

DISCIPLINE AND COMPLAINTS REFERENCE

Last updated January 2012

DEFINITION

1. British Columbia Ski Association shall be referred to as “BC Freestyle” or “the Association” in this Agreement; and
2. Minor Offence – As defined in the BC Freestyle “Discipline and Complaints Policy”
3. Major Offence – As defined in the BC Freestyle Discipline and Complaints Policy

APPLICABILITY

4. This document is to serve BC Freestyle athletes, coaches, board members, committee members and other members of BC Freestyle as a transparent list of disciplines and consequences that can arise from a breach of the BC Freestyle code of Conduct and / or situations that warrant disciplinary measures.

GENERAL PROCEDURES

5. Under normal circumstances discipline and consequences will be handled as per the BC Freestyle Discipline and Complaints policy.
6. In situations where discipline is forthcoming recommendations will be advised by a BC Freestyle appointed discipline committee.

DISCIPLINE AND CONSEQUENCES

7. The following measures are example of disciplines and consequences acceptable by BC Freestyle for those that have admitted to or are found guilty of breaching the BC Freestyle Code of Conduct:
 - a. First Offence – Minor and/or major
 - i. Up to 7 day suspension from program or sanctioned activities that include training days, competition days, or other sanctioned days.
 - ii. Notification to parents
 - iii. Counseling
 - iv. Public and/or directed written apologies
 - v. Answering questions pertaining to the commitment, the future, and the responsibilities to the person(s) in questions.
 - vi. Community service
 - b. 2nd Offence – Repeat Minor 1 time and/or first major



- i. Up to 7 day suspension from program or sanctioned activities that include training days, competition days, or other sanctioned days.
 - ii. Notification to parents
 - iii. Counseling
 - iv. Public and/or directed written apologies
 - v. Answering questions pertaining to the commitment, the future, and the responsibilities to the person(s) in questions.
 - vi. Community service
 - vii. Additional 1 month to 1 year suspension from program or sanctioned activities that include training days, competition days, or other sanctioned days.
- c. 3rd Offence – Repeat Minor multiple times and/or repeat Major
- i. Up to 7 day suspension from program or sanctioned activities that include training days, competition days, or other sanctioned days.
 - ii. Notification to parents
 - iii. Counseling
 - iv. Public and/or directed written apologies
 - v. Answering questions pertaining to the commitment, the future, and the responsibilities to the person(s) in questions.
 - vi. Community service
 - vii. Additional 1 month to 1 year suspension from program or sanctioned activities that include training days, competition days, or other sanctioned days.
 - viii. Expulsion from BC Freestyle Ski Association as a member for life.

Note - The above are a set of examples developed as guidelines for the Discipline Committee to use as a tool towards appropriate disciplinary actions in any given circumstance. The Discipline Committee will always consider the unique circumstances of the particular infraction, and the circumstances of the individual offender in coming to the appropriate sanctions, which may be more or less severe in any given case as deemed appropriate by the Discipline Committee.