



**Meadows Amateur Ski Racing Association  
("Meadows Race Team")  
Hiring Practices Policy**

*(adopted December 14, 2009)*

The Meadows Race Team is committed to the hiring, training and retention of a professional coaching staff of the highest standards of professionalism, integrity and skill.

This policy outlines the hiring practices of the Meadows Race Team.

**Program Director:** Decisions regarding the hiring, retention or termination of the Program Director are made by the Meadows Race Team Board of Directors. The Program Director reports to the President of the Board of Directors. The President of the Board of Directors has the authority to determine the pay and other compensation to be received by the Program Director, subject to approval by the Board of Directors of the Meadows Race Team's annual budget each year.

**Coaching Staff:** Decisions regarding the hiring, retention or termination of the Coaching Staff are made by the Program Director. Head Coaches of programs will coordinate the activities of the coaches within their program and may have supervisory responsibilities for such coaches as may be delegated by the Program Director but all members of the Coaching Staff report to the Program Director. The Program Director has the authority to determine the pay and other compensation to be received by the members of the Coaching Staff, subject to approval by the Board of Directors of the Meadows Race Team's annual budget each year.

**Employment at Will:** All positions are employees at will and may be terminated by either the employee or the Meadows Race Team with or without cause without any prior notice.

**Non-Discrimination:** The Meadows Race Team is an equal opportunity employer, and all employment decisions, practices and procedures are carried out without regard to race, color, religion, age, sex, marital status, national origin, physical or mental handicap, veteran status or sexual orientation.