team administration and communication.

Tryout Details and Criteria for Participation:

Team slots are filled by invitation only and require a successful tryout. Tryouts are utilized to ensure that every team member has the motivation, commitment, and determination to participate in team successfully. Everyone on team is part of Team ET, however practices are divided into three levels of team based on age, ability and desire to compete. Space limitations also necessitate the use of competitive tryouts, each age group is limited to 18 participants. **Team members must be between 9 and 19 years of age.**

All climbers, regardless of prior participation, are required to tryout and compete for their spot on the team. Pre-registration for tryouts is required and run annually in advance of the fall season. A second annual tryout *may* be held for the spring season for prospective new team members, but only as space allows.

There is no strict performance requirement used for tryouts; rather each child's climbing ability is





assessed relative to their peers. Their motivation and ability to meet the expectations of the different teams is also taken into account. In all cases prospective team members must demonstrate a positive attitude and a commitment to their personal development as a climber.

All athletes are expected to treat both their peers and coaches with respect both during Try Outs and beyond. By joining an Team ET, you're agreeing to live up to our [Team Code of Conduct](#), and spots on the team can be revoked.

Competitions:

USA Climbing:

All climbing team members will be encouraged to participate in the competitive circuit run by [USA Climbing](#) and practices are often tailored to prepare for upcoming events. The importance of participating in competitions (aka “comps”) grows as climbers progress in the program.

[USA Climbing](#) is the national governing body of competitive climbing in the United States and competitions run from September thru July. Earth Treks competes in the Colorado Region (203). Success at the Regional level sets climbers on a path to the Divisional, National, and even World level. The year is broken into two seasons, Bouldering and Sport/Speed. Membership in [USA Climbing](#) is required to be eligible for upper level competitions. Please note that to qualify for higher level comps (i.e. Regionals and beyond) in the ABS or SCS, athletes must attend at least two local competitions for that series. Visit [USA Climbing](#) for membership registration and competition dates and registration.

Bouldering Season: Bouldering runs from September through February. This series is both youth and adult, so parents, feel free to join up.

Sport and Speed Season: Rope competitions involve top roping, lead climbing, and speed climbing. Sport and Speed season is from March through July. While most rope competitions are youth only, check the USA Climbing website for various events including the adult levels.

Supervision Expectations at Competitions & Transportation:

It takes a big commitment from both kids and their guardians to participate in the USA Climbing competitive circuit. Some competitions (including many regional events) are single day events and only require a short drive, while others are multi day events and may take place across the country. Competitions are often large gatherings and can involve overnights, offsite meals, and social events. The very nature of this travel has inherent risks to youth. ***It's the guardian's responsibility to ensure adult supervision for their children during the entirety of any competition, including the travel, lodging and offsite events that may be occurring.*** Earth Treks' coach's responsibility for the supervision of your child is limited to their coaching duties at the competition venue.

Transportation to competitions is not provided by Earth Treks, but parent carpools may be coordinated. Team members are not permitted to travel with coaches to competitions, or travel in a coach's personal vehicle for any reason.





Communication:

The predominant method of communication will be email. In addition to the emails being sent to team member guardians, group email announcements can also be sent to team members directly if the guardian requests it during the registration process. Facebook communication between coaches and team members/parents will be done exclusively through the [Climbing Team Facebook](#) page.

Announcements about competitions, links to the Team newsletter, etc will be available via the [Parent Portal](#). Tryout dates, results and registration links will also be posted online on the [Team Results & News Page](#).

Contact Info:

Climbing Team Management:

- Golden Head Coach, Carissa Gross
carissa@earthtreksclimbing.com
- Youth Program Manager, Tim Rice
timr@earthtreksclimbing.com
303-222-9564

Climbing Center Management:

- Golden Climbing Center Director, Maren Olsen
maren@earthtreksclimbing.com
303-222-9564 x407
- Englewood Climbing Center Director, Seth Murphy
seth@earthtreksclimbing.com

Corporate Management:

- Indoor Climbing School Director, Janet Hirsch
janet@earthtreksclimbing.com
410-560-5665 ext 206

Our priority is the safety and well being of the youth who participate on the teams. **If at any time a parent, coach, or team member has a concern about the well being of a team member, we encourage them to reach out to the [Youth Protection Committee](#).** This web form allows direct and anonymous communication to Earth Treks' management including the CEO, Robert Cohen, Renee DeAngelis, Chris Jenkins, Scot Heidtman, and Katrina Papavasiliou.



