

Executive Summary: Process for Managing Alleged Masters Track and Field Club Recruiting Code of Conduct Violations

A Club may initiate a **Notice of Violation** of the Club Recruiting Code of Conduct by contacting their Regional Coordinator, or in the case of a possible conflict of interest, the MTF Vice-Chair.

A **Fact Finder or a Fact Finding Panel** is empowered by the MTF Committee to collect the facts and report to the MTF Committee.

The MTF Committee may accept the fact findings and decide whether sanctions should be applied. The MTF Committee may delegate this function to the **Fact Finder**.

The purposes of the Fact Finder or Fact Finding Panel are to:

- Mediate between the clubs involved
- Solicit the statements of fact from the parties
- Discuss the situation with all the parties involved
- Present a report to the MTF Committee of their conclusion as to what the facts are and how they relate to the Masters Club Recruiting Code of Conduct
- Seek to mend relations between the two clubs involved

The fact finder will report that one of the following three possible levels of findings has been determined to exist:

- No Recruiting Violation has occurred
- A Recruiting Violation has not been proven by a preponderance of the evidence
- Aggressive Recruiting has occurred

Progressive Sanctions if Aggressive Recruiting has Occurred

1. No action is warranted
2. Warning issued (this may be done even if a recruiting violation has not been found)
3. The athlete involved cannot score points for the club being sanctioned for up to two years
4. The club being sanctioned may be disqualified from receiving a Team Award at Regional or National Championship Meets for up to two years.

The identities of all clubs both initiating and receiving a Notice of Violation shall be kept confidential until sanction level 2, 3 or 4 is given and all appeals are exhausted.

A club receiving a sanction may appeal to the Masters Committee by sending a letter specifying the reason for their appeal. The Masters Committee will Rule on any appeal.