



YFSA Progressive Discipline Policy

Statement of Principles

- A. Membership and participation in Freestyle Yukon is a privilege, not a right.
- B. FREESTYLE YUKON is firmly committed to creating and fostering a positive environment for all of its members.
- C. Every member of FREESTYLE YUKON is responsible to create and maintain a respectful competitive freestyle skiing environment. It is expected that all members respect the sport and behave in an acceptable manner.
- D. FREESTYLE YUKON expects its members to engage with others in an appropriate manner. Interactions should be respectful and absent of intimidation, sarcasm, harassment or discrimination.
- E. Where a member has violated this policy, appropriate action will be taken which could include education, training and / or disciplinary action up to and including expulsion from FREESTYLE YUKON.

Examples of behaviour that will invoke the use of the progressive discipline policy include, but are not limited to:

- Insubordinate or disrespectful behaviour, including dismissing instruction and direction from coaches
- Bullying in any form
- Behaviour deleterious to the reputation of Freestyle Yukon, or the sport of Freestyle Skiing

Process:

- The President or Vice President will oversee any incident investigation and the implementation of the use of the progressive discipline policy.
- Freestyle Yukon believes in supporting its coaches. In a majority of situations, coaches are the sole adult managing and controlling the behaviour of athletes. The board of Freestyle will place a great deal of emphasis on the account of its coaches when dealing with any given incident.
- In the event that a coach or a Freestyle Yukon Official is not able to provide an account of any given incident, the President or Vice President will conduct an investigation as per the attached reporting template.



Progressive Discipline Steps:

1. A conversation will take place between a coach or official and the offending athlete. The coach or official will inform the athlete that the conversation is a component of the PDP, and that this is the first step.
2. A note or call will be made to the parent or guardian of the athlete, outlining the issue, the concerns of Freestyle Yukon, and possible remedies or solutions.
3. A short suspension from Freestyle Yukon will be enforced, and a written notification will be delivered to the parent or guardian.
4. A longer suspension from Freestyle Yukon will be enforced, and a written notification will be delivered to the parent or guardian.
5. A season suspension will be imposed. Any subsequent participation in Freestyle Yukon will be preceded by a meeting with the Board, and approval of the board will be required.

Investigation Template

The following bullets should all be answered, as briefly as possible, in an “investigation record”. Any related documents, such as: notes of communications, notes on interviews or conversations, emails and other related documents should be attached to the investigation record.

1. Provide a brief description of the incident, as reported.
2. Identify the complainant and any persons directly involved with the incident, as well as anyone who may be peripherally involved.
3. Identify potential individuals who will be spoken to, with respect to any investigation.
4. State whether or not an investigation is warranted, who will conduct it, and / or whether any action will result for the complaint.
 - a. Many complaints will not require an investigation or further action. **This outcome can be stated here, and the issue will be closed.**
5. Summarize the results of the investigation.
6. Outline any input provided from other bodies (Freestyle Canada, etc.)
7. State the decision resulting, and itemize the actions that will result.