Climbing Team Code of Conduct:

Every participant and coach is choosing to be part of a team with a common mission *to develop high performing climbing athletes in a way that emphasizes fun, fosters a love of the sport, and supports each team member's personal development and growth*. The Code of Conduct spells out the manner in which we'll achieve the team's mission and lays out expectations for both coaches and team members in terms of how they represent the team.

Coach's Code of Conduct:

Earth Treks coaches are given an opportunity to be an enormously positive influence on the kids that they coach, both in terms of their climbing performance and personal development. The Coach's Code of Conduct is intended to reinforce that positive influence as opposed to squelching it. However, being a coach is a privilege with great responsibility. Coaches must appreciate and respect the inherent power imbalance that exists in the relationship between a coach and a team member. Coaches are conduits through which the values and goals of the sport are channeled to athletes. Thus, how athletes regard their sport is often dependent on the behavior of their coach. The first item in the Coach's Code of Conduct refers to Earth Treks' Youth Protection Program, which is Earth Treks' compass in the handling of all issues related to the supervision of youth and abuse prevention.

#1: I will always put the well being of climbing team members first and adhere to Earth Treks' Youth Protection Code of Conduct.

My relationship with youth at Earth Treks is professional, not personal.

I'll adhere to the Rule of Threes and avoid isolating myself with a child.

My language, attire, and behaviors shall be age appropriate and professional.

My physical contact with youth will be of an appropriate and professional nature.

The nature of my communication with the youth that I work with will be limited by the context of my professional responsibilities.

I will not tolerate bullying and will take appropriate actions to protect the targeted minor and discipline the individual(s) who are engaged in bullying or hazing.

I will learn to recognize the warning signs of child abuse.

I will take personal responsibility for "pushing it up" by reporting any warning signs I witness.

#2: My coaching methods and style will at all times uphold the core values of respect and fairness.

I will respect myself, the team members and their parents, and all others in the climbing community.

I will display high standards for the sport of climbing and of coaching.

I will treat officials and opponents with respect both in victory and defeat, and promote good sportsmanship amongst the team members. I will uphold the rules of climbing competitions.

I will strive to evenly spread my coaching time among all team members.

#3: I understand that I'm an ambassador for the team, the Earth Treks community, and the sport of climbing and will strive to serve in that role positively at all times.

#4: I will commit myself to the climbing and personal development of each team member.

I will encourage team members to achieve their personal best through positive feedback.

I will ensure that the activities being undertaken are suitable for the age, experience, ability, and fitness level of the team member.

I will promote my own development as a climber and coach by pushing my own personal limits, maintaining a passion for the sport of climbing, and seeking continuing education activities.





Team Member's Code of Conduct:

1. I will live up to our team values of Community, Commitment, and Fun

- I will respect and support my climbing community. This includes me, my fellow team members and their parents, my coaches, and all others in the climbing community. I will treat my team members as I would like to be treated and help them attain their goals through my support and encouragement.
- I am committed to team and myself. I will arrive at practice ready to try hard, make progress, and uphold the core values of our team. I promise to give 100% effort at practice and competitions because I am here to improve as a climber and achieve my goals. I will attend practice regularly.
- I will try my hardest while never forgetting to have fun.

2. I will represent the team positively through my behavior, language, and attitude.

- I understand that words are powerful and should be used to build myself and others up.
- I understand that my actions represent myself and my team. Through my actions I will strive to positively represent myself, my team, and my climbing community.

