

NAME OF ORGANIZATION: Newfoundland Athletic Dog Association, Inc. (NADA)	DATE: November 25, 2020	REV.DATE: October 17, 2022
POLICY SECTION: Membership Policy		PAGE: Page 1 of 2

POLICY STATEMENT	Criteria and Pathway to Membership with Newfoundland Athletic Dog Association, Inc. (NADA).
APPLICATION FOR MEMBERSHIP/RENEWAL OF MEMBERSHIP	<p>As per By-Law Section 1.2 to become eligible for membership with NADA, 2 classes with NADA must be completed.</p> <p>The Membership Application and Renewal Form must be completed for the following at time of membership payment:</p> <ul style="list-style-type: none"> • Students who have completed 2 classes with NADA and are now eligible for membership; and, • Renewing NADA members. <p>All members (new and renewing) will be required to indicate on the Form their preferred Volunteering Activities for the upcoming Membership year.</p> <p>Renewing NADA members will also have to indicate their total volunteer hours from the preceding Membership year on the Form.</p>
NEW MEMBERSHIP EXCEPTIONS	<p>In exceptional circumstances, a potential NADA member can apply for an exemption of the 2 course requirement for membership to the Board of Directors.</p> <p>Applicants must complete and submit the following:</p> <ul style="list-style-type: none"> • Application for Membership Exception; and, • Two letters of recommendation from other trainers or training facility/club.
LAPSED MEMBERSHIP	<p>When NADA Membership has lapsed, as per Section 1.8(b) of the NADA By-Laws, the following actions will be taken:</p> <ul style="list-style-type: none"> • Removal from the NADA – Members Facebook Page; • Removal from the NADA website Members Only sections; • Removal of access to early course registration and member pricing; and, • Removal from the NADA e-mail distribution list.
MEMBERSHIP RESIGNATION	<p>When NADA Membership has been resigned, as per Section 1.8(a) of the NADA By-Laws, the following actions will be taken:</p> <ul style="list-style-type: none"> • Removal from the NADA – Members Facebook Page; • Removal from the NADA website Members Only sections; • Removal of access to early course registration and member pricing; • Removal from the NADA e-mail distribution list; • If enrolled in classes, a prorated fee for remaining weeks will be charged or refunded as per Refund Policy if the former member

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	<p>withdraws from class; and</p> <ul style="list-style-type: none"> • Drop-ins access will cease as of the date of resignation (door code will be changed).
EXPULSION OF MEMBERSHIP	<p>When NADA Membership has been expelled, as per Section 1.8(c) of the NADA By-Laws, the following actions will be taken:</p> <ul style="list-style-type: none"> • Removal from the NADA – Members Facebook Page; • Removal from the NADA website Members Only sections; • Removal of access to early course registration and member pricing; • Removal from the NADA e-mail distribution list; • If enrolled in classes, Refund Policy will apply and member shall be withdrawn from class with no prorated refund; and • Drop-ins access will cease as of the date of resignation (door code will be changed).
REAPPLYING AFTER LAPSED OR RESIGNED MEMBERSHIP	<p>Former NADA Members who have lapsed or resigned their membership can reapply for Membership by:</p> <ul style="list-style-type: none"> • Completing the Membership Application and Renewal Form; and, • Paying the applicable Membership Fee.
MEMBERSHIP FEES	<p>There will be no pro-rating of Membership Fees for new members or lapsed members who join at any time during the Membership year.</p>
MEMBERS WITH NEW DOGS	<p>All new dogs of a NADA Member must follow the class requirements for the Dog Sport(s) they wish to participate in, including Foundations.</p> <p>As per the Equipment Policy, new dogs must not use any equipment they have not learned in a class setting.</p>
FORMS	<p><i>Membership Application Form</i></p> <p><i>Member Code of Conduct Form</i></p>



Newfoundland Athletic Dog Association, Inc. Membership Application and Renewal Form

Name(s): _____

NEW _____ RENEWAL _____

Type of Membership:

- Regular Individual Membership _____
- Regular Family Membership _____
- Associate Individual Membership _____
- Honorary Membership _____

Total Volunteer Hours from Previous Membership Year _____

Please check which volunteer activity or activities you would like to do for this membership year. Please check all that apply.

Interested	Activity	Interested	Activity
	AAC Agility Trial Committee Chair		Fundraising Committee Volunteer
	AAC Agility Trial Committee Member		Marketing Committee Chair
	AAC Agility Trial Secretary		Marketing Committee Volunteer
	AAC Agility Trial Volunteer		Membership Volunteer Coordinator
	Agility Instructor		Mural Maintenance
	Agility Instructor Development Program Assessor		Other Sports Instructor
	Agility Training Committee		Other Sports Training Committee
	Agility Training Director		Other Sports Representative for Dog Safety & Control
	Board of Directors Member		Pet Expo Booth Volunteer
	Dog Safety & Control Committee Dog Behaviour Representative		Pet Expo Demo Volunteer Agility
	Equipment Manager		Pet Expo Demo Volunteer Other Sports
	Facebook Administrator		Poster Design & Printing
	Facility Cleaning Volunteer		Registrar
	Facility Committee Chair		Safety Committee Chair
	Facility Committee Members		Safety Committee Member
	Facility Scheduling Chair		Session Schedule Coordinator
	Flyball Instructor		UKI Agility Trial Committee Chair
	Flyball Training Committee		UKI Agility Trial Committee Member
	Flyball Training Director		UKI Agility Trial Secretary
	Foundations Instructor Development Program Assessor		UKI Trial Volunteer
	Foundations Instructor		Website Administrator
	Foundations Director		Workshop Coordinator
	Fun Trial Coordinator		Other: _____
	Fundraising Committee Chair		Other: _____

