



MEMBERSHIP REQUIREMENTS

Rolling Hills Derby Dames Members and skaters of the Rolling Hills Derby Dames (RHDD) must be female and at least 18 years of age.

EACH MEMBER IS REQUIRED TO

- Provide and maintain required safety equipment (skates w/stoppers, wrist guards, elbow and knee pads, mouth guard, and helmet).
- Attend at least one practice a week in order to be an active member of the league.
- Attend 50% of practices, be current with monthly dues, attend at least 1 community event per month, and pass WFTDA standard minimum skills and WFTDA rules written test to be eligible to bout.
- Pay a monthly membership fee of **\$30** by the 15th of each month, or **\$40** after the 15th (or provide a due waiver approved by the RHDD Treasurer).
- Participate in one RHDD event each month in addition to practices and bouts (when available), this includes promotions, fundraisers, etc.
- Live by RHDD Code of Conduct, as follows in this membership packet.

CODE OF CONDUCT

SPORTSMANSHIP

- Humble in victory and gracious in defeat.
- Demonstrate a sense of fair play.
- Promote friendship with teammates and opponents alike.

RESPECT

- Show respect for yourself and others. Hold your league, teammates, and sport in high regard.

ENJOYMENT

- It is important for Roller Derby to be fun! This should be a satisfying and rewarding experience. Please have a free spirit and a joyful heart!

LOYALTY

- Be loyal to your teammates and fellow members of the Roller Derby community.

TEAMWORK

- Be valuable to your team, work hard, and work together. Be dependable for the women on the league and accountable for yourself. Follow through. There is no I in TEAM!

SAFETY STANDARDS

Safety first! Wear the required safety equipment at practice and in bouts. Players can't play if they're hurt. League coaches and staff retain the right to prohibit any skater from participating in practice or other league activities if they believe the skater is a risk to herself or others. Please, listen to your body.

Refrain from skating for the following reasons:

- Pregnancy
- Illness
- Medicated condition that impairs awareness
- Emotional state that impairs functionality
- Injury that impairs ability and re-injury that could cause serious risk

FINANCIAL GUIDELINES

DUES POLICY

Membership dues (\$30 monthly) go towards league equipment, practice space rental, fundraising, and other operating costs. Sponsorship will also contribute to RHDD revenue to pay for expenses such as bout production, merchandise, marketing, practice space and operating expenses. At any time members may request a financial report or details on the financial status. Any financial information requested for other league business (i.e., sponsorship) must be approved by the Advisory Board.

Dues can be submitted to the Treasurer at practice, paid through PayPal at www.rollinghillsderbydames.com or sent to:

Rolling Hills Derby Dames
P.O. Box 1486
Pullman, WA 99163

RHDD members may not fall more than 30 days behind on their dues. If that is the case, they will receive notification of their delinquency either in person or email by the Treasurer and their team captain will also be notified. They will not be allowed to participate in league bouts. If the member falls 60 days behind they will be notified of their termination of membership unless they can make a payment for at least one month back dues and “catch” up within 30 days to re-establish their membership. This 60-day policy does not apply to members who are on inactive status or members for which other arrangements have been made.

Members suffering financial hardship may submit a written proposal to the board to pay a percentage of their membership or to defer dues payment until a later date. Submissions shall be kept confidential and will be determined by the board on a case by case basis.

DETAILS

NON-DISCRIMINATION POLICY

RHDD does not discriminate based on religion, race, or sexual orientation. Any complaints of such should be presented to the Advisory Board.

PUBLIC APPEARANCES

All RHDD members and volunteers should represent the league in a favorable way. This includes public appearances, promotional events, and RHDD sponsored events. Please conduct yourselves in a professional manner.

COACHES, TRAINERS AND REFEREES

For the welfare and protection of RHDD, members, coaches, trainers and referees must adhere to a Code of Conduct. They are expected to be honest, fair and respectful to others and to respect the fundamental rights, dignity and worth of all skaters. They also should seek to promote integrity in the practice of coaching, training and refereeing and

not let personal problems and conflicts interfere with their duties. Coaches, trainers and referees must adhere to the RHDD code of conduct as well as the WFTDA rules and guidelines. Coaches, trainers and referees are volunteers to the league and that right may be revoked at the discretion of the Advisory Board.

GRIEVANCE COMMITTEE AND POLICY

Violations shall be categorized into two classes: *Minor* and *Major*.

