

# Phoenix Mountain Racers

## Disciplinary Action Policy

Phoenix Mountain Racers Ski Club (PMR) athletes or members who breach applicable club policies or codes of conducts may be subject to disciplinary action by the coaches and/or the Phoenix Mountain Alpine Ski Society (PMASS) Board of Directors.

Decisions on short-term disciplinary actions may be made by coaches, in consultation with the Head Coach and/or Program Coordinator, when feasible.

All coaches have the authority to decide on appropriate short-term disciplinary action in cases where it is not possible to consult with others in a timely manner.

### **Minor infractions:**

- Typically single or infrequent incidents of failing to achieve the expected standards of conduct.
- Generally have limited impact on athlete or member, other athletes or individuals or program as whole (i.e. use of foul language, failure to participate in designated program, minor bullying behavior).
- May result in short-term disciplinary action (i.e. withdrawal of training or racing privileges for one to six days, depending on circumstances and frequency of occurrence).

### **Major infractions:**

- Have serious impact on the athlete or member, other athletes or individuals and/or the program as a whole (i.e. use or encouraging the use of drugs, serious harassment of any kind).
- May result in suspension or expulsion from program.

Athletes' parents will be informed of all infractions and disciplinary actions. There will be no refunds of program fees for time missed resulting from a disciplinary action of any kind.

Any decision regarding long-term or permanent disciplinary action (suspension for several race or training sessions, or expulsion from membership) will be made only by a panel of three PMASS Board members who have no links to the incident(s) under investigation. On expulsion from membership, any outstanding balance in the athlete's expense account with the club is payable within 30 days.

### **Appeals:**

- No appeal process for short-term disciplinary actions.
- For major infractions resulting in expulsion, appeal may be made to a panel to be composed of two independent PMASS Board members (who were not part of the first discipline panel) and one individual not connected with PMR and mutually agreed upon by the PMASS President and the appellant.