In addition to the provisions of the [Discipline Policy](http://diving.ca/en/index.php?option=com_content&view=article&id=86&Itemid=264), provisions of this Guidelines for Disciplinary Action and Grievance Procedure” shall apply to the Athlete. In the event of a conflict between this document and the Discipline Policy, the provision of the Discipline Policy shall prevail.

1. The Athlete acknowledges and agrees that CADA or the Team Leader shall have the right to administer reasonable disciplinary measures during the course of a “mandatory” event (training camp, national championship or international competition) to those members who do not adhere in all respects to the National Team Member Athlete Agreement, as it may be amended from time to time, up to and including cancellation of an international assignment or dismissal from the National Team. The Athlete further acknowledges that it will not be possible in all circumstances to grant the Athlete a review or appeal of disciplinary action involving the Athlete 's removal from a trip or event, prior to departure for that trip or commencement of the event.

2. Whenever possible, the administration of a disciplinary action will be preceded by written notification by the Chief Operating Officer or President of CADA; however, in circumstances which preclude written notification, CADA shall notify the Athlete informally by word of mouth.

3. CADA and the Athlete acknowledge that any complaints against the Team Leader shall be made in writing to the National Team Director, Chief Operating Officer or the President

4. It may be necessary, due to the constraints of time or distance or during the course of a training camp or an international assignment, for the Team Leader or Team Coach (as representatives of CADA) to administer discipline without such prior written notification. In such an instance, the person administering the discipline will attempt to contact the National Team Director, Chief Operating Officer or the President of CADA prior to administering the disciplinary measure and, if possible, the Athlete will be given the opportunity to discuss the matter with the National Team Director, Chief Operating Officer or the President.

In case of any grievance of disciplinary action, a full written report will then be forwarded immediately to CADA and the Athlete by the person administering the discipline or receiving the written grievance and the Chief Operating Officer will provide written clarification of the disciplinary action to the alleged Athlete.

5. In all cases, the written notification to the alleged Athlete will document:

(a) specific circumstances that lead to the disciplinary or grievance action;

(b) steps that can be taken to remedy the situation, if applicable and a reasonable period of time during which those steps may be taken.

6. In all cases of disciplinary action, CADA may impose a penalty, the severity of which reflects the seriousness of the offense. Such penalty may include:

(i) verbal warning;

(ii) written warning acknowledged by the Athlete in writing;

(iii) written warning accompanied by a probationary period;

(iv) loss of competitive privileges for a specific event or period;

(v) removal from the traveling team and being sent home;

(vi) suspension of all CADA funding and recommendation for suspension of Sport Canada funding; and

(vii) removal of the alleged offender from the National Team and cancellation of carding status.

7. Under no circumstances will an alleged Athlete be summarily dismissed from the National Team itself without written approval of the National Team Director, Chief Operating Officer or President of CADA.

8. In all cases, the alleged Athlete shall have the right to a review of the disciplinary actions imposed upon him or her in accordance with the procedures outlined in the [Appeals Process](http://diving.ca/en/index.php?option=com_content&view=article&id=88&Itemid=269).