

QAST GIFT & GRATUITY POLICY

It is important that you read and understand this policy. It is designed to ensure that QAST parents are aware of what is permitted in terms of gifts and gratuities to coaches, how a gift can be facilitated, what is subject to judgment and what is specifically precluded.

Any potential breaches of this policy will be dealt with according to the QAST Disciplinary Code procedures.

Background:

All QAST coaches are employed by NZSki and are subject to NZSki's Gift and Gratuity policies. By offering coaches gifts or gratuities, you may be putting them in a position where they are at risk of breaching NZSki's policies and therefore subject to disciplinary action for misconduct.

This QAST Gift and Gratuity policy has been developed with the NZSki policy in mind. This document is intended to provide both firm rules as to gifts and gratuities as well as guidance to other 'gifts' such as entertainment that could result in bias in favour of a particular athlete or athletes (or perception thereof).

This policy is for the protection of both the QAST Coaches and QAST parents as a breach of this policy will result in implications for the Coaches via NZSki and QAST parents via the QAST Disciplinary Code.

Rules:

QAST coaches must not be paid in cash or in kind for any services outside of their QAST coaching roles. If you'd like to arrange additional training for your child, then this must be arranged via QAST. If there is a genuine arms-length secondary or temporary employment relationship outside of QAST/NZSki activities then this must be notified and cleared by both QAST and NZSki.

You may not tip or provide any other such gift or gratuity either during the season or after the season has completed. QAST recognises that parents may wish to either make a minor cash donation (guidance – no more than \$100 per athlete) or contribute toward a gift to one or more coaches at season's end and such gifts will be facilitated by QAST on an unattributed basis.

You may not provide other non-cash benefits such as free or substantially subsidised long term accommodation (more than 2 weeks) or vehicles (more than a day) without the express permission of QAST (QAST may in turn need to seek the permission of NZSki for such benefits).

Guidance:

Entertainment is a grey area. Buying a coach an occasional cup of coffee, meal or drink is acceptable and is unlikely to give rise to a perception of bias. However, lavish or frequent entertainment (irrespective of venue eg at home, on the mountain or at external venues such as at restaurants or activities) is likely to give rise to concerns as to bias.

There are numerous examples of gifts in kind that are more likely to be interpreted as 'friendly' or 'helping out' gestures such as:

Subsidised group activities where all coaches are invited to participate (such as bungy-jumping).

Practical gifts of limited monetary value such as firewood,

The short term loan of a vehicle and/or trailer (eg to move into or out of a house)

Temporary accommodation (eg pending finding suitable longer term accommodation)

We do not wish to discourage such friendly gestures, however you should keep in mind that persistent or lavish examples of such in-kind gifts may be interpreted as likely to give rise to bias. If you're in doubt then please get in touch with QAST.