

Manitoba Runners' Association Inc.

Disciplinary Action Policy

Revised ~~March 14, 2022~~ June 13, 2022

ARTICLE 1: INSTIGATION OF DISCIPLINARY ACTION

- 1.1 Power to Investigate: Should anyone have reason to believe a Member (including a Director of the Board) may have acted in serious disregard for the Bylaws and Policies of the Association or to bring disrepute to the MRA or to the sport, they may bring their concern to the Executive Director. The Executive Director may attempt to resolve the issue informally, but shall bring all concerns to the Executive Committee.
- 1.2 Disciplinary Process: Should the Executive Committee determine an investigation of the facts is warranted:
 - 1.2.1 The Executive Committee shall establish a Special Committee to carry out the investigation. Such Committee shall include the Executive Director, at least one Director, and as many other Members as the Executive Committee may decide.
 - 1.2.2 The Member shall immediately cease to be in ~~Good~~ Special-good standing and shall have their membership suspended pending a disciplinary review. The Member shall immediately be informed of the suspension of membership, the accompanying loss of entitlements, and that a disciplinary review of the circumstances leading to this action has commenced.
 - 1.2.3 The Special Committee shall undertake a review of the circumstances, complete with interviews with individuals having knowledge of the situation, reviews of relevant documents, photos, and other evidence sufficient for the Special Committee to make reasonable conclusions regarding the case.
 - 1.2.4 A meeting of the Special Committee shall be called within three weeks of informing the Member of the disciplinary review. The Member shall be invited to this Meeting and shall be given an opportunity to be heard.
 - 1.2.5 Following this meeting, the Special Committee shall make a recommendation to the Executive Committee to reinstate the Member, to terminate Membership, and/or to impose other sanctions and limitations.
 - 1.2.6 The Executive Committee shall decide by majority vote to reinstate the Member, to terminate Membership, and/or to impose other sanctions and limitations as they may deem reasonable. In the event that a Member subject to other sanctions and limitations resigns, that Member shall nonetheless be subject to a continuation of such sanctions and limitations.

- 1.2.7 Written Notice of the Executive Committee's decision shall be provided to the Member within seven days.
- 1.3 Notifications: The Board and Athletics Manitoba shall be notified of any suspensions and any subsequent reinstatements, terminations of membership, or other sanctions.
- 1.4 Suspension of Membership: A suspended Member shall not be entitled to attend Member Meetings or be entitled to the benefits and privileges of Membership, including participation in programs and events. Where the suspended Member is a Director, the suspension includes Meetings of the Board.