

RMU Figure Skating Academy

Procedures for the Determination of Misconduct and Disciplinary Penalties

The Robert Morris Island Sports Center and its Figure Skating Academy (referred to collectively as the RMUSFA) are committed to creating a safe and positive environment for Members' physical, emotional and social development and ensuring that it promotes an environment free of misconduct.

Statement of Policy and Intent

It is the policy of the RMUFSA that all of its Members, Coaches and any other individuals participating or spectating in the RMUFSA's activities (referred to collectively as Member(s)) exhibit qualities of good sportsmanship and civil behavior and abide by the U.S. Figure Skating Parent Code of Conduct and the U.S. Figure Skating Member Code of Conduct (Code), in addition to the US Center for SafeSport Policies and Guidelines.

It is the intent of the RMUFSA to provide a fair, consistent and impartial review procedure to decide whether a Member(s) has been involved in misconduct while taking part in the RMUFSA. The goal is to determine if the Member committed a violation, to determine if the Member is someone the RMUFSA wants in its program, to help the Member understand what they did wrong, to help the Member understand the severity and ramifications of their action and to accept responsibility of those actions, to help the Member make a positive change in their behavior that will have a lasting impression, and to get the Member active again in the RMUFSA as soon as possible.

An individual is taking part in an RMUFSA activity if he or she is a spectator, a volunteer or official, a skater or coach or in attendance at any RMUFSA sponsored event.

When it is found that a Member has violated the Code, the RMUFSA will investigate and discipline the individual following the procedures and penalties in the policy and guideline. However, the RMUFSA and the RMU Island Sports Center retains the right to, depending on the severity of the misconduct or infraction, make a unilateral decision and take immediate action to modify, move or terminate the participation of any Member(s) if / when it is deemed by RMUFSA or RMU Island Sports Center to be in the best interest of the Member(s), of RMUFSA, of RMU Island Sports Center, or of other visitors or Member(s) of the program.

Authorization

The RMUFSA has the full power and authority to conduct and administer the provisions of this policy and guidelines.

RMU Island Sports Center Figure Skating Academy Discipline Committee

The Committee consists of RMUFSA members. The Committee can consist of one or more RMUFSA members, whatever it considers necessary or appropriate per incident.

Duties of the Committee

- The Committee shall:
 - Review the allegations of misconduct.
 - Determine if an individual has violated the Code.
 - Issue penalties equal with the severity of the offense when the Committee finds that a violation has occurred.
 - Conduct other business as necessary to perform its duties.

Powers of the Committee

The Committee can receive allegations from Members alleging violations of the Code, initiate reviews of possible misconduct, conduct interviews to collect facts relative to an allegation, meet with Members to determine facts, and perform other duties as necessary to investigate allegations and make determinations. The Committee has the power to decide penalties, as described in the section titled Penalties, Terms and Conditions, including an indefinite suspension and the termination of membership without reimbursement of any participation fees.

Procedures

The following procedures are used to review allegations:

- **Notice of an Issue:** Any Member or any person may notify the Committee about an issue that he or she believes calls for the Committee's attention.
- **Notice to Parties:** The parties that are the subject of the Notice will be notified of the Committee's receipt of the notice and offered an opportunity to attend a scheduled review meeting.
- **Review Meeting:** The purpose of the Review Meeting is to establish the facts relative to the incident being reviewed. At the Review Meeting the Committee will review the Notice and take one or more of the following actions:
 - Decide that no violation has occurred and dismiss the matter.
 - Decide that a violation of the Code has occurred.
 - Decide that more information needs to be collected to establish facts and decide.
- **Issuance of Findings of Fact, Determination and Penalty:** Upon conclusion of the Review Meeting, if it is determined by the Committee that a violation has occurred and a penalty is to be imposed, the Committee can either inform the party at that time of the penalty or the Committee can inform the party that it will provide the penalty to the party in writing at a later time. This information will, at a minimum, include documentation of the penalty, establishment of the calendar for the penalty term, notification of coaches, team managers and/or other appropriate individuals of the penalty, notice to the Member when the conditions of the penalty have been satisfied and other appropriate duties. Failure by a Member to honor any penalty or suspension imposed will be punishable up to and including dismissal from the RMUFSA, which can be subject to an indefinite suspension or permanent termination of continuing participation.

- **Penalties, Terms and Conditions:** The Committee will decide the severity of any penalty, its term, and conditions, based on, but not limited to, the following:
 - Member's history.
 - Did the violation happen in the heat of the moment and more of an emotional reaction or did the Member have time to think and then act?
 - Did the violation cause or call for the summoning of security or law enforcement officials?
 - Were derogatory or racist remarks, taunting, physical, verbal, or emotional abuse, threats, profane and/or vulgar language or mannerisms made.
 - Were any objects thrown onto the playing surface, into the player's area, into the spectator's area or at another individual.
 - Was another Member injured because of the violation.
 - What is the Member's attitude during the Review Meeting?
 - Does the Member admit guilt and show remorse for the incident?

For more information on the US Figure Skating Codes of Conduct visit www.usfsa.org