Minor violations may include:

- Verbally abusing another member/personal insults.
- Refusing to follow the directions of practice as laid out by the coach, referee or other practice coordinator.
- Refusing to follow the directions of rink/venue representative.
- Any action that damages our reputation and/or business contacts (i.e., sponsorships, practice/bouting venues)

Major violations may include:

- Disregard for the RHDD rules or Code of Conduct.
- If a minor violation has been given and the misconduct continues the minor violation will be replaced with a major violation.
- Participating in any event, practice or bout after being prohibited from doing so.
- Physically assaulting/abusing another member, volunteer, venue/rink representative or spectator.
- Intentional damage to another's property.
- Any deliberate action that could cause serious harm to others.

Stealing from the league or its members or gross neglect for participants' health and safety are grounds for immediate dismissal from the league (the offender will not be eligible for re-admission.)

DISCIPLINARY PROCESS

Any member of the league, including coaches, trainers, referees and volunteers, may file a grievance against another member, provided he/she completes the following steps: (1) clearly address issue with offending party making sure to state the problem and potential solutions, (2) if issue is not resolved with step 1 a member of the Play Nice Committee will act as a mediator to help resolve the issue, (3) if the mediator is unable to come to a agreement between the parties involved, then the issue will be brought to the Advisory Board in writing by the Play Nice Committee. If the Advisory Board deems the complaint valid, the disciplinary process will follow three steps; (1) verbal warning, (2) written warning, (3) disciplinary action to be decided by the Play Nice Committee and Advisory Board. Depending upon the nature and severity of the complaint, the discipline action may include, but is not limited to, the following:

Violation: Disciplinary Action

MINOR: Group Mediation

League service during a practice

Benched for a bout with a volunteer requirement

MAJOR: Removal from leadership

Suspension from practice and league activities

Expulsion from league

If a member has been through the three-step disciplinary process (verbal warning, written warning, and discipline action) three times, he or she will be expelled from the league for one year. When that member maintains a clear record for six months from the date of discipline action, his/her record will be cleared. We want to play nice – so, play nice!

CLASS-ACTION COMPLAINTS

In the event of a “Class Action” complaint (where more than one person has complained about the same person in regards to the same event), separate complaints will be rolled into one weighted complaint to ensure that the defendant has an opportunity to respond to and correct the issue.

ANONONYMOUS COMPLAINTS

A member may request that his/her name be withheld from the subject of the complaint and the *League Mediator* will respect the request for anonymity. However, the name of the member filing the complaint MUST be on file for investigation purposes.

NEGATIVE CODE OF CONDUCT

Fighting or drunken/disorderly conduct will not be tolerated. Dissension among the members will not be tolerated. Poor sportsmanship, violence and disregard for games rules of the RHDD will not be tolerated. Attempts to harm a person’s reputation, character or position in the league using libel and/or slander will not be tolerated. This includes statements made to the RHDD league members and other roller derby league members published on the internet or otherwise. We live in a small community and ask players to avoid extracurricular trash talking.

TERMINATION OR RESIGNATION OF MEMBERSHIP

Resignation of membership is delivered to an Advisory Board member in writing. Membership will be terminated at the 1st of the following month and dues will not be reimbursed.

REJOINING RHDD

Former members of the RHDD are welcome to re-apply for membership. Approval of returning applicants membership will be determined by a league player vote. Returning applicants will be required to re-pass the WFTDA skills test.

LEAVE OF ABSENCE POLICY

All leaves of absence longer than one week must be submitted in writing to the league (see LOA Form). Players will remain in good standing while on leave, but dues are still to be paid for each month. If you have been gone for more than one month and do not notify the league in writing of your leave it will be assumed that you are no longer a member of the RHDD (and if you wish to return you will have to go through a probation period). A member in good standing on leave longer than two months, will have to re-tryout for a position on a team (you will be placed on the team that needs you most). You will be eligible to bout after placement on a team. If you have been gone longer than one month and did not remain a member in good standing you will have a one-month probation period. During the probation period you will establish that you are paying your dues, attending practices and fulfilling your skating skills requirements. At the end of the probation period you may tryout for a team. You will then be eligible to bout after placement on a team.

MEDICAL LEAVE OF ABSENCE

Members on a MLOA shall follow the same policy as standard LOAs above. A member may submit a written proposal to the board to pay a percentage of their membership or to defer dues payment if medical bills create a financial burden or hardship. Submissions will be kept confidential and be determined by the board on a case by case basis.

