



EUGENE

FIGURE SKATING CLUB

Zero Tolerance Policy – Addendum to Conflict Resolution Policy

- The first incident will lead to a letter directed to all parties of the conflict. The letter will instruct all parties to the conflict to be respectful of everyone involved in the dispute and to adhere to EFSC's Code of Conduct. If the conflict resolution process finds that an individual has violated the Code of Conduct, the letter to that individual will inform that individual of the finding of those facts and be warned not to repeat that activity.
- If there is a second incident by the same individual concerning an action that the Board finds to be substantially similar to a prior incident within the same membership year (July 1 – June 30), that person will be barred from Club activities for two weeks if the Board determines that the grievance is valid.
- If there is a third incident by the same individual within the same club membership year, the Board will bar that person from Club activities for the subsequent 3 month period and not be allowed to return until there is an agreement by the Board and the individual about future behavior at the rink and club activities.
- The Club reserves the right to issue aggravated sanctions based on the totality of the circumstances up to and including forfeiture of club membership and bar from future club activities. Further, the Club reserves the right to mitigate sanctions based on the facts of any rule violation.
- Any action by the Club that implicates an individual's ability to attend Club activities will be shared with The Rink Exchange for their review and determination of appropriate actions by that organization.