



**The Mission of the American Birkebeiner Ski Foundation (ABSF) is:**

- To promote and conduct the finest international cross-country ski competition
- To serve as good stewards of the American Birkebeiner Trail
- To support healthy, active lifestyles among people of all ages and abilities

**ABSF Core Values**

- Bring joy
- Do the right thing
- Be a team player
- Look for ways to innovate
- Facilitate diversity
- Lead by example
- Get stuff done (GSD)

**Code of Conduct for Volunteers**

The ABSF requires all volunteers to agree to this code of conduct to safeguard themselves and others at ABSF events.

**Do**

- Treat everyone with respect regardless of gender, ethnicity, disability, sexuality, or religious beliefs
- Look after yourself and others
- Fulfill the expected volunteer role including duties, working days, and working times; be on-site by the shift start time
- Follow rules and all reasonable instructions at the event, from staff or Race Chief



- Follow local laws and respect local customs
- Follow all [U.S. Center For SafeSport](#) protocol
- Bring any concerns or issues to the attention of Birkie staff or Race Chief on site or report to the Birkie Office as soon as possible

### **Do Not**

- Put yourself or others at risk
- Do anything that could cause harm to people, animals, property, or the environment
- Behave in any way that is inappropriate, illegal, or could jeopardize the work of Birkebeiner Events and its partners
- Be absent without prior communication
- Discriminate in any way
- Display any form of aggression or abuse to others
- Have any inappropriate physical, verbal, electronic, or online contact with others

All volunteers of the American Birkebeiner Ski Foundation events and programs are subject to random background checks, performed by Verified First, in conjunction with our volunteer software, Volunteer Local. Any volunteer with a negative or questionable background check will not be allowed to volunteer

Any negative action by an ABSF volunteer will result in their immediate removal and expulsion from the event; depending on severity, this may result in a ban from volunteering at future ABSF events.