

ARTICLE IX GRIEVANCES

Section 9.1. Grievance Against Members:

Any Member(s) having a grievance against another Member for the infraction of any law or rule as described in By-Laws & Code of Regulations, other than skating rules, for conduct injurious to the welfare of the Club, may report the same in writing to the Board of Directors. For all grievances which the Board of Directors deems of a serious nature, and would cause immediate and irreparable harm to the Club or the aggrieved member, the Board may, within thirty (30) days of notice of a grievance, appoint an Investigative Committee. Within thirty (30) days, the Investigative Committee shall report their findings and recommendations to the Board. The Board shall then make a determination as to whether the grievance against the Member is valid and what action is to be taken. A two-thirds (2/3) vote of the Board of Directors shall be required in order to initiate any form of discipline against a Member.

For all grievances brought to the Board which the Board deems not to be of immediate or irreparable harm, shall be logged and monitored for further action. If more than three (3) grievances are lodged against any member of the Club, then the Board may appoint an Investigative Committee with thirty (30) days of notice of the third grievance.

Section 9.2. Appeals Procedure:

If the Board of Directors' recommends suspension or expulsion of a Member for the grievance, the disciplined Member shall have the right to appeal to the General Membership, provided that a written request for a Special Meeting of the Membership is delivered to the Secretary within seven (7) days after the Board of Directors votes to discipline the Member. In the event that such an appeal is made by the disciplined Member, a Special Meeting of the Membership must be called within thirty (30) days in order that the disciplined Member may present his/her case.

At the Special Meeting, a vote of the Membership shall be taken to determine whether the action of the Board of Directors shall be upheld. A simple majority of those Members present and voting shall be sufficient to overturn a decision of the Board of Directors. Neither Members nor the Board of Directors may be represented by an Attorney at either a meeting of the Board of Directors or a Special Meeting of the Membership which has been called to consider disciplinary action against a Member. Records of any such Disciplinary Action shall be kept.

Section 9.3. Discipline of Professional Instructors:

The Board of Directors shall have the power and duty to deal directly with the Club's Professional Members upon receipt of any written grievances from any Member or parent or guardian of a Member. For all grievances which the Board of Directors deems of a serious nature, and would cause immediate and irreparable harm to the Club or the aggrieved member, the Board may, within thirty (30) days the Investigative Committee shall report their written findings and recommendations to the Board of Directors. The Board of Directors, by vote of the majority, can prescribe disciplinary action as it deems necessary, including immediate dismissal, if, in the opinion of the Board, it is warranted. Records of any such Disciplinary Action shall be kept.