

OAKVILLE GYMNASTICS CLUB DISCIPLINE POLICY

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.