

## VSC DISCIPLINE POLICY



### Background

Vernon Ski Club has a comprehensive Code of Conduct in order to promote respect, integrity and safety within the Club. Where a suspected breach of the Code of Conduct has occurred, this policy provides guidance to coaches and the Board on disciplinary matters.

### Policy

1. The Vernon Ski Club Board of Directors is responsible for administering disciplinary actions for any Code of Conduct violations, in consultation with the Program Director and coaches.
2. The Board may consult with and/or take guidance from ViaSport, BC Alpine and/or Canada Alpine regarding policies and guidelines for Safety in Sport.
3. There will be no refund of program fees for time missed resulting from any kind of disciplinary action.
4. In the event that an athlete's behaviour is suspected to contravene the Code of Conduct, safety of all parties will be the primary focus and may result in the immediate removal of an athlete from Club activities by a Coach, the Program Director or President of the Board. The matter will be referred to the Board for investigation and assessment.
  - a. The investigation and assessment process may include:
    - Speaking to the athlete, parent(s)/caregiver(s), coach, witness(es), any afflicted parties, and gathering all required information in order to form a fulsome picture of the situation.
    - Requesting a review from external entities such as, and not limited to, Safe Sport, BC Alpine, Alpine Canada, viaSport.

All efforts will be made to conclude this process within 14 days.

5. If the investigation concludes that discipline is warranted, the Board will determine the level of discipline required. This will be based on the severity of the situation, and past practice of the Club for similar matters. This may include:
  - Verbal warning
  - Written warning
  - Removal from training/competition area
  - Temporary suspension from club activities
  - Long term suspension

Removal of Membership is done in accordance with the VSC Bylaws.

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6. In the event of a suspension, the athlete and caregiver will be required to provide a written plan to safely return the athlete to club activities. This plan will be reviewed by the Board with the Alpine Director and Program Director to assess the feasibility of implementing the plan within Club resources. Effort to come to a plan that works for all parties will be made. An athlete will not be returned to Club activities until a plan is in place.
  
7. In the event that a volunteer, parent, or caregiver's behaviour contravenes the Code of Conduct, the Committee will take the same steps as outlined in 4.a. and recommend a course of action. Participation in club activities and/or presence at club venues and events may be limited while the investigation is taking place, and may also be applied as a remedy.