

## **Disciplinary Action Policy relative to the SCVL Code of Conduct and Ally Pledge**

**As outlined in the Code of Conduct, all members have agreed to the following:**

*I understand that if I do not follow this Code of Conduct, I may be subject to a range of disciplinary actions as determined by the SCVL Board, up to and including not being permitted to participate in games, removal from the current season without refund, and a ban from future seasons.*

### **Additionally, all members have agreed to the Ally Pledge**

While the board of SCVL cannot sanction a player's behavior when they are not present at league play or events, it will enforce the Pledge during league-sponsored activities.

### **Progressive Sanctioning for Violations of the SCVL Code of Conduct or Ally Pledge:**

Standard practice for addressing rude or offensive player actions counter to the Code of Conduct or Ally Pledge will be the progressive application of the three Stages of sanctions below. However, the board may elect to apply sanctions from a more-advanced Stage in the case of egregious first or second offenses.

- **Stage 1:** member will be given a verbal warning, and the incident will be recorded by the board; member may lose mentorship privileges at board discretion
- **Stage 2:** member will be given a written, final warning, and the incident will be recorded by the board, member may lose mentorship privileges at board discretion
- **Stage 3:** member may be expelled at the discretion of the board, which can include work done by a committee on behalf of the board
  - Expulsion may be for the remainder of the current season and/or for future seasons
  - Mentorship privileges may be lost at board discretion, if member is permitted to return to the league at a later date

The record will be maintained over multiple seasons, and offenses will not be reset at the start of each season.

### **Mediation**

During Stages 1 and 2, a member may request a meeting with a committee of board members; makeup of the ad-hoc committee may vary based on the situation. During this meeting the member may state their case for reduced disciplinary action. However, it is the board's opinion that the best way to avoid penalties is to behave in a manner consistent with the Code of Conduct and Ally Pledge, and any decision reached by the board or a representational committee is final.

### **Reporting of actions**

The board may consider reporting of actions that have not been witnessed first-hand by members of the board. We hold all members to a standard of integrity and honesty with respect to these matters. We take this policy seriously as our standards for conduct and allyship.