

NORDIC GUIDELINES AND PROCEDURES

6. Codes of Conduct

COACHES

All PNSA Nordic coaches will abide by the USSA Code of Conduct as published in the current USSA Nordic Competition Guide and by the PNSA Code of Conduct as published in the PNSA Nordic Competition Manual [Chapter 8](#).

ATHLETES

All PNSA Nordic athletes will abide by the USSA Code of Conduct as published in the current USSA Nordic Competition Guide and by the PNSA Code of Conduct as published in the PNSA Nordic Competition Manual [Chapter 9](#).

VIOLATIONS

Procedure for Violations of Rules and Conduct Standards

Violations of the USSA Code of Conduct, the USOC Coaches Code of Conduct, Racer's Responsibility Code, PNSA traveling team rules, or the Your Responsibility Code established by the National Ski Areas Association (Collectively "Codes of Conduct") may give rise to sanctions to be imposed by the competitor's sponsoring organization, PNSA, and USSA. It is PNSA's policy that, if a competitor, coach, official or parent/guardian violates any of these, immediate resolution of the violation best serves the competitor, PNSA, USSA, and the sport of skiing. As such, PNSA adopts the following procedure to handle violations.

Procedure

The handling of violations and sanctions, if any, will be handled at three levels. Level I is an on-site and immediate resolution; Level II is more formal, involving the Disciplinary Chairperson and the competitor, coach, official or parent/guardian; Level III is the formal PNSA appeal with the Chairperson and two members of the PNSA Appeals Board.

LEVEL I (Venue Resolution)

If a competitor, coach, official or parent/guardian has violated, or allegedly violated the Codes of Conduct, the violation shall be called to the attention of the individual. The appropriate coach or official shall follow Due Process, and propose an immediate resolution or sanction. The individual shall have the opportunity to accept the sanction as a final resolution for the claimed violation. If the individual accepts the sanction, then no further sanctions shall be imposed against the individual. The appropriate coach or official shall report, in writing, to the PNSA office and the Disciplinary Chairperson, the incident and resolution. If the proposed resolution is not accepted, the violation will be referred to the PNSA office for Level II processing.

LEVEL II (Administrative Resolution)

A violation of the Codes of Conduct by a competitor, coach, official or parent guardian shall be reported to the PNSA Office in writing. Upon receipt of the reported violation, the PNSA office shall refer the claimed violation to the Disciplinary Chairperson. The Disciplinary Chairperson shall contact the accused person(s) by telephone and discuss the claimed violation with the accused person(s), offering Due Process. The Chairperson shall also take such other action and investigation as they deem appropriate and then propose a sanction to the accused person(s). The accused person(s) shall have the opportunity to accept or reject the sanction. In the event that the accused person(s) accepts the sanction, the violation and sanction shall be fully resolved and final. If the accused person(s) rejects the

sanction or proposed resolution, then the Disciplinary Chairperson shall refer the claimed violation to the Chairperson of the Appeals Board for administration as per Level III.

Level III (Formal Disciplinary Action)

The chairperson of the PNSA Appeals Board shall act as the Level III committee chairperson and shall select two other members of the Appeal's Board to sit as the Level III committee. This three-person Disciplinary Committee shall generally conduct its business using the following procedures:

1. The competitor, coach, official or parent/guardian shall be given sufficient notice, preferably in writing, outlining the nature and extent of the claimed rules violations.
2. The competitor, coach, official or parent/guardian will be given reasonable time in which to prepare a response to the claimed violation.
3. The competitor, coach, official or parent/guardian will have the opportunity to be assisted in presenting their side of the incident at the hearing and, also, can employ the assistance of an attorney, if so desired, at their expense.
4. The chairperson of the Disciplinary Committee shall conduct the hearing, and the hearing shall either be in person or by conference call, and handled in such a way as to give the Disciplinary Committee and the competitor, coach, official or parent/guardian an opportunity to hear both sides of the claimed violations.
5. Immediately following the hearing, the Disciplinary Committee shall discuss and reach a decision in respect to the claimed violation, including whether or not the violation has been committed and the sanction to be imposed.
6. The competitor, coach, official or parent/guardian will be provided with a written decision of the Disciplinary Committee, and, upon request, an audio copy of the hearing.
7. The Disciplinary Committee hearing, not including the deliberations of the Disciplinary Committee, may be recorded if the competitor, coach, official or parent/guardian requests that a recording be made of the disciplinary hearing.

