



# HMFCSC Code of Conduct and Disciplinary Policy

## **Purpose:**

The Heart Mountain Figure Skating Club (HMFCSC) is committed to fostering a positive, inclusive, respectful, and supportive environment for all members. This policy outlines expectations for conduct and the disciplinary process for addressing violations.

## **Scope:**

This policy applies to all HMFCSC members, including skaters, parents, coaches, board members, and volunteers participating in any club-related activities, both on and off the ice.

### *Code of Conduct All Members are Expected To:*

- Treat others with respect, courtesy, and kindness.
- Abide by U.S. Figure Skating and SafeSport policies.
- Promote a safe, inclusive, and harassment-free environment.
- Show good sportsmanship at all times.
- Respect coaches, officials, fellow skaters, and club property.
- Communicate constructively and resolve conflicts peacefully.

### *Unacceptable Conduct Includes, But Is Not Limited To:*

- Bullying, harassment, discrimination, or intimidation.
- Disruptive, aggressive, or disrespectful behavior.
- Defacing or damaging club or rink property.
- Use of profanity or inappropriate language.
- Repeated failure to follow club rules or coach instructions.
- Violation of U.S. Figure Skating and SafeSport policies.

## **Disciplinary Policy:**

Three Strikes Model To ensure fairness and consistency, HMFCSC follows a progressive discipline model for addressing violations of the Code of Conduct:

### *Strike 1 – Verbal or Written Warning*

- A member who violates the Code of Conduct will receive a verbal or written warning.
- The nature of the violation will be clearly communicated.



- Expectations for corrective behavior will be discussed.
- The incident will be documented and kept on file.

### *Strike 2 – Written Warning and Temporary Suspension*

- A second violation will result in a formal written warning.
- The member may be suspended from club activities for a specified period.
- A meeting with designated board member(s) will be required to discuss the issue and plan for improvement.

### *Strike 3 – Termination of Membership*

A third violation may result in termination of HMFSC membership without refund of dues or fees. This decision will be made by the Board of Directors following a review of the prior violations and a final hearing with the member, if requested.

## **Immediate Suspension for Egregious Conduct**

The Heart Mountain Figure Skating Club (HMFSC) reserves the right to immediately suspend any member, skater, coach, volunteer, or guest from club activities, including but not limited to ice sessions, events, and facility access, in cases of egregious misconduct. This includes, but is not limited to, verified or witnessed SafeSport violations, acts of physical violence, threats of harm, intentional property damage, or any behavior deemed dangerous or severely disruptive to the safety and well-being of others.

Such suspensions may be enacted without prior warning or progressive discipline when the conduct in question poses a clear and immediate risk. An incident report will be filed, and the individual will be notified in writing of the suspension. The HMFSC Board of Directors will review the incident and determine any further disciplinary actions, including possible termination of membership, in accordance with club policy and applicable U.S. Figure Skating regulations.

Members may appeal suspension or termination decisions in accordance with the HMFSC Appeals Policy and Procedure.

I have read and acknowledge this policy.

**Signature of Applicant/Member (or Parent/Guardian if under 18):**

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**Date:** \_\_\_\_ / \_\_\_\_ / \_\_\_\_