



Complaint, Suspension and Expulsion Policy



The Innisfil Skating Club has adopted the *Complaint, Suspension and Expulsion Policy and Procedures* in accordance with Skate Canada Bylaw 1204 and Innisfil Skating Club Bylaws 7 and 12. In accordance with this policy, the Board of Directors may suspend or expel a member of the club for acting contrary to the By-laws, Rules, Regulations and Policies of Skate Canada or of the Club.

Complaint Policy

All complaints shall be handled in accordance with the Innisfil Skating Club Dispute Resolution Process.

Suspension Policy

Membership may be suspended from the Innisfil Skating Club if:

1. The member is in arrears in club fees, coaching fees, or both.
2. The member repeatedly contravenes the Innisfil Skating Club Parent of Conduct or Skating Etiquette and Rules
3. A member of the Board of Director's fails to act honestly and in good faith, properly exercise powers or avoid conflicts of interest as per the Innisfil Skating Club Board of Directors Conflict of Interest Policy, pending resolution of the issue as per Innisfil Skating Club Bylaws 7 and 12.
4. Pending the outcome of a complaint filed under the Complaint Policy.
5. Members shall not be suspended unless recommended through board vote.
6. Members shall be immediately suspended if recommended by Skate Canada.

Expulsion Policy

Members shall be immediately expelled from the Innisfil Skating Club if:

1. The member if found guilty of the Skate Canada Anti-Doping Policy.
2. The member is found to be guilty of harassment as per Skate Canada's Membership Harassment Policy.
3. The member is found guilty of a criminal offence involving the Innisfil Skating club, including but not limited to fraud or abuse.
4. If expulsion of the member is recommended by of Skate Canada.

Notification

1. All efforts will be made to notify the member in advance of a pending suspension or expulsion, including an appropriate hearing and appeal process that incorporates the principles of due process.
2. Where advance notification of suspension and expulsion is not reasonably possible, an appropriate appeal process which incorporates the principles of due process to permit the member to appeal such suspension or expulsion while leaving the suspension or expulsion in force while the appeal is determined;

Reinstatement:

1. Suspended members may be reinstated at the discretion of the Board of Directors once
 - a. Full payment to the club or it coaches have been received
 - b. The member or parent/guardian has signed a written commitment to adhere to the code of conduct and skater etiquette policies, and an apology to those impacted has been given
2. Appropriate disciplinary measures have been addressed as per the outcome of a complaint and the recommendations of the Board, including but not limited to, verbal apology, written apology, letter of reprimand from the Club, and removal of certain privileges of membership.
3. Expelled members may not be reinstated unless recommended by Skate Canada.