



CRESTED BUTTE DEVO DISCIPLINARY POLICY

Participation in CB Devo is a privilege, not a right, and the expectations and requirements for team members to participate in CB Devo are set forth in Crested Butte Devo's Code of Conduct. Any violation of the Crested Butte Devo Code of Conduct may result in disciplinary action in accordance with this policy. Team members are expected to report violations of the Code of Conduct, of which they have firsthand knowledge, to a parent or to any CB Devo coach, Program Manager, Executive Director, or a member of the Board of Directors (a "CB Devo official").

When any CB Devo official becomes aware of an alleged violation of the Code of Conduct, such person will take reasonable steps to verify the validity, reliability, and accuracy of the report and shall notify the Executive Director ("ED") as soon as possible. These verification steps may include: interviews of team members, coaches, and other non-CB Devo persons having knowledge of relevant facts; examination of physical or documentary evidence; and other steps necessary for the CB Devo official to determine the merits of the report. Determination of whether a violation occurred will be based on a preponderance of evidence and information available.

Possible sanctions for a first-time violation include one or more of the following, depending on the nature of the violation and the circumstances surrounding the violation, all as determined in the discretion of the CB Devo official:

1. dismissal from the event at which the violation occurred;
2. suspension from participation in CB Devo competitive, training, and other events for a limited period of time;
3. restitution (payment for damage or harm caused, if any);
4. community service; and/or
5. dismissal from the team with no refunds issued.

A second offense will result in dismissal from the team with no refunds issued.

In lieu of exercising his or her discretion, the CB Devo official may request that the ED or the Board of Directors determine the appropriate sanction. The Board may also over-ride a prior determination by the CB Devo official, if the Board feels it is necessary and appropriate. In any instance where criminal activity may have occurred, law enforcement may be notified, in the discretion of the ED or the Board.

A voluntary admission of a violation by an offender, prior to being discovered, may result in a reduction in consequences or sanctions.

By signing below, athletes and one parent or guardian acknowledges that they have reviewed the Code of Conduct and fully understand, accept, and agree to be bound by the Code of Conduct, and that violations of the Code of Conduct will be reviewed and sanctioned in accordance with this Disciplinary Policy.

Athlete Name

Athlete Signature

Date

Parent/Guardian Name

Parent/Guardian Signature

Date