

Caribruisers Policies and Procedures

Section 1: Regular Meeting Policy

CJRD shall endeavor to keep its members and the general public informed about the organization's activities on a regular basis - formal meetings should occur at least every two months, but once a month is an ideal goal.

Section 2: Household Conflict Policy

In working with children, situations have and will occur within families that affect CJRD events. The only focus of any administrator who may witness such events is ensuring that the children are protected and supported. If the situation occurs in the presence of children, whether belonging to the antagonists or not, in the presence of a CJRD official who is acting in that capacity (e.g. during or after a practice), All Directors and Staff/Members needs to ensure that all children are protected and isolated from the argument, first by separating the kids, then by asking the antagonists to leave, and finally by notifying premises security or the police and having the antagonists removed.

If the situation occurs when no children excepting those of the antagonists are present (e.g., well before or after practice), than the Board of Directors has no obligation to do anything or to get involved in the situation formally. Officials in this case are encouraged to give help and support as requested, and to otherwise stay out of the fight.

In all such cases, premises rules and the laws of the Province in which the incident occurs take precedence over these policies.

Section 3: Privacy Policy

The Board of Directors, and CJRD will do everything within reason to prevent the disclosure of the private information of its members, directors, and any other persons to whose information it may become privy in the course of normal business relationships. Member profiles on the website will never include legal names unless that name is part of the individual's skate name. The CJRD cannot control the contents of comments made on its website by third parties. However will take every attempt to policy those that are discriminatory in any fashion and to protect the minors, adults and users of sites.

Section 4: League Purposes [REQUIRED LANGUAGE FOR 501(c)3 IF YOU HAVE ADULTS AND JUNIORS UNDER A SINGLE LEAGUE]

CJRD supports all forms of roller derby, but it places the children who participate and are the future of the sport above its other commitments, duties, and obligations at all times. If there is a conflict between supporting junior roller derby and any other team or function of the CRJD , supporting the junior league must take precedence. This is stated in the CRJD 501(c)(3) application; violation of this policy may render the corporation's non-taxable status null and void.

Section 5: Discrimination and Disabilities Policy

Caribruisers are committed to the principle of equal opportunity in membership, both on and off skates. The Association does not discriminate against individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, genetic information, veteran status, ancestry, or national or ethnic origin; we welcome any and everyone who wants to be involved in the sport of roller derby. CJRD will not tolerate any discrimination, direct or indirect, against anyone by one of its members while representing CJRD; violations will be dealt with according to the applicable disciplinary actions.

The LCRDA will make all reasonable efforts to accommodate members who have or believe they have a disability under the Americans with Disabilities Act and amendments, upon application to a single member of the board of directors in person, or the entire board in writing. Accommodation shall be made as quickly as feasible.

Section 6: Two-Deep Leadership Policy

In the interest of preventing allegations of child abuse, no trainer, leader, or coach over the age of 18 should ever be alone with a single skater or member under the age of 18 while on CRJD business. Even if the coach and skater are otherwise legally able to carry on a relationship, their respective statuses as student and teacher make it inappropriate for such a relationship to be carried on in any way while at any league event

Ideally, 2 leaders over the age of 18 should be present (able to see each other) at all times while working with junior skaters; this is more necessary with younger skaters, who are less able to provide a reliable legal alibi, than with older skaters. In all cases, regardless of gender mixture, there must be at least 3 people present in an area when one of them is over 18 and another is under 18.

This policy is intended to protect both juniors and leaders, and is one of the most important things to remember at any time when working with juniors. A single slip exposes the adult to possible allegations of wrongdoing and legal action.