General Agreement: I (We) agree that NADA has the right to refuse this application for cause, which NADA shall deem to be sufficient. In consideration of the acceptance of this membership application, I agree to hold NADA, including its members, officers and directors, instructors, owners of premises upon which NADA events are held and their employees, harmless from any claim for loss or injury which may be alleged to have been caused directly or indirectly to any person or thing by the act of this dog while in or upon the event premises or grounds or near any entrance thereto, and I personally assume all responsibility and liability for any such claim; and I further agree to hold the aforementioned parties harmless from any claim for loss of this dog by disappearance, theft, death, or otherwise, and from any claim for damage or injury, be caused or alleged to be caused by negligence of the parties aforementioned, or by the negligence of any other person, or any other cause or causes. I hereby assume the sole responsibility for and agree to indemnify and same the aforementioned parties harmless from any and all loss and expenses (including legal fees) by reason of the liability imposed by law upon any of the aforementioned parties for damage because of bodily injuries, including death at any time resulting there from sustained by any person or persons, including myself (ourselves) or on account of damage to property, arising out of or in consequence of my (our) participation in this event, howsoever such injuries, death or damage to property may be caused or may have been alleged to have been caused by negligence of the aforementioned parties or any of their employees or agents, or any other person. **I certify and represent that the dog(s) participating in NADA events is (are) not a hazard to persons or other dogs.** I agree to conduct myself in accordance with Constitution and By-Laws (including all provisions applying to discipline) and to abide by any decisions made in accordance with them.



**Newfoundland Athletic Dog Association, Inc.
Application for Membership Exception**

Name(s): _____

Type of Membership:

- Regular Individual Membership ____
- Regular Family Membership ____
- Associate Individual Membership ____

Please provide details as requested below along with TWO letters of recommendation from other trainers or training facility/club. Submit all documentation to NADA, Inc's current Board of Directors.

Membership in other Dog Sports Clubs:

Courses/Workshops Completed by Dog Sport (i.e. Agility, Flyball, Rally Obedience, Other). Please include details of the Club/Business and Instructors who provided the training:

Titles Earned (if applicable):

Please check which volunteer activity or activities you would like to do with NADA, Inc. Please check all that apply.

Interested	Activity	Interested	Activity
	AAC Agility Trial Committee Chair		Fundraising Committee Volunteer
	AAC Agility Trial Committee Member		Marketing Committee Chair
	AAC Agility Trial Secretary		Marketing Committee Volunteer
	AAC Agility Trial Volunteer		Membership Volunteer Coordinator
	Agility Instructor		Mural Maintenance
	Agility Instructor Development Program Assessor		Other Sports Instructor
	Agility Training Committee		Other Sports Training Committee
	Agility Training Director		Other Sports Representative for Dog Safety & Control
	Board of Directors Member		Pet Expo Booth Volunteer
	Dog Safety & Control Committee Dog Behaviour Representative		Pet Expo Demo Volunteer Agility
	Equipment Manager		Pet Expo Demo Volunteer Other Sports
	Facebook Administrator		Poster Design & Printing
	Facility Cleaning Volunteer		Registrar
	Facility Committee Chair		Safety Committee Chair
	Facility Committee Members		Safety Committee Member
	Facility Scheduling Chair		Session Schedule Coordinator
	Flyball Instructor		UKI Agility Trial Committee Chair
	Flyball Training Committee		UKI Agility Trial Committee Member
	Flyball Training Director		UKI Agility Trial Secretary
	Foundations Instructor Development Program Assessor		UKI Trial Volunteer
	Foundations Instructor		Website Administrator
	Foundations Director		Workshop Coordinator
	Fun Trial Coordinator		Other:
	Fundraising Committee Chair		Other:

