

VSC DISCIPLINE POLICY



Purpose

Vernon Ski Club (VSC) is dedicated to creating a Safe Sport environment. To create a Safe Sport environment and promote respect, integrity and safety within the Club, all VSC staff and members are subject to the BC Alpine Code of Conduct and Ethics Policy and all VSC policies, and agreements as amended from time to time.

Where an actual or alleged violation of the BC Alpine Code of Conduct and Ethics Policy, or any VSC policies or agreements has occurred, this policy provides guidance on the complaint, investigation and disciplinary process.

Application

This policy applies to all VSC staff and members (including athletes, parents/guardians and volunteers) and any actual or alleged violations of the BC Alpine Code of Conduct and Ethics Policy or any VSC policies or agreements.

Policy

1. Where an actual or alleged violation has occurred, the VSC Board of Directors will follow the BC Alpine Complaint, Discipline and Appeal Policy, hereby known as the BCA Policy.
2. Where an actual or alleged violation has occurred, the matter will be referred to the VSC Board of Directors or the complainant may refer the issue directly to the BC Alpine complaint and investigation process as set out in the BCA Policy.
 - a. If the matter is referred to the VSC Board and the Board determines the alleged violation is considered a *Minor Infraction* as defined in the BCA Policy, and action is warranted, the Board will determine the action(s) required. Progressive action is not required, and any action or sanction will be proportionate and reasonable to the violation. This may include the following, singularly or in combination:
 - Verbal Warning
 - Written Warning
 - Education
 - Probation
 - Suspension
 - Other Discretionary Sanctions as deemed appropriate and commensurate to the violation
 - b. If the matter is referred to the VSC Board and the Board determines the alleged violation is considered a *Major Infraction* (as defined in the BCA Policy), the matter will be

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referred to the BC Alpine complaint and investigation process as set out in the BCA Policy.



- c. If the matter is referred directly to the BC Alpine complaint and investigation process by the complainant, the VSC Board will cooperate with BC Alpine and/or the BCA Independent Third Party as required.
3. The Board may consult with and/or take guidance from ViaSport, BC Alpine, the BCA Independent Third Party and/or Alpine Canada regarding alleged *Minor or Major Infractions*, provisional measures and potential resulting sanctions.
4. Prior to any investigation, formal complaint, or resolution of any actual or alleged violation, the VSC Program Director or VSC Board of Directors may take immediate steps to ensure safety of athletes and to safeguard the training/competition environment. This can include removal and/or interim suspension of an athlete, parent, volunteer, or staff person. Any temporary or provisional measures will consider the following factors:
 - a. the seriousness of the allegations and the facts and circumstances of the case;
 - b. the safety and well-being of Participants and the sport community;
 - c. potential risks and prejudice from action and inaction, with safety being paramount; and
 - d. the best interest of sport and those who participate in it, including the views of the person(s) directly impacted.
5. If any provisional measure or sanction results in suspension of an athlete, 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 with the Alpine Director and Program Director, or their designates, to assess the feasibility of implementing the plan within Club resources. Effort shall be made to come up with a plan that works for all parties. An athlete will not be returned to Club activities until a plan is in place.
6. There will be no refund of program fees for time missed resulting from any kind of sanction or disciplinary action.
7. Any alleged or actual violation involving a coach will be referred directly to BC Alpine as per the BCA Policy.