



LSRA Disciplinary Procedures

These disciplinary procedures apply where the codes of conduct are breached.

Disciplinary action for trainees is as follows:

- Verbal warning from relevant coach or head coach
- Trainee removed from training environment in short term
- LSRA Committee informed and Committee contact parents /guardians with written warning
- Suspension or dismissal from the club.

Whether the above steps are followed sequentially or in parallel depends on the severity of the matter(s) under investigation.

If a trainee is removed from the training environment during a training session, he or she must not leave the Midlothian Snowsports Centre premises until collected by a parent /guardian. The trainee must agree with the relevant coach where they will wait and what 'signing out' process should be followed when they are collected.

Serious breaches of the Code of Conduct may result in immediate suspension or dismissal from the Club.

Disciplinary action for club coaches is as follows:

- Verbal warning from head coach (or from LSRA Committee in the case of head coach)
- Written warning from Committee
- Suspension or dismissal from role.

Whether the above steps are followed sequentially or in parallel depends on the severity of the matter(s) under investigation.

In all cases:

At any point an individual has the right to present his or her case and in the event of suspension or dismissal can appeal to the committee in person (with parent / guardian support where appropriate), but the decision of the LSRA Committee following such an appeal shall be binding.

Where it is deemed appropriate by the LSRA Committee and/or the head coach to do so, disciplinary matters will be referred to Snowsport Scotland, the Club's governing body for advice, assistance or information.

Where a coach is suspended or dismissed as a club coach, Midlothian Council will be informed.

Any potentially criminal matter will be referred to the police as well as to Snowsport Scotland.