

Snow Valley Racing's Discipline Policy

1. PREAMBLE

1.1 Membership and participation in the activities of SNOW VALLEY RACING offer many benefits and privileges. At the same time members and participants are expected to fulfill certain responsibilities and obligations, including complying with the Athlete Contract (**appendix 3**) and Parent Contract (**appendix 4**) of SNOW VALLEY RACING. These contracts identify the standard of behavior that is expected of members and participants, and those who fail to meet this standard may be subject to the disciplinary procedures set out in this policy.

2. APPLICATION OF THIS POLICY

2.1 This policy applies to all members of SNOW VALLEY RACING and to all individuals participating in activities with SNOW VALLEY RACING. These include, but are not limited to athletes, volunteers, and parents.

2.2 This policy applies to all discipline matters that may arise during the course of SNOW VALLEY RACING's business, activities and events, including but not limited to the, competitions, practices, training camps, and travel associated with activities.

3. REPORTING AN INFRACTION

3.1 Any individual may report to the Program Directors or Alpine Chair a disciplinary infraction. It will be at the sole discretion of the Program Director's or Alpine Chair to determine if the infraction is best dealt with as a minor or a major infraction.

4. MINOR INFRACTIONS (**appendix 1**)

4.1 Minor infractions are single incidents of misconduct that breach either the Athlete Contract (**appendix 3**) or Parent Contract (**appendix 4**) but generally do not result in harm to others. All disciplinary situations involving minor infractions will be dealt with by the appropriate person having authority over the individual involved: this person may include, but is not restricted to, a board member, program director, or coach.

4.2 Procedures for dealing with minor infractions will be informal as compared to those for major infractions and will be determined at the discretion of the person having authority, provided the individual being disciplined is told the nature of the infraction. This policy will not prevent an appropriate person having authority from taking immediate, informal, corrective disciplinary action in response to behavior that constitutes a minor infraction.

4.3 Disciplinary sanctions for minor infractions may include but not limited to the following:

- a) verbal or written reprimand;
- b) verbal or written apology;
- c) service or other voluntary contribution to Snow Valley Racing;
- d) suspension from the current activity or competition;
- e) any other similar sanction considered appropriate for the offense.

5. MAJOR INFRACTIONS (**appendix 1**)

5.1 Major infractions are instances of misconduct which violate the Athlete Contract (**appendix 3**) or Parent Contract (**appendix 4**) and which result, or have the potential to result, in harm to other persons, to SNOW VALLEY RACING or to the sport of Alpine Racing.

5.2 If the incident is a major infraction, a hearing is required. The Program Director or Alpine Chair will notify the individual alleged to have committed a major infraction of the matter as soon as possible, and will provide the individual with a copy of the incident report (**appendix 2**) and a copy of this policy.

5.3 Major infractions occurring during any Snow Valley activity may be dealt with immediately, if necessary, by the appropriate person having authority. The individual being disciplined will be told

the nature of the infraction and will have an opportunity to provide information concerning the incident. In such situations, disciplinary sanctions will be for the duration of the activity only. Further sanctions may be applied but only after review of the matter in accordance with the procedures set out in this policy for major infractions. This review does not replace the appeal provisions of this policy.

6. INVESTIGATION

6.1 Depending on the nature and severity of the infraction, Snow Valley Racing may appoint an independent individual to conduct an investigation. If this is the case, the Investigator will carry out the investigation in a timely manner and at the conclusion of the investigation will submit a written report to the Program Director's and Alpine Chair.

7. DISCIPLINE PANEL

7.1 Within 7-10 days of receiving a report documenting a major infraction or of receiving the written report of the Investigator if an investigation was carried out, the Alpine Chair will appoint individuals comprised of a Program Director, One member of the executive, and an Independent member of Snow Valley Racing or other member of executive to serve as the discipline panel. The members of the Panel will select from themselves a Chairperson.

7.2 The Discipline Panel will hold the hearing as soon as possible, but not more than 21 days after being appointed.

8. PRELIMINARY MEETING

8.1 The Panel may determine that the circumstances of the infraction warrant a preliminary meeting. The Panel may delegate to one of its members the authority to deal with these preliminary matters, which may include but are not limited to:

- a) date and location of the hearing;
- b) timelines for the exchange of documents;
- c) clarification of issues in the infraction;
- d) order and procedure of the hearing;
- e) evidence to be brought before the hearing;
- f) identification of any witnesses; or
- g) any other procedural matter which may assist in expediting the hearing.

9. HEARING

9.1 The Panel will govern the hearing as it sees fit, provided that:

- a) the individual being disciplined will be given timely written notice of the day, time and place of the hearing;
- b) the individual being disciplined will receive a copy of the Investigator's report, if an investigation was carried out;
- c) a quorum will be all three Panel members, and decisions will be by majority vote where the Chair carries a vote;
- d) the individual being disciplined may be accompanied by a representative;
- e) the individual being disciplined will have the right to present evidence and argument;
- f) the Investigator may participate in the hearing at the request of the Panel;
- g) the Panel may request that any witness be present at the hearing or submit written evidence in advance of the hearing;
- h) if the individual being disciplined chooses not to participate in the hearing, the hearing will nonetheless proceed;
- i) the hearing will be held in private;
- j) once appointed, the Panel will have the authority to abridge or extend timelines associated with any aspect of the hearing.