3. I will strive for my personal best, while never forgetting to have fun.

4. My communication with coaches and parents will be open and honest.

- I will promptly tell coaches if I have any injury, ache or pain, or soreness either from climbing or otherwise.
- I will promptly tell coaches or Head Coach if the behavior, actions, or words of others during practice make me feel uncomfortable.
- I will communicate with coaches or Head Coach if I feel that my needs from climbing team are not being met. I will do this in a respectful way, understanding that my coaches want to support me however they can.



Team Member Rules

- Team members must bring climbing shoes, a chalk bag or bucket (with chalk), appropriate climbing clothing with stretch or room (no jeans), and a harness to *all* practices. Team members can rent shoes and harness if needed.
 - The Team shirt is required for all practices and competitions. All team members will adhere to a “shirts on policy” whether in practice or competitions. The bottom of any shorts must be at least 2 inches below the bottom of a harness leg loop.
 - We recommend that team members follow these same guidelines outside of practice, as well.
- No cell phone use during practice without permission from a coach.
- Snacks only during snack time with permission from a coach.
- Stay off the bouldering mats / out of fall zones unless actively climbing.
- Team members will do their best to arrive on time for practices and competitions, and to only miss practice when necessary.
- Team members will do their best to inform coaches if missing a practice.
- Team members will refrain from talking or disruptive behavior while coaches are addressing the group.
- Team members’ communication and contact with each other will be supportive and encouraging.
- Team members will follow all other standard rules of the climbing gym.

ZERO TOLLERANCE:

Our goal is to maintain a welcoming environment for ALL of our team members, staff, and community. Discrimination, Harassment, or Bullying of any kind will not be tolerated, and will lead to disciplinary action which may include suspension or expulsion.

Consequences

In the event that team members break these rules or fail to meet the expectations laid out by the Team Code of Conduct, coaches may elect to have them sit out of the activity/drill, eject the climber from practice, and contact the climber’s parents. This is entirely up to the discretion of the coach. Disagreements may be brought to the Head Coach. In situations where team members repeatedly or egregiously fail to meet expectations laid out in this document, a conversation will be had with the climber and their parent(s) about remaining on the Earth Treks Climbing Team. A climber’s eligibility for the climbing team is entirely up to the Head Coach and Gym Director.



Registration Instructions & Billing Procedures:

After tryout results are posted, team registration is completed in two easy steps...

1. No later than Monday August 20th, accept your child's team invitation and set up monthly billing by completing the [Team Registration and Billing Agreement](#). Non-members must submit billing information via the [Membership Change Request Form](#). Monthly team dues are automatically charged each month for the length of the season (September through June).*
2. Review the [Team Code of Conduct](#) with your child. Then sign the digital [Code of Conduct](#) prior to the first practice.

***Team dues are charged automatically on a monthly basis, September thru June. The first month of billing includes an added fee as outlined below.**

Level of Team	Earth Treks Member?	Ongoing Monthly Dues	One time Registration Fee**	Total September Dues
Intermediate	Member*	\$115	\$35	\$150
Intermediate	Non-member	\$175	\$35	\$210
Advanced	Member*	\$130	\$35	\$165
Advanced	Non-member	\$190	\$35	\$225
Comp Team	Member *	\$190	\$45	\$235
Comp Team	Non-member	\$250	\$45	\$295
Divisional Coaching Fee***	\$75			
Nationals Coaching Fee***	\$150			

**Member team dues are billed monthly in addition to monthly membership dues.*

***Registration fee includes cost of team t-shirts.*

****Monthly team dues cover coaching at some local and regional competitions. Divisionals and nationals participation is by invite only and optional, fees are only charged to those who participate.*

Members: Team dues will be added to the normal monthly billing that occurs on the 1st of each month (membership dues, on-account purchases, and team dues will be charged in one lump sum). The billing information presently on the membership account will be used for all charges. Please note that team dues are separate from your membership, and are billed under a separate contract with separate rules, regulations and policies. Visit the [Members Page](#) for details and resources on making changes to your membership.

Non-members: For those participants who are not members, team dues will be processed on the 1st of each month (or the first business day) via credit card.

Suspending Dues Payments: If your dues payment needs to be suspended mid-season for any reason please notify Team Management [online](#) as soon as possible.