



Definition of Diversity and Inclusion

U.S. Ski & Snowboard ascribes to the definitions of diversity and inclusion which have been developed by the USOC; i.e. diversity is about differences among people, whether they work for, are served by or otherwise have a stake in the organization itself. These differences among stakeholders include but are not limited to race, ethnicity, gender, sexual orientation, socio-economic status, age, geographic location, national origin, religious beliefs, language, veteran status, and physical abilities. Diversity is invaluable because it generates differing points of view, leads to innovation, fosters an understanding and acceptance of individuals from different backgrounds, and recognizes the contributions that a variety of individuals and groups can make.

Inclusion is about creating and maintaining an environment that is welcoming and inviting to all, and where differences are valued. It means promoting an environment in which contributions and strengths are recognized, optimized and valued in a way that generates opportunities for adaptability, problem-solving, growth and ultimately increased success.

U.S. Ski & Snowboard does not tolerate discrimination within its organization, values diversity, and is respectful of the experiences and rights of athletes and others.

As an employer, U.S. Ski & Snowboard supports equal employment opportunity for all applicants and employees in compliance with both state and federal laws. It does not discriminate against employees or applicants for employment on any prohibited basis, including race, color, gender, pregnancy, age (40 or over), religion, national origin, ethnic background, genetic information (including of a family member), military service, citizenship, sexual orientation, gender identity, disability, or any other characteristic protected by applicable law.

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