Possible Disciplinary Action

Any sanctions imposed by PNSA under Levels I, II or III shall comply with the USSA Code of Conduct. Possible sanctions include the following:

8. Suspension from the team and loss of future team participation.
9. Loss of support from PNSA and/or PNSEF.
10. Suspension from training and/or competitions or access to race venues as a volunteer or spectator.
11. Elimination of coaching, travel and other benefits.
12. Turning the offending party or parties over to the local or state authorities if the offense is a violation of existing laws.

Any sanctions to be posed under Levels I or II shall not be for a period of more than 21 days.

Any appeal of a Level III decision shall be taken to USSA. It is PNSA's intent, in adoption of the foregoing procedure, to provide the competitor, coach, official or parent/guardian with Due Process. Due Process is explained in the section "Athlete's Code of Conduct" in the [USSA Alpine Competition Guide](#).

Disciplinary Chairperson for Level I and Level II, nominated by the ACC/NCC/SCC/FCC, and approved by the PNSA Board of Directors is:

Kevin McCarthy
48933 US Hwy 12
White Pass, WA 9893
Phone: 509-672-3101
email: KEVIN@SKIWHITEPASS.COM

PNSA Appeals Board

The USSA and federal Amateur Sports Act mandate that all disciplines assure that appeal boards and procedures for jury decisions and team selections be instituted at all levels of competition within the USSA. The Appeals Board for the PNSA shall consist of five members. The competition committees (Alpine and Nordic) shall make recommendations to the Board of Directors of the PNSA. The Board shall make the final selection of the members to the Appeals Board. The committee shall consist of one senior official, one coach, one competitor, one current member of the respective competition committee, and the Vice President of the PNSA who shall chair the committee.

Appeals Procedure Policy

Members of the involved jury may not be included in the appeals board. Any individual, who has served in an appeals board which has reviewed an appeal, may not be part of any board reviewing the same appeal at a higher level. If the Disciplinary Chair or the Appeals Board Chair has been involved in a Jury decision or Level I process, the PNSA President shall appoint a temporary Disciplinary or Appeals Board Chair.

Notice of appeal must be delivered in writing with the appropriate fee to the Appeals Board chairperson within three business days after the jury decision took place. It is desirable to use the USSA standard appeals form available from the PNSA office. Individuals filing appeals must pay the full fee required. If the appeal is successful, then the monies that have been submitted shall be refunded.

The hearing group must restrict its examination to consideration of whether protocol was followed, rules applied properly, athlete offered rebuttal opportunity, etc. The hearing group must not "retry" the case in terms of the facts found by the jury at the time, unless such a re-examination reveals the facts were clearly disregarded in the outcome of the jury deliberation. In such a case, finding the facts were clearly disregarded in the outcome of the jury deliberation, the hearing group may take appropriate steps to review the facts and/or gather new facts.

Filing Fees

COMPETITION JURY APPEALS	\$100.00
TEAM SELECTION APPEALS	\$100.00

Please contact the USSA office for rules and procedures to appeal to higher levels.

VICE PRESIDENT
ATHLETE
SR. OFFICIAL
COMPETITION COMMITTEE MEMBER
COACH

NORDIC APPEALS BOARD
CURT HAMMOND
DAKOTA BLACKHORSE-VON JESS
AL POKORNY
DAN SIMONEAU
JEFF HASHIMOTO