



Discipline Policy and Procedures

The following is a summary of the Sunridge Alpine Ski Team (the "Team") Athlete/Parent conduct requirements and covers collectively the members of both Strathcona Alpine Racing Club and Sunridge Ski Club. An undertaking to comply with the Alberta Alpine Ski Association ("AASA") Code of Conduct and the Team Athlete/Parent conduct requirements must be signed by both the Athlete and a Parent or guardian of the Athlete, prior to the commencement of dryland or on hill training.

The Team recognizes that the majority of its Athletes/Parents strive to demonstrate sportsmanlike behaviour. Also, the Team recognizes that the majority of its Athletes/Parents are well mannered, both on and off the hill. Further, the Team desires that all of its Athletes/Parents engage in safe and proper conduct. Through this conduct, Athletes/Parents are a credit to themselves, their family, and to the Team. At all times, Team Athletes/Parents shall abide by the AASA and/or FIS Code of Conduct, which by reference, shall be deemed to form part of and be incorporated into this Team Discipline Policy.

This Policy shall be applied and deemed to be within scope during Club Athletic Events or Team related activities and physically in all Club sanctioned facilities and areas; this includes but is NOT limited to, in Team vehicles, at on-snow training or race venues including outdoors on lifts and in daylodges and parking lots, dryland facilities or areas of training, Team meeting spaces, Team booked or organized hotel rooms, ski tuning spaces, or any public or private area also occupied by Athletes who may be on Team Travel during an event. This policy applies locally and to all Team Travel and non-Team Travel participating Athletes in all locations for the duration of an event. For a multi-day event, this is from departure until return to the point of departure. Particularly in the case of harassment violations, online/social media activities are considered to be under the scope of this policy,

Guest athletes, who are registered members of other Clubs who are training with the Sunridge Alpine Ski Team are also expected to comply with this Policy.

In addition to the above, all Parents/Guardians, in signing this agreement will adhere to the following Team rules:

1. No member with program content or training concerns will directly communicate these issues to the Program Coaches or Head Coach during and/or after training. All concerns will be communicated to the Program Coordinator, and/or attending club Executive Member. Executive Members and Coordinators will then communicate the concerns to the Coaching Staff at a time that will not interrupt the program, and subsequently relay the information back to the members at the appropriate time.
2. All Parents shall act responsibly to communicate and to resolve any issues and disagreements around respect and diversity. This includes communicating your concerns to the correct contact person in a respectful and civilized manner, thereby creating a safe environment for raising the issue.
3. Parents shall refrain from commenting to other Parents on the athletic performance of said other Parent's Athlete, directly to other Athletes, or within earshot of same. Even though this can seem well meaning and positive, in many cases it elicits negative feelings from the recipient.
4. Members are asked to refrain from gossip and inuendo regarding possible breaches of this policy and individuals who may be involved. Members are requested to provide the Club with any information they have on such matters.
5. The Team is committed to providing all its members and employees and environment built on mutual respect and individual responsibilities that are free from any form of harassment. Harassment and discrimination in any form is unacceptable, and will not be tolerated. It is also not acceptable to engage in conduct that is deemed degrading, offensive, humiliating, intimidating, or undermining.
6. Failure to adhere to these rules will place a member in jeopardy of becoming "a member not in good standing" and subject to the Discipline Committee and subsequent consequences. All member violations will be assessed on a case-by-case basis, and subject to the same Reporting, Discipline committee and Suspension protocol list to the "Athlete" below.

The Team considers the following to be unacceptable behaviour during Team Athletic Events or related activities:

1. Repeated misbehaviour or unsportsmanlike conduct, including rude or foul language;
2. Violation of travel rules, including curfew etc.;
3. Failure to report to Coach or Chaperone in a timely manner, of a teammate in distress;
4. Violation of ski area rules, including the Skier Responsibility Code;
5. Use of any tobacco and/or vape product where such use is prohibited; for certainty, this includes in Team hotel rooms, vehicles, tuning spaces, at ski resorts other than in designated areas;
 - a. The Team does not condone tobacco or vape use and any Athletes who share or sell any of these products will be in violation of Rule 5.
6. Possession or consumption of alcohol or cannabis;
7. Athletes shall not consume alcohol nor use cannabis during the course of an Athletic event or other Event related to the Team;
8. Possession or use of any other substances scheduled under the Controlled Drugs and Substances Act.;
9. Inappropriate or disruptive sexual behaviour;
10. Committing a criminal offence;
11. Any form of harassment of athletes, members, and coaches.

