



DISCIPLINARY POLICY

- I. UNIQ Snowsports recognises the responsibility to provide a safe, and secure environment for everyone to participate in Snowsport activities, whether this is as a child or adult learning the sport, a coach, instructor, committee member, parent, or anyone else involved in our club.
- II. To ensure UNIQ Snowsports continues to provide the above environment, we have set out the below procedure:

In cases of Misconduct UNIQ Snowsports will carry out a three-step discipline procedure:

1. **Verbal** warning
2. **Written** warning
3. **Dismissal** - Uninvited to any future UNIQ camps / sending home from camp.

In cases of Gross Misconduct UNIQ Snowsports will carry out the following athlete disciplinary procedure;

1. Inform the parents of the current situation and that you will be looking into what has happened in more detail as soon as possible.
2. Establishing the facts with the athlete in question & others involved in any incidents.
3. To be carried out (where possible) by the club Manager with a CWO also present.
4. The aim is to establish what has happened, how it has happened and with whom it has happened.
5. Written documentation of any meetings will be recorded.

III. Consequences:

- Does the consequence fit the misconduct?
- Report to SSE Safeguarding & Welfare officer where appropriate.
- Where removal from the program is likely, communicate with parents prior to athlete.
- If emails are to be sent to the full membership, use BCC.
- Athletes under the age of 18 will not be named on emails to the membership.

- IV. Misconduct could refer to but is not limited to: minor breaches of code of conduct, incidents that do not cause harm (of any kind) to oneself or another athlete.
Gross Misconduct could refer to but is not limited to: Endangering oneself or those around you, repeated breaches of code of conduct.

