Winter Park Resort Snow Sports Helmet Policy
Implementation Plan
2011-2012

Supplemental to Intrawest Corporate Helmet Policy - revised Nov. 2011; This policy and implementation plan is subject to change at any time.

Intrawest Policy
Intrawest initiated a corporate helmet policy effective October 1, 2011. Any employee/volunteer who is on duty and is required to, or elect to, ski, in or out of uniform, is required to wear a snow sports helmet. Please refer to the Intrawest Policy and Procedure document for information on this policy.

Scope
This policy applies to all Employees and Volunteers of Winter Park Resort while skiing and riding on duty. This policy also applies if the Employee/Volunteer is in uniform when off duty. This policy does not address situations that may exist for groups engaged in other operations that may have their own helmet requirements outside of skiing, such as snowmaking, vehicle operations, snowmobile use or tower climbing. Certain tasks may have their own helmet requirements, and in some cases a snow sports helmet may be allowed in certain situations. Protocols, alternative helmets and training are department specific so ask your supervisor for clarification.

There may be times when it is appropriate for skiing Employees/Volunteers who are not actively skiing but performing other tasks to remove his/her helmet. Examples include tasks during which the Employee/Volunteer typically would remove outer layers of his/her uniform or when the helmet actively interferes with their ability to do his/her task. Examples: Forming classes at the meeting area, walking a race course to reset gates, shoveling/raking, and videoing or when off skis and not currently skiing.

Definitions
Skiing and snowboarding will collectively be referred to as “skiing.” Employees while working and Volunteers while volunteering will be referred to as being on duty.

Helmet Distribution
Full and part time Employees with skiing positions will be provided a voucher for a helmet at no cost to the employee. Volunteers with skiing positions will be provided a helmet either by voucher or from the daily lender inventory within their department. Temporary Employees who ski on duty, Employees who ski infrequently as part of their duties and Temporary Volunteers who ski on duty who do not have a helmet will receive a voucher to rent a helmet from a Winter Park Resort rental shop or will receive a lender helmet at no cost for the day they are working or volunteering. Employees/Volunteers should contact their department supervisor for details for their department. Employees/Volunteers who work or volunteer in multiple departments may only receive one voucher or helmet. The Employee/Volunteers should return any additional voucher(s) issued by mistake.

Helmet Vouchers
All eligible Employees/Volunteers will receive an electronic or paper voucher for a free helmet that will be redeemable at Winter Park Resort owned retail stores. Vouchers will be issued by department managers and loaded in to the Employees'/Volunteers’ record in RTP One. The voucher will allow the Employee/Volunteer a choice of free helmets as outlined in the Free Helmet Options section below. If the Employee/Volunteer prefers to purchase a different helmet that is in-stock in a Winter Park Resort retail store, he/she may use the voucher for a $40 credit toward their purchase. Additionally, Winter Park Resort retail stores will discount in-stock helmets 45% off the retail price when purchased with a voucher. Example: $100 helmet at 45% off would cost
the Employee/Volunteer $55 which would be paid by use of the $40 voucher and $15 plus applicable taxes from the Employee/Volunteer. Employees will not receive reimbursement for helmets obtained by the Employee/Volunteer without a voucher, purchased at an unapproved retailer, purchased on-line, or purchased via a pro deal.

**Helmet Ownership**

Any Employee/Volunteer that purchases a helmet with a voucher will own the helmet once their commitment has been fulfilled. The Employee/Volunteer is responsible for storing the helmet over the summer and for bringing it back the following season if he/she returns. The Employee/Volunteer will be obligated to replace a lost helmet at his/her own expense if it is lost or stolen over the summer or is otherwise misplaced. If the Employee/Volunteer is terminated or leaves the Resort before fulfilling his/her commitment the Employee/Volunteer must return the helmet to their Supervisor or Manager or may opt to purchase the helmet at the voucher rate. If an Employee does not return or purchase the helmet and has not fulfilled their commitment he/she may be charged the voucher rate on their last paycheck. A Volunteer who does not fulfill their commitment and does not return or purchase their helmet may be assessed a replacement cost similar to not returning a uniform piece.

