



DISCIPLINARY PROCEDURE

1. The following procedure will be followed if there is any breach of the Athlete Code of Conduct. The sanctions, based on the severity of the offence, must be clearly explained to the trainee(s) involved.
 - a) Verbal warning.
 - b) Written warning (email or text) or phone call to parents.
 - c) Sending home at parental expense and exclusion from future camps.
2. In the event of a serious breach of the Athlete Code of Conduct Kandahar staff will conduct a disciplinary hearing and interview the trainee(s) with at least 2 members of staff present. Any witnesses will be heard separately if appropriate. Parents will be contacted either in location or by phone at the soonest opportunity. The trainees(s) may be immediately sent home at parental expense and/or excluded from future camps. Future camp payments and deposits will only be returned if over 6 weeks prior to the beginning on the camp.
3. A parent/guardian of the trainee(s) will have the right to appeal the decision directly to the Kandahar Racing council. The Kandahar Racing Chairman's decision will be final.
4. A written record of the disciplinary hearing and the sanctions imposed will be kept and signed by Kandahar Racing staff.

ATHLETES CONTRACT

5. I am aware that I am an ambassador for my family, my ski club and my country and I have read and agree to the Kandahar Racing Athletes Code of Conduct. My parents/guardian, by completing the online application form agree to abide by the Kandahar Racing Terms & Conditions. I understand and agree to the disciplinary procedure and the sanctions which will be imposed in the event of a breach of conduct.