



Cheema Discipline Policy

Discipline Policy

CHEEMA utilizes the progressive discipline policy. Failure to comply with guidelines will result in first a warning; second incident will result in a temporary suspension. Third incident means permanent suspension without refund. Please refer to the discipline policy in this manual.

Creating a positive training environment

The executive, coaches and athletes of CHEEMA wish to build a strong, positive team spirit within the club. To accomplish this, we must be assured that all members of the organization feel comfortable belonging to it and we must ensure that a positive training environment exists for all.

The coaches will be working much more closely with the **Discipline Committee** to ensure that a positive atmosphere exists at the boathouse, on the water and at regattas. To achieve this goal, the following behaviours will not be tolerated:

- Foul language at any time.
- Bullying or intimidating behaviour towards other athletes. (see Bullying Policy)
- Insubordinate behaviour towards the coaches.
- Physical, verbal or sexual harassment by males or females.

The Discipline Process

The coaches will discuss inappropriate behaviour with the athletes as it arises. Parents will be notified at the end of day. If another child was effected by the behaviour, his or her parents will be contacted as well.

Inappropriate behaviour that persists will result in the Discipline Committee being notified. Based upon discussions between the Discipline Committee and the coaches, it is likely that parents will be notified about the harassing behaviour. If the inappropriate behaviour still persists, the Discipline Committee will discuss the behaviour with the Executive Committee and further sanctions, such as suspension of the athlete from the club, may occur up to and including removal from membership without refund. .

The executive committee hopes that everyone will support these efforts to develop an environment that is conducive to training and to everyone enjoying the sport of sprint racing.