

SHERIDAN WYO RODEO GOLD BUCKLE CLUB
MEMBER DISCIPLINE POLICY

The Board of Directors of the Sheridan WYO Rodeo Gold Buckle Club (herein “GBC”) hereby adopt the following Member Disciplinary Policy for the benefit of its Members:

Recitals of Intent:

- A. The purpose and intent of adopting a discipline policy is not to over-regulate the members’ enjoyment of the GBC; rather, the specific purpose and intent of these policies and all enforcement thereof, is to promote the greater good of the club and the global enjoyment by all members use of the GBC’s facilities during the Rodeo and other GBC special events, and to ensure that no individual member(s) unreasonably disrupt the overall experience of the membership body, as a group.

- B. The Board of Directors will have the discretion and final adjudicator of these policies but every member can expect the fair, consistent and equal application of the policies of each member.

In furtherance of such purposes and intentions, the Board of the Directors of the GBC establish the following policies:

- 1. ***Definitions.*** For purpose of these policies, the levels of misconduct that may result in discipline are defined, but are subject to the final determination of the Board of Directors and the examples listed below are not to be considered as fully inclusive or covering all possible offenses.
 - a. “***Misconduct***” is the carrying out of an offense considered to be of a minor nature (unless frequently repeated) and will normally incur a written warning from the Board of Directors for the first offense, together with the Board of Director’s demand for corrective action it deems reasonably appropriate. Examples of offenses that may be considered misconduct include:
 - i. Discourteous or crude behaviour in the VIP Room, grounds and/or seating/stands at the Rodeo or a GBC event that other reasonable members might find offensive.
 - ii. Conduct of an unsafe nature - offensive disregard for equipment or property - Refusal to carry out reasonable instructions issued by GBC Directors or official event security.
 - iii. Failure to comply with or adhere to a reasonable level of conduct within the context of the GBC event.
 - iv. Any other actions of similar gravity to the above, at the discretion of the Board of Directors.

Repetition of the above offenses or failure to comply with any reasonable demands made, in writing, by the Board of Directors may result in further action by the Board of Directors involving a disciplinary meeting.

- b. “***Serious Misconduct***” is the carrying out of an offense of such gravity that, in the opinion of the Board of Directors, warrants a disciplinary meeting with the Board of Directors. Examples of offenses, which may be considered as serious misconduct include but are not necessarily limited to the following:
 - i. Misconduct offenses above if especially grave or repeated.
 - ii. Deliberate or consistent breaches of GBC rules.
 - iii. Theft, misappropriation or material damage of assets of the GBC or other GBC members/guests.
 - iv. Providing alcoholic beverages to person(s) not possessing a valid wrist band.
 - v. Serious threats of imminent physical violence towards another Member, their guests and/or GBC employees or contractors at GBC events, or a physical fight between members at a GBC event that is mutually-provoked.
 - vi. Blatant disregard for one’s own or other Members’/Guests’ safety.
 - vii. Any other action, which in the opinion of the Board of Directors may result in the detriment of the GBC’s ability to continue in its ordinary course of operations.

- c. “***Gross Misconduct***” is action of such seriousness that the Board of Directors will require the immediate expulsion of the offending member from the GBC. The Board of Directors may, by means of an executive decision and without notice, summarily expel such offending member without first invoking a disciplinary meeting. The expelled member will have the right to a disciplinary meeting as soon as the Board of Directors can be arranged but will remain expelled until and unless such a meeting overturns the Board’s executive decision. Examples of gross misconduct are:
 - i. Counterfeiting wrist bands, passes, tickets and other similar GBC-issued tokens providing benefits to the members.
 - ii. Delivering, or knowingly causing to be delivered, alcohol to a minor at a GBC event.
 - iii. Unprovoked physical violence against another Member or guest and/or GBC employees or contractors at a GBC event.
 - iv. Reckless disregard of safety of other Members or guests.
 - v. Other acts that are considered to be of an extremely serious nature perpetuated against the GBC membership.