9.2 After hearing the matter, the Panel will determine whether or not the individual has breached the Athlete Contract or Parent Contract and if so, the appropriate penalty to be imposed and any measures to mitigate the harm suffered by others as a result. The Panel's written decision, with

reasons, will be distributed to all parties and to the Alpine Chair within 7 days of the conclusion of the hearing.

9.3 Where the individual acknowledges the facts of the incident, he or she may waive the hearing, in which case the Panel will determine the appropriate disciplinary sanction. The Panel may hold a hearing for the purpose of determining an appropriate sanction.

10. SANCTIONS

10.1 The Panel may apply the following disciplinary sanctions singly or in combination, for major infractions:

- a) written reprimand;
- b) removal of certain privileges of membership;
- c) suspension from certain events which may include suspension from the current competition, training event or from future training event or competitions;
- d) suspension from certain SNOW VALLEY RACING activities such as competing, social events, or training events for a designated period of time;
- e) suspension from all SNOW VALLEY RACING activities for a designated period of time;
- f) expulsion from membership;
- g) publication of the decision;
- h) other sanctions as may be considered appropriate for the offense.

10.2 Unless the Panel decides otherwise, any disciplinary sanctions will commence immediately. Failure to comply with a sanction as determined by the Panel will result in automatic suspension of membership or participation in SNOW VALLEY RACING until such time as the sanction is complied with.

10.3 In applying sanctions, the Panel may have regard to the following aggravating or mitigating circumstances:

- a) the nature and severity of the infraction;
- b) the extent to which others have been harmed by the infraction;
- c) the cooperation of the individual being disciplined in the proceedings under this policy;
- d) whether the incident is a first offense or has occurred repeatedly;
- e) the individual's acknowledgment of responsibility,
- f) the individual's remorse and post-infraction conduct;
- g) the age, maturity or experience of the individual;
- h) whether the individual retaliated, where the incident involves harassment; and
- i) the individual's prospects for rehabilitation.

11. SERIOUS INFRACTIONS

11.1 SNOW VALLEY RACING may determine that the alleged infraction is of such seriousness as to warrant suspension of the individual pending the hearing and decision of the Panel.

12. CONFIDENTIALITY

12.1 Where the behavior reported in an Incident Report may constitute harassment, or is of a similar sensitive nature, SNOW VALLEY RACING will keep all proceedings under this policy confidential, except where disclosure is directed by the Panel as part of a sanction, is required by law or is in the best interests of the public.

13. APPEALS PROCEDURE

13.1 Except where otherwise provided, the decision of the Panel may be appealed. Written notice of an appeal must be forwarded by the accused to the Alpine Chair and Program Directors. The executive will appoint a hearing only if new material is presented within the written notice of appeal.

APPENDIX 1

EXAMPLES OF MINOR INFRACTIONS:

1. a single incident of disrespectful, offensive, abusive, racist or sexist comments or behavior directed towards others, including but not limited to peers, opponents, athletes, coaches, officials, administrators, spectators and sponsors;
2. conduct contrary to the ideals of fair play such as angry outbursts or arguing;
3. a single incident of being late for or absent from SNOW VALLEY RACING events and activities at which attendance is expected or required;
4. non-compliance with the rules and regulations under which SNOW VALLEY RACING events are conducted, whether at the local, provincial, national or international level.

EXAMPLES OF MAJOR INFRACTIONS:

1. repeated incidents of disrespectful, offensive, abusive, racist or sexist comments or behavior directed towards others, including but not limited to peers, opponents, athletes, coaches, officials, administrators, spectators and sponsors;
2. repeated conduct contrary to the ideals of fair play such as angry outbursts or arguing;
3. repeated incidents of being late for or absent from SNOW VALLEY RACING events and activities at which attendance is expected or required;
4. activities or behavior that interfere with the organization of a competition or with any athlete's preparation for a competition;
5. pranks, jokes or other activities which endanger the safety of others;
6. deliberate disregard for the rules and regulations under which SNOW VALLEY RACING events are conducted, whether at the local, provincial, national or international level;
7. any conduct that results in harm to the image, credibility or reputation of SNOW VALLEY RACING and/or its' sponsors
8. Use of alcohol, tobacco, or any other illicit substance.
9. use of illicit drugs and narcotics;
10. use of banned performance enhancing drugs or methods
11. commit an indictable offense under applicable federal, provincial law

APPENDIX 2

INCIDENT REPORT

Date and time of incident: _____

Name of writer: _____ Position: _____

Location of incident: _____

This incident is a: _____ minor infraction _____ major infraction

Individual(s) involved in the incident:

Objective description of the incident
(please be concise, accurate and non-judgmental):

Contact information of individuals who observed the incident:

Disciplinary action THAT was taken (if applicable): _____

Signature of writer: _____ Date: _____

Appendix 3

Snow Valley Racing Athlete Contract

This contract applies to all athletes registered and participating in any Snow Valley Racing, Provincial, National, or International sanctioned event. (ie. Training sessions, training camps or races).

