Horses In Service ~ Natural Therapeutic Riding Center

Dismissal Of Participant, Instructors, Volunteers And Guests From H.I.S. Center Activities

Horses In Service Natural Therapeutic Riding Center recognizes the extreme importance of the safety and well-being of our participants, instructors, volunteers, staff, guests and animals.

All participants, instructors, volunteers and guests are expected to follow H.I.S. Participation Guidelines, policies and procedures. No one may engage in disruptive, unsafe or inappropriate behavior. In the event a participant, instructor, volunteer or guest does not comply, the following actions may be taken:

Level 1 Verbal warning

Breaking of H.I.S. policies and procedures may be followed by a verbal warning from the Program Director or BOD President and be documented in the incident report book.

Level 2 Written warning

Breaking of H.I.S. policies and procedures for a second time will be followed by a meeting with H.I.S. Board Of Directors president for discussion regarding the infraction. The purpose of the meeting is to determine the exact reason the infraction occurred for a second time. The Executive Director will discuss with the participant, instructor, and volunteer or guest how to avoid the circumstance ever occurring again. This meeting will be documented and placed in the incident report book.

Level 3 Dismissal from organization

Immediate dismissal from the property and organization will occur for:

- Endangering the safety of others.
- Inappropriate use of the facilities, mailing lists or monies.
- Disruptive or abusive behavior or language to the animals or instructors, volunteers, guests and people on H.I.S. premises.
- Repeated disregard of the organization's policies and procedures.
- Possession of a weapon.
- Is under the influence of alcohol or drugs

A copy of the Dismissal Policy is posted in the barn for your reference.

I have read and understand the policies and procedures by which Horses In Service Natural Therapeutic Riding Center operates. By signing below, I indicate my willingness to abide by these policies and procedures. I further understand that failure to comply with these policies and procedures may result in discharge from the program and premises.

Print Name: _____ **Date:** _____

Signature: _____ **Date:** _____

Parent/Guardian (Print Name): _____ **Date:** _____

Parent/Guardian Signature: _____ **Date:** _____