Violation of rules 1,2,3,4, 5, by the Athlete will be dealt with immediately on an individual basis by the coach, or if the Athlete is away from home, by the coach and or chaperone. Where possible, the coach and chaperone will work with the Athlete to create a change in the Athlete's behaviour. After being made aware of their unacceptable behaviour, the Athlete is expected to behave appropriately. If the misbehaviour continues, or if the Coach and or chaperone deem the original misbehaviour to be of a serious nature, the coach and/or chaperone will provide the Alpine Chairperson with a written account of the incident and how it has been handled. The Alpine Chairperson may decide that further corrective action is necessary. Immediate sanctions as handed down by the Coach, Chaperone, or Alpine Chair for these types of violations, or continued unacceptable behaviour of this nature can include one or more of suspending an Athlete from competition or training not exceeding one (1) day for each violation, some other corrective/disciplinary action deemed reasonable within acceptable Safesport guidelines, and sending an Athlete home at the expense of the Parent. Depending on the intensity or frequency of the misbehaviour, the Alpine Chair may decide to increase or add to the sanctions including adding a suspension from Team Travel for a period of time. If the Alpine Chair adds to the sanctions, that would thereby designate the violation as a Serious Violation and they must refer the matter to a Discipline Committee for review per below.

Violation of rules 6, 7, 8, 9, 10, 11 is considered a major offence and is to be reported immediately by the coach or chaperone to the Alpine Chairperson. Violation will result in an immediate on hill suspension of a minimum of three (3) calendar weeks. A second violation of rules 6 through 11 will result in an immediate on hill suspension of three (3) calendar months. A third violation of rules 6 through 11 will result in an immediate suspension from the Team for a minimum period of one (1) calendar year. The coach and/or chaperone will provide within 48 hours of the suspension, a written summary of the violation to the Alpine Chairperson and the Parent or guardian of the Athlete.

Serious Violations of rules 1 through 5 and all violations of rules 6 through 11 shall then be referred to an independent Discipline Committee to review the violation and the levied sanction. The Discipline Committee is empowered to decide by majority vote if (A) the Athlete actually committed the violation and sanction was therefore warranted, and (B) if the sanction as levied by the Team either by discretionary decision or by written policy, was appropriate given the circumstances of the case. For certainty, the Discipline Committee may determine that additional sanctions shall be imposed, levied sanction shall stand, or that the levied sanctions shall be reduced in severity or changed in some way. The Discipline Committee shall be appointed by the Executive on a case-by-case basis and shall consist of one (1) elected member of the Executive, one (1) Parent or guardian from the same training group as the Athlete and one (1) member at large. The Discipline Committee shall be appointed within 72 hours of notification of the violation to the Alpine Chairperson and the committee should meet as soon as reasonably practicable, via electronic means is acceptable. The Athlete and the Parent or guardian of the Athlete shall have the right to be heard and make submissions, oral or written, to the Discipline Committee. The Alpine Chairperson will notify the Athlete and the Athlete's Parent/guardian of the decision of the Discipline Committee within 72 hours of the hearing.

Appeals

Should the Athlete and his/her Parent or guardian not agree with the sanctions as decided by the coach, chaperone, or Alpine Chairperson for a minor violation of rules 1 through 5, an appeal may be made to a Discipline Committee. Appeals shall be heard by way of written submission from all interested parties, as determined in the sole discretion of the Discipline Committee. The decision of the Discipline Committee shall be deemed final with no right of further appeal.

Should the Athlete and his/her Parent or guardian disagree with the sanctions as decided by the Discipline Committee for a serious violation of rules 1 through 5, or a violation of rules 6 through 11, an appeal may be made to an independent Appeals Committee.

An appeal pursuant to clauses 1 through 11 shall be in writing, addressed to the Alpine Chairperson, and shall be delivered to the Secretary of the Team within seven (7) days of the date of notification of the decision being appealed.

An independent hearing will be convened by the Appeals Committee appointed by the Executive. The Appeals committee shall consist of two (2) elected members of the Executive and three (3) independent members at large, who have been members of the Team in good standing for at least three (3) years. No member of the Appeals Committee shall be a Parent or guardian of a Athlete involved in the violation or shall have participated as a member of the Discipline Committee. The Appeals Committee shall be appointed and shall hold the hearing, as soon as reasonably practicable following the appeal application receipt.

The Appeals Committee shall hear from the Athlete and/or the Athlete's Parent/guardian regarding the circumstances of the violation and receive submissions from all interested parties with regard to the sanction under appeal. Evidence of prior violations of the Athlete's conduct shall be admissible at the hearing of the Appeals Committee. The Appeals Committee may, in its sole discretion, solicit additional information surrounding the circumstances of the violation.

The Appeals Committee shall render a decision, in writing, within seven (7) days of completion of the hearing. The decision from the Appeals Committee will be deemed final, and delivered to the Athlete or the Athlete's Parent/guardian and the President of the applicable Club.

Prior to the commencement of on hill training, a copy of the Athlete's Conduct Requirements must be read and signed by all Athletes and their Parents/guardians. This will remain on file with the Alpine Chairperson for the duration of the season.

I/We have read and understand the Discipline Policy and Procedures.

Athlete Name

Athlete Signature

Parent Name(s)

Signature of Parent(s)

Date