



MEMBERSHIP ADMISSION AND TERMINATION POLICY

Purpose:

U.S. Ski & Snowboard members in good standing are provided with the opportunity for participation and achievement in U.S. Ski & Snowboard sanctioned activities and competitions. Being a member of U.S. Ski & Snowboard is a privilege not a right.

If any member's behavior poses a Risk, as defined in this Membership Admission and Termination Policy ("Policy"), U.S. Ski & Snowboard's Safety and Security of Athletes and Employees Subcommittee ("Committee") as empowered by the Board of Directors ("Board") may terminate their membership in accordance with the provisions of this Policy.

If the behavior of any person who submits an application for membership in U.S. Ski & Snowboard poses a Risk, the Committee may deny such person's application for membership in accordance with the provisions of this Policy.

Definitions:

- **Risk**: The existence of or potential for (a) physical, emotional or other harm to members or (b) reputational or other harm to U.S. Ski & Snowboard, based on a totality of the circumstances.
- **Risk Assessment**: The process of identifying what hazards exist, who might be harmed and how, and an evaluation of existing or potential Risks based on all relevant information (for example, but without limitation, public records, misconduct reports and outcomes, documentation from the U.S. Center for SafeSport, news or media reports, social media activity, etc.), which will be reduced to writing.
- **Respondent**: The person who is the subject of the Risk Assessment.
- **Opportunity to be Heard**: The opportunity for the Respondent to submit to the Board a written statement, and any other relevant information or documentation, for consideration by the Board when determining Respondent's membership status.
- **Notice**: A letter sent via email and certified mail to Respondent notifying them that their U.S. Ski & Snowboard membership may be terminated by the Board or their application for membership may be denied, as the case may be. The Notice will include (a) a copy of the Risk Assessment, (b) the date a Board meeting will take place at which the Board will consider termination of Respondent's membership status or denial of Respondent's application for membership, as the case may be, and (c) Respondent's Opportunity to be Heard and the deadline for submitting a written statement and any other relevant information or documentation for consideration by the Board.



Procedures:

1. When U.S. Ski & Snowboard's Safety and Security of Athletes and Employees Subcommittee, or other U.S. Ski & Snowboard Athlete safety staff, or their designee, determines that a person's membership with U.S. Ski & Snowboard may pose a Risk, a Risk Assessment shall be conducted and referred to U.S. Ski & Snowboard's General Counsel for review.
2. If the General Counsel determines the matter should be referred to the Board of Directors for consideration and action, the matter will be scheduled for consideration at the next regularly scheduled Board meeting, but in no case less than fifteen (15) days from the date the Notice is sent to Respondent.
3. The Notice will be sent to Respondent no less than fifteen (15) days prior to the Board meeting where consideration of the membership matter will take place. Any written statements or documented information the Respondent wishes to submit for consideration by the Board must be received by U.S. Ski & Snowboard no less than five (5) days prior to the scheduled Board meeting. Any statements or documents received after the five (5) day deadline will not be considered by the Board.
4. The following information will be sent to the Board for its review:
 - a. The Notice sent to Respondent which includes the Risk Assessment and reason for the recommended membership termination or denial of membership, as the case may be; and
 - b. All information Respondent submits to be reviewed and considered.
5. At the Board meeting, the membership matter will be considered by the Board during the closed, executive session. The General Counsel, or their designee, will summarize the information previously sent to the Board and provide a recommendation regarding membership termination or denial of membership, as the case may be. The Board will deliberate and vote on the matter.
6. If the majority of the Board votes in favor of terminating Respondent's membership status or denying Respondent's membership application, the action of the Board shall be effective immediately.
 - a. Respondent will be notified in writing via email and certified mail the following business day.
 - b. In the case where the Respondent's membership has been terminated, a notification will be sent to member club and regional leadership of Respondent's member club that Respondent is no longer a member of U.S. Ski & Snowboard and not allowed to participate in U.S. Ski & Snowboard sanctioned activities and events.
 - c. The U.S. Center for SafeSport will be notified of the membership termination if the Center has previously exercised jurisdiction over the Respondent.



- d. The USOPC will be notified of the membership termination if the Respondent has previously or was scheduled to attend a delegation event or a USOPC training facility.
 - e. A Respondent who has had their membership terminated shall have the right to appeal the decision by the Board by filing a Grievance pursuant to U.S. Ski & Snowboard's Grievance Procedures. After the decision of the Board has been communicated to Respondent, additional information regarding filing a Grievance will be provided to Respondent as requested.
 - f. Any Respondent whose membership is terminated by the Board shall have the ability to re-apply for membership for the next season. Each membership application will be presented to the Board of Directors along with Respondent's historical membership termination files and any new information Respondent or U.S. Ski & Snowboard chooses to submit for review.
 - g. If Respondent is found to be participating in any U.S. Ski & Snowboard sanctioned event, program, or activity during this termination period, this information will be considered in future membership applications and may result in U.S. Ski & Snowboard seeking a lifetime ban of Respondent's membership.
7. If the Board votes against terminating Respondent's membership status or permits the membership application to be granted, as the case may be, Respondent shall be considered an active member once the Respondent has completed all membership requirements and subject to any safety plan implemented by the General Counsel.

Adopted by the U.S. Ski & Snowboard Board of Directors on November 14, 2024.