2. Discipline Procedure:

- a. *Affected Persons.* A disciplinary procedure/action may be brought by the Board of Directors against any GBC member(s), and/or any guest of a GBC member, and/or any Sponsor accessing GBC events and/or any guest of such a Sponsor. This policy shall apply equally and uniformly to all members, sponsors and their guests using any GBC facility or attending any GBC event.

b. *General.* The procedure/actions may include expulsion without notice, may be taken for offenses of misconduct; however it is recognized and agreed that every member shall have the right: (a) to expect fair and consistent treatment; (b) to adequate notice from the Board of Directors; (c) to request reconsideration of the Board of Director's decision in all disciplinary matters; (d) to representation; and (e) no member will be expelled for the first breach of GBC policies or rules except in cases of "gross misconduct". All disciplinary actions taken by the Board of Directors will be duly recorded and placed on file for reference at a future date.

c. *Process.* On receipt of a verifiable complaint from a member, GBC employee or contractor, the Board of Directors will decide whether the complaint falls within the scope of this disciplinary code. If, in their opinion, it does, then the Board of Directors will decide as to the type and severity of the offense.

i. If the offense is considered to be one of simple misconduct, the Board will write to the offending member with a formal written warning including the demand for corrective action that the Board of Directors may deem appropriate. A disciplinary file will be opened by the Board of Directors in which will be placed copies and records of the original complaint, together with the written warning and any other correspondence. The action outlined above will normally finalize the process.

ii. Should the complaint be considered by the Board of Directors as one of serious misconduct, then the following procedure will be implemented. The Board of Directors will appoint a Director who will research evidence presented and, if possible, will obtain further evidence, witness statements, etc. If necessary, the investigating Director will consult all relevant witnesses for supportive evidence. The investigating Director will advise the complainant, if one, that if a disciplinary meeting will be called, then the complainant and all relevant witnesses will be obliged to attend and give evidence. (Non-attendance at a meeting will only be allowed in extenuating circumstances). In cases of disputes of a personal nature, the Board of Directors will attempt to resolve the situation amicably and to the mutual satisfaction of the parties concerned. If settlement cannot be agreed between the parties, or if the offense merits it, then a disciplinary meeting will be scheduled as soon as possible. The Board will then notify all parties as to the meeting date and ensure the parties have all relevant copies of paperwork in good time prior to the meeting.

iii. If a disciplinary meeting is scheduled by the Board, it shall take charge of the meeting and all questions will be addressed through the GBC President. The Board will cause the meeting to be conducted in a reasonable format and process and take the testimony and evidence reasonably permitted to be presented by the President.

After the Board has reached a decision, the offending member will be notified in writing of such decision and informed of any penalties within 7 days of the decision being reached, penalties will be effective from the date of the decision.

3. **Penalties.** Following the disciplinary meeting, the Board of Directors will apply such penalties as the Board of Directors consider appropriate, including temporary or permanent expulsion of the offender from the GBC, such penalties will have immediate effect, notwithstanding the possibility of an appeal. Offenses of gross misconduct will carry automatic expulsion from the GBC, unless otherwise determined by the Board for good cause, and will preclude the offender from taking part in any GBC event.

4. **Appeal – Request for Reconsideration.** If a penalized member requests an appeal/reconsideration of the decision or of the penalty, such request must be made by written notice delivered to and received by the Board’s President not later than 20 calendar days of being notified of the Board’s initial decision. No appeal will be valid or considered after that period has elapsed. It will not be sufficient to state “I wish to appeal”, the offender must give full written grounds for the appeal, stating exactly what is being appealed against and the reasons for this. An appeal together with full and recorded argument may be considered relative to the decision and/or the penalty.

An appeal meeting will be convened as soon as practicable and will consist of Board of Directors, together with five (5) other GBC members not on the Board but who are designated by the Board, who shall consider the member’s request for reconsideration. The decision on appeal shall be made by majority vote of the Board of Directors and the 5 other GBC members after the reconsideration, and such decision is final and binding on the parties and not subject to further appeal.

Approved by the Gold Buckle Club Board of Directors, effective as of March 19, 2019

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