**Warnings and Responsibilities**

**Warnings**

1. All safety equipment has limitations. The Employee/Volunteer is required to read and follow all the manufacturers’ instructions carefully.
2. Helmets are designed to absorb shock by partial destruction of the energy absorbing liner. This damage may not be visible. Therefore, if subjected to a severe blow, the helmet should be destroyed and replaced even if it appears undamaged.
3. No helmet can protect the wearer from all potential injuries resulting from every accident. It may not protect against injury in a severe or high speed impact and depending on the type of impact, even a low speed impact may result in a serious head injury or death.
4. A helmet can only provide a level of protection for areas that it covers. It does not protect against all head injuries or prevent injury to the face, neck or spinal cord.
5. The Employee/Volunteer is always required to follow and obey Colorado law which requires each skier to maintain control of his/her speed and course at all times when skiing and to maintain a proper lookout so as to be able to avoid other skiers and objects.

**Employee/Volunteer Responsibilities**

1. Know how to properly put on, fit, wear, and remove the helmet
   a. Always wear the helmet in the proper position
   b. Fasten the buckle and tighten the chin strap
   c. Check adjustments every time the helmet is worn
   d. Don’t wear anything hard or sharp under your helmet
2. Inspect the helmet regularly for signs of wear or damage
3. Replace a helmet that has been in an accident, damaged and/or suffered a significant blow
4. Don’t attach anything to the helmet unless approved by the manufacturer
5. Don’t take unnecessary risks just because you are wearing a helmet
6. Understand when a helmet is necessary
7. Understand the limitations of the helmet
8. Understand the proper care and maintenance, useful life and replacement of the helmet
9. Read and understand the Intrawest policy, the Winter Park implementation policy and any updates.
**Supervisor Responsibilities, Training and Disciplinary Action**
Each Director and their management are responsible for ensuring that their Employees/Volunteers understand and comply with this Policy and complete sufficient training regarding the use of snow sports helmets. Employees/Volunteers who do not comply with the policy are subject to disciplinary action up to and including termination.

**Stickers**
Helmets worn by employees/volunteers while on duty may not have stickers. An optional solid black helmet cover (sleeve) may be purchased and used during time on duty to cover personal stickers. If an employee/volunteer has a personal helmet with stickers on it, they may use that on personal time.

**Free Helmet Options**
The helmets listed below may be obtained for free with a helmet voucher. Not all sizes and colors will be available all the time. Check with your individual department’s appearance standards prior to obtaining your helmet to ensure that the style and color is acceptable.

**Smith – Holt Helmet**

- Matte Black, Matte White, Matte Black Picture This
- Sku: 146715

**Burton - RED Trace Helmet**

- Matte Black, Matte White, Electric Lime
- Sku: 154300

**Pro-tec – B2 Snow Helmet**

**Where does the industry stand on helmets?** Below is a 2010 informational poster from NSAA (National Ski Areas Association). For further information please visit [http://www.nsaa.org/nsaa/safety/](http://www.nsaa.org/nsaa/safety/)
A HELMET
IT'S A SMART IDEA

Skiing or boarding responsibly is your first priority. Helmets are a second line of defense. Be able to stop or avoid other people or objects and follow "Your Responsibility Code."

Helmets can reduce head injuries by 10-30%, and may be the difference between a major and minor injury.

Helmets do have limitations. Helmets provide the most protection at slower speeds—but most of us ski and snowboard faster. Check your speed!

Helmets should not give you a false sense of security and do not allow you to take more risks. Wear a helmet, but more importantly, ski or snowboard as if you are not wearing one!

For kids, parents should ensure that the helmet is properly fitted and the chin strap fastened.

For more information go to www.lidsonkids.org