The intention of Snow Valley Racing is to encourage quality in performance both on and off the snow. Snow Valley Racing will not tolerate conduct that brings discredit to competitive skiing, snowboarding or to the Snow Valley Racing Club and/or its members and athletes.

1. All athletes will train and compete with an open and positive attitude toward attaining their goals.
2. Every athlete is required to demonstrate a good attitude toward fair play in sports.
3. All athletes shall respect and obey the rules and instructions as outlined by the coaches and/or chaperones.
4. Every athlete shall, at all times, observe the accepted safety rules, referred to as the Alpine Responsibility Code.
5. No athlete shall use or possess drugs that are prohibited, controlled, or restricted.
6. No athlete shall commit an indictable offense under applicable federal, provincial law.
7. No athlete shall cheat, lie, or use foul and offensive language or participate in any prank or cause nuisance which would discredit the sport of competitive ski or snowboard racing, the persons involved or Snow Valley Racing.
8. No athlete shall be rude or impolite or exhibit other inappropriate behavior.
9. No athlete shall consume alcohol or use tobacco during the course of a competitive event, or consume alcohol or use tobacco in any activity related to Snow Valley Racing.
10. No athlete shall enter a hotel room not registered to Snow Valley Racing without the permission of the coaches or chaperones.
11. No athlete shall invite a person not directly associated with Snow Valley Racing into a hotel room registered to Snow Valley Racing without the permission of the coaches or chaperones.
12. All athletes shall respect all private and public property and shall not deliberately cause willful damage.
13. All athletes shall respect the property of other teammates.

Possible Penalties for Breaching the Snow Valley Racing Athlete Contract

Any athlete found in breach of the Snow Valley Racing Athlete Contract will be subject to any or all of the sanctions outlined in Snow Valley Racing Discipline Policy. This includes, but is not limited to:

1. Immediate suspension from training or racing
2. Parents contacted and arrangements made to send the athlete home
3. Future suspensions from any or all Snow Valley Racing activities and events
4. Other action that maybe deemed appropriate or necessary (ie. Apologies, assignments, public service) by the program director, coaches, and/or the Snow Valley Racing Discipline Panel.

Acknowledgment

1. I have read and understand the meaning of the Snow Valley Racing Athlete Contract
2. I have read and understand the possible penalties of contravening the Snow Valley Racing Athlete Contract
3. I agree to abide by the Snow Valley Racing Athlete Contract

Signed by Racer _____

Signed by Parent _____

Snow Valley Racing Parent Contract

This contract applies to all parents registered and participating in any Snow Valley Racing, Provincial, National, or International sanctioned event.

The intention of Snow Valley Racing is to encourage quality in performance both on and off the snow. Snow Valley Racing will not tolerate conduct that brings discredit to competitive skiing, snowboarding or to the Snow Valley Racing Club and/or its members and athletes.

1. All parents will demonstrate an open and positive attitude towards racing.
2. Parents will not force their child to participate in sport.
3. Parents will always remember that children play sport for their enjoyment not the parents.
4. Every parent is required to demonstrate a good attitude toward fair play in sports.
5. Conflict is to be solved without resorting to hostility or violence
6. All parents are never to question officials judgments or honesty in public.
7. All parents will respect and show appreciation to the coaches and volunteers who give their time to provide sport for their children.
8. All parents shall respect and obey the rules and instructions as outlined by the coaches and/or program directors
9. Every parent shall, at all times, observe the accepted safety rules, referred to as the Alpine Responsibility Code.
10. No parent shall use or possess drugs that are prohibited, controlled, or restricted.
11. No parent shall commit an indictable offense under applicable federal, provincial law.
12. No parent shall cheat, lie, or use foul and offensive language or cause nuisance which would discredit the sport of competitive ski or snowboard racing, or persons involved or Snow Valley Racing.
13. No parent shall be rude or impolite or exhibit other inappropriate behavior.
14. All parents shall respect all private and public property and shall not deliberately cause willful damage.
15. Parents will respect the boundaries of the Snow Valley Ski Club area and will behave as the public would. Only entering staff areas and non public areas when invited or asked to.

Possible Penalties for Breaching the Snow Valley Racing Parent Contract

Any parent found in breach of the Snow Valley Racing Parent Contract will be subject to any or all of the sanctions outlined in Snow Valley Racing Discipline Policy. This includes, but is not limited to:

1. Immediate suspension Snow Valley Racing
2. Future suspensions from any or all Snow Valley Racing activities and events
3. Other action that maybe deemed appropriate or necessary (ie. Apologies, assignments, public service) by the program director, coaches, and/or the Snow Valley Racing Discipline Panel.

Acknowledgment

- 4. I have read and understand the meaning of the Snow Valley Racing Parent Contract
- 5. I have read and understand the possible penalties of contravening the Snow Valley Racing Parent Contract
- 6. I agree to abide by the Snow Valley Racing Parent Contract

Signed by Parent 1 _____

Signed by Parent 2 _____