



RULE VIOLATIONS & DISCIPLINE

(Final 7-2-12) Revised (11.28.16)

Membership in the Park City Ski Education Foundation (“PCSEF”)/Park City Ski Team (“PCST”) is a privilege and not a right. Each athlete member of PCSEF is expected to conduct himself/herself in a manner that (i) exemplifies the standards of good personal behavior and sportsmanship, (ii) does not bring discredit upon PCSEF, and (iii) is in accordance with the Park City Ski Team Athlete Responsibilities, USSA Code of Conduct and all PCSEF rules and policies.

Any rule violation can result in disciplinary action as considered appropriate to the individual, the intent, and the circumstances, regardless of the following guidelines. The disciplinary system set forth below is not necessarily linear and depending on the severity of the violation, multiple steps may be applied for a one-time infraction.

Major Offenses

Definition: Any action of a serious nature that is in violation of any of the Athlete Responsibilities, USSA Code of Conduct, PCSEF rules and policies or that interferes with the health (mental or physical), safety, and/or well-being of oneself or others, including but not limited to:

- Conviction of a misdemeanor or a felony
- Assault and Battery
- Stealing/Theft
- Use of Illegal Drugs or Alcohol- see Drug & Alcohol Policy
- Lying

Consequences: Any rule violation that is considered a major offense may be grounds for immediate dismissal from the team. At a minimum, an athlete found guilty of a major offense shall be subject to the following:

1. 1st Offense during a competition season (June 1st through May 31st) - Mandatory 2 week suspension from all team activities and races, 30 hours of community service and such other additional consequences as the Program Director deems reasonable and necessary under the circumstances. The community service shall be performed for a local non-profit organization and shall be approved by the Program Director in advance.
2. 2nd Offense within a competition season - Mandatory immediate dismissal from the team for the remainder of that season.
3. Any athlete dismissed from the program pursuant to the procedures outlined above may make a written request to rejoin the team for a subsequent competition season. The Program Director shall evaluate that request, shall consider what is in the best interest of the athlete, and the program and shall have the right to do the following: (i) reinstate that athlete for that upcoming season, (ii) delay reinstatement for a period of time, and/or (iii) place reasonable conditions on that athlete’s continued membership in the program (i.e., require that athlete to forfeit his or her membership in the event any future major offense).

Procedure: Disciplinary actions for Major Offenses shall be addressed primarily by the Program Director, in consultation with the President and the Executive Committee, who may initiate disciplinary proceedings based upon information obtained from reliable sources provided that there is supportive substantial information to warrant this action. The Program Director shall provide written notice (the “Notice”) to the athlete and parent/guardian/custodian, with a copy to the President, of the proposed disciplinary action including the following: (i) citation of any rules, laws, codes of conduct, or policies which the athlete is alleged to have violated; (ii) the factual basis for such allegation; and (iii) the maximum potential sanction and any recommended course of action. Within forty-eight (48) hours of receipt of the Notice, the athlete and/or parent/guardian/custodian may submit clear and convincing evidence of exculpatory or extenuating circumstances to the Program Director for his/her consideration pending final action. After the expiration of the 48 hour period, the Program Director shall issue a written decision (the “Decision”) outlining the disciplinary



action that will be taken. The Decision shall be delivered to the athlete and the parents/guardians/custodians by hand, email, overnight delivery service or other similar, verifiable delivery method. **Please note: If dismissal from the program or an event occurs while traveling, the athlete may be sent home immediately at the parents' cost at whatever means is most convenient; provided that the Program Director shall provide immediate oral notice to the athlete and parent/guardian/custodian and deliver the written Decision within forty-eight (48) hours after taking such action. No reimbursement of program or event fees will be made.**

The Program Director may, at his/her discretion, seek counsel of the President and the Executive Committee in any disciplinary actions for Major Offenses, which shall be deemed to be confidential.

Minor Offenses

Definition: Violation of the rules set forth in the Athlete Responsibilities document, including but not limited to:

- Training Rules
- General Rules
- Locker Room Rules
- Ski Area Rule
- Travel Rules
- School/Academic Rules

Consequences: Minor Offenses are handled by the coaches and Program Director, and the appropriate punishment shall be determined based on the following guidelines:

- 1st Offense: One week suspension from all team activities and/or miss next available race
- 2nd Offense: Three week suspension and/or miss the next available race
- 3rd Offense: Indefinite suspension, to be handled as a Major Offense

The Program Director has the discretion to (i) take disciplinary action based on the guidelines outlined above and (ii) take a less severe disciplinary action and/or add other disciplinary actions as is deemed reasonable and necessary under the circumstances. Examples of these actions may be requiring the athlete to do a book report, requiring the athlete to apologize to the team for her/his actions, etc.

Procedure: In the event of a disciplinary action based on a minor offense, the Program Director shall provide written notice of any disciplinary action to the athlete and parent/guardian/custodian, with a copy to the President of the disciplinary action including the following: (i) citation of any rules, laws, codes of conduct, or policies which the athlete is alleged to have violated; (ii) the factual basis for such allegation; and (iii) the maximum potential sanction and any recommended course of action. Notice of a disciplinary action shall be delivered to the athlete and the parents/guardians/custodians by email, overnight delivery service or other similar, verifiable delivery method.

Appeals

All disciplinary actions and/or sanctions imposed by the rules and policies of the Park City Ski Education Foundation are subject to appeal by the athlete in accordance with the timeframe and procedures outlined below. The athlete is entitled to receive fair notice of any disciplinary action and/or sanction, including the grounds therefore, and the opportunity for a hearing before the Appeals Committee. Within forty-eight (48) hours after the receipt of the Decision or notice of any disciplinary action for minor offenses, the athlete and/or parent/guardian/custodian (collectively, the "Appellant") must file a written appeal to the Appeals Committee seeking the review and evaluation of the Decision or action. Failure to file a timely appeal shall be deemed a waiver of the right to appeal. The Appellant may request a formal hearing before the Appeals Committee and, in the event the Decision is issued (or the action taken) during the competition season, the Appellant may request that the hearing be expedited. At the hearing, the Appellant shall have the opportunity to make a case presentation against the Decision or action and the Program Director shall have the opportunity to make a case in support of the Decision or action. At the conclusion of the hearing, the Appeals Committee shall issue a ruling affirming, modifying or reversing the Decision or action. In the event that the Appeals Committee takes the matter under advisement in order to receive additional relevant information, the Appeals



Committee shall issue a ruling as soon as practicable, but in no event later the thirty (30) days from the date of the hearing.

The Appeals Committee shall consist of three (3) Board of Trustee members who are voted in by the Board of Trustees on an annual basis and shall include: an Executive Committee representative, a member representative, and a non-member representative.

A notice of appeal shall be deemed filed if mailed or hand-delivered to the President of PCSEF at:

Park City Ski Education Foundation
Attn: President
1415 LOWELL AVENUE
P.O. BOX 118
PARK CITY, UT 84060