CONFIDENTIALITY AND NON-DISCLOSURE

All information discussed and disseminated within the league is considered to be confidential and remains the property of the league. Any information/material provided to the league by an individual member becomes the property of the league and the individual forfeits all rights to the information/material. Under no circumstances may any member of the league disclose any inside information to anyone not a member of the league, and specifically may not disclose information to any member of any other league without the express consent of the league management. This applies to, but is not limited to, practice formats, training exercises, forms or information, or the bylaws and constitution. Anyone doing so will be issued 2 strikes. If management and the disciplinary committee determine that the disclosure was done willfully and maliciously in an attempt to damage the league and/or its reputation, the offending member will be immediately dismissed from the league and will not be eligible for re-admission to the league.

It is expected that all members, active or former, will adhere to this clause. Any member choosing to leave the league, or who has been dismissed from the league, may not use information/material from the league for the purpose of forming a new league or aiding a competing league. Such activity will be considered a breach of contract and appropriate action will be taken against the offender.

ALCOHOL/DRUG POLICY

Member/skaters may not participate in a bout while under the influence of drugs or alcohol. Member/skaters may not consume drugs/alcohol at league events while wearing skates.

RULES AND BYLAWS

All members/skaters must comply by the roller derby rules of the WFTDA. Member/skaters must also comply with the Rolling Hills Derby Dames Bylaws where applicable.

RESTRICTIONS OF RECRUITING AND ADVERTISEMENT

No member of the Rolling Hills Derby Dames may intentionally/knowingly attempt to recruit a skater from another league. Members may not distribute flyers and/or advertisements for our league during any other league's event. Competitions in which the RHDD is competing are excluded. In the event a member is dismissed or chooses to leave the league, they may not recruit members from the RHDD for any rival league, whether active or being newly formed. Such activity will be considered a breach of contract and appropriate action will be taken against the offender.

MULTIPLE LEAGUE MEMBERSHIPS

You may be a member of more than one roller derby league. You must inform the RHDD of your involvement with another league within one week of joining the other league and sign a Conflict of Interest Agreement. Failure to inform the RHDD of your involvement in another league or refusal to sign the Conflict of Interest Agreement will result in immediate dismissal from the RHDD. You must be able to continue to fulfill your membership requirements with the RHDD if you choose to be in two leagues.

NON-LIABILITY OF MEMBERS

A member of this Roller Derby league is not, as such, personally liable for the debts, liabilities, or obligations of the league.

NON-TRANSFERABILITY OF MEMBERSHIP

No member may transfer a membership or any privilege of membership.

CHILDREN AT PRACTICE

We understand that childcare can be a determining factor for participation and we want to be as accommodating as possible. Therefore, the RHDD Board has mandated an official policy. Ideally, children should not attend practice.

Regarding children under 10 years of age:

- Children should be supervised by an adult while at practice.
- Children need to stay in an area where they are protected.
- Please speak to you child before practice about best behavior (i.e. calm bodies, quiet voices) and safety.
- Parents are encouraged to coordinate childcare with other parents so that as many skaters can participate as possible.

I acknowledge that I have read and understand the Terms of Membership for the Rolling Hills Derby Dames.

Member Name (print): _____

Member
Signature: _____ Date: _____

Our membership runs year round with monthly dues of **\$30** (due by the **15th** of each month).

How did you learn of the Rolling Hills Derby Dames?
What do you hope to get from your membership in this league?
What life skills (besides skating) can you bring to the league?

MEMBERSHIP APPLICATION

Date: / /

Name:	Birth date:
Address:	Phone #: <i>(check preferred)</i> home <input type="checkbox"/> cell <input type="checkbox"/> work <input type="checkbox"/>
E-mail address:	
In case of emergency, contact (name & phone#):	
Health Insurance Provider/Policy #: WFTDA Insurance #:	
Occupation <i>(optional)</i> :	

*There is a commitment to league practices in order to bout. What is your **availability** for this league?*

Mon	Tue	Wed	Thur	Fri	Sat	Sun

Rolling Hills Derby Dames requires each member to volunteer their time in at least one committee, number your 1st, 2nd, and 3rd choice.

- Marketing
- Rules/Training
- Sponsorship/Fundraising
- Events/Entertainment
- Recruitment

Please keep pages 1-7 for your records and submit signed pages 8-9 to a board member.