General Agreement: I (We) agree that NADA has the right to refuse this application for cause, which NADA shall deem to be sufficient. In consideration of the acceptance of this membership application, I agree to hold NADA, including its members, officers and directors, instructors, owners of premises upon which NADA events are held and their employees, harmless from any claim for loss or injury which may be alleged to have been caused directly or indirectly to any person or thing by the act of this dog while in or upon the event premises or grounds or near any entrance thereto, and I personally assume all responsibility and liability for any such claim; and I further agree to hold the aforementioned parties harmless from any claim for loss of this dog by disappearance, theft, death, or otherwise, and from any claim for damage or injury, be caused or alleged to be caused by negligence of the parties aforementioned, or by the negligence of any other person, or any other cause or causes. I hereby assume the sole responsibility for and agree to indemnify and same the aforementioned parties harmless from any and all loss and expenses (including legal fees) by reason of the liability imposed by law upon any of the aforementioned parties for damage because of bodily injuries, including death at any time resulting there from sustained by any person or persons, including myself (ourselves) or on account of damage to property, arising out of or in consequence of my (our) participation in this event, howsoever such injuries, death or damage to property may be caused or may have been alleged to have been caused by negligence of the aforementioned parties or any of their employees or agents, or any other person. **I certify and represent that the dog(s) participating in NADA events is (are) not a hazard to persons or other dogs.** I agree to conduct myself in accordance with Constitution and By-Laws (including all provisions applying to discipline) and to abide by any decisions made in accordance with them.

NADA Member Code of Conduct & Responsibilities Form

CODE OF CONDUCT: All members are expected to uphold the Code of Conduct to ensure a safe and positive community and environment through being aware that there is an expectation at all times of appropriate behaviour where all individuals are treated with respect. The following behavioural principles comprise the Code of Conduct.

- i) We will treat others with the dignity, respect and sensitivity due to all persons, regardless of our many differences, and abide by the Harassment Bylaw (see Section , both at club events, functions and on social media or in electronic communications.
- ii) In our words and actions, we will strive to create and maintain a positive and harmonious atmosphere within NADA, one that will enhance the bond we seek to develop with our dogs as we train them, and one that will promote fellowship and goodwill toward each other.
- iii) In our interactions with each other, we will practice personal integrity, accept responsibility for our actions, and when we disagree, communicate with courtesy, act ethically, and above all, strive to seek and tolerate a constructive outcome.
- iv) Commit to using the available policies and processes of NADA to address any disputes.
- v) We strive to protect, promote, and represent NADA well in all our interactions, in and outside the club.
- vi) We listen with patience, and share our experiences with members on the journey from beginner to expert to foster growth and development of the membership and our dog sport community.
- vii) We are respectful of all members, whether they train to trial or participate for fun; it takes all kinds to support the success of the NADA community and to make it possible for all to play and enjoy dog sports.
- viii) We conduct ourselves appropriately at all times whether at the facility, in class, participating in a trial or workshop, volunteering or spectating.
- ix) We support other members during performance or practice challenges.
- x) We respect another member's choice of teammate.
- xi) Safety for humans and dogs is everyone's responsibility. We follow the protocols for reporting of incidents as per Dog Safety & Control Policy, and reduce risks with controls and positive safety practices.
- xii) We will clean up after the dogs in our care and dispose properly of any waste.
- xiii) The welfare of the dog is paramount. We do not condone or tolerate abuse or severe disciplining of any dog.
- xiv) Training and exhibiting shall be carried out by such methods that keep in the best interest of the dog and the dog sport in which they are involved, and may include self-acknowledging that the sport may not be the best sport for the team.

MEMBER INITIAL: _____

HARASSMENT CODE: Harassment is a prohibited behaviour in all of NADA, Inc.'s offerings. All members are expected to act in a respectful manner, and must not engage in harassment-type behaviours. Harassment is defined as engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. Harassment may occur synchronously or asynchronously, in person, or distally through telecommunication technology, electronic communications including social media. Harassment may be intended or unintended. It may be a form of discrimination and can include behaviour such as:

- a) Verbal abuse in the form of demands, threats, gestures, innuendo, unwelcome remarks, jokes, or slurs;
- b) Spreading malicious gossip or rumours;
- c) Physical or sexual assault or taunting about a person's body, clothing, habits, customs or mannerisms; inappropriate or unwelcome focus or comments on a person's physical characteristics and/or mental health;
- d) Any inappropriate behaviour directed at or offensive to any individual;
- e) Any inappropriate use of authority or position by an individual with implicit power to undermine or maltreat others and/or to sabotage their volunteering, training or competition efforts. It may be blatant or subtle and can include such acts as intimidation, threats, blackmail and coercion.

MEMBER INITIAL: _____

DOG SAFETY & CONTROL POLICY: Dog aggression is not acceptable, however, incidents may occur in environments of high arousal and safety and management are critical to reducing such events. Dogs and humans participating in the Newfoundland Athletic Dog Association, Inc. (NADA) events and offerings must follow proper facility etiquette and safety procedures. Dogs must not be a hazard to persons or other dogs. If a dog exhibits hazardous behaviours (e.g., aggression and a lack of control), reporting is required and progressive outcomes may be applied. It is your responsibility to submit a *Dog Safety & Control Incident Report Form* if there is any incident. (Please refer to Dog Safety & Control Policy for details on process.)

MEMBER INITIAL: _____

I have reviewed the above materials, and I have full understanding of them. I pledge to uphold Newfoundland Athletic Dog Association, Inc.'s Constitution, Bylaws, Policies and Code of Conduct. All of these documents may be found on the NADA website under "Member Resources."

Signed: _____

Printed Name: _____

Date: _____