

## **OAKVILLE GYMNASTICS CLUB DISCIPLINE POLICY**

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### **1. Purpose**

The Oakville Gymnastics Club (the “**Club**”) is committed to providing a caring, friendly and safe environment for all our athletes, members, coaches, staff members, Board members and volunteers (“**Members**”). This Discipline Policy governs how violations of the Club’s Code of Conduct or Policies are to be handled by the Club.

### **2. Commitment to Justice**

The Club will act promptly, fairly, and firmly if the acts or omissions of any Member violates the Club’s Code of Conduct, Policies or puts others at risk.

### **3. Official Discipline Policy**

- (a) Members will be subject to formal discipline measures if their actions breach the Club’s Code of Conduct or Policies.
- (b) A Member may be suspended if:
  - (i) the Member is the subject of an investigation of:
    - (1) an offence under the *Criminal Code of Canada*;
    - (2) a Child protection report; or
    - (3) a statutory offence.
  - (ii) if the Member fails to comply with government statutes or regulations, putting the Club, its Members, employees, third-party contractors, and other parties it has contractual relationships with at risk of harm;
  - (iii) the Member’s presence at Club events is believed to pose a risk to others; or
  - (iv) the Member commit a serious, or repeated, breach of the Code of Conduct.
- (c) Following a review of the Member’s actions, his or her relationship with the Club may be reinstated or terminated.
- (d) A Member’s relationship with the Club will be terminated if the Member:
  - (i) is convicted of an offence under the *Criminal Code of Canada*;
  - (ii) is determined to have repeatedly violated, or made a serious breach of, the Code of Conduct; or
  - (iii) breaches the Club’s Protection of Minors Policy.

- (e) If a Member's relationship with the Club has been terminated, the Member may apply to have its termination reviewed.