



Policies and Procedures of the Abbotsford Minor Hockey Association

P-12

Discipline Policy

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1. Overview

- 1.1. The AMHA expects that teams and members are expected to be well disciplined, exhibit good sportsmanship, and incur fewer penalty minutes than their opponents.
- 1.2. The AMHA Team Officials, Parents and Supporters are expected to demonstrate high levels of sportsmanship and treat others within the AMHA as well as all others involved in minor hockey with respect.
- 1.3. Players, Team Officials, Parents, and Supporters are expected to observe the letter and spirit of the AMHA Codes of Conduct (as set in Policy 16), as well as the playing rules and regulations of PCAHA, BC Hockey, and Hockey Canada.
- 1.4. The coaching staff is responsible for ensuring a high level of sportsmanship, maintaining team discipline and, when appropriate, take disciplinary action.
- 1.5. Coaches are expected to ensure that players respect the rules of the game and play in a manner that does not create unreasonable risks for the player and for his/her teammates or opponents. In appropriate circumstances, coaches are expected to further discipline players who have received, or should have received, a penalty during a game. In particular, coaches are expected to take further action in connection with instances of checking from behind, and/or other dangerous on-ice conduct.
- 1.6. The AMHA Board is also expected to ensure that players, team officials, volunteers, parents, supporters, and all other representatives of the AMHA respect the rules of the game and exhibit good sportsmanship.
- 1.7. The refusal or neglect of a parent/guardian to attend a meeting set up pursuant to this policy shall not invalidate a decision made at such a meeting. Similarly, if for good reason a parent cannot be notified of a meeting, the absence of that parent from a meeting shall not invalidate a decision made at such a meeting.
- 1.8. The policy does not apply to situations falling within the scope of Abuse and Harassment, Policy 13, except that in the case of preliminary efforts by a team official to resolve matters, Part 3 of this policy shall apply.
- 1.9. The AMHA discipline policy is built on the foundation of progressive discipline. The intention of the policy is for learning and teachable moments, but also to affect change. In the event the discipline policy is invoked, the AMHA has the right to suspend a member at any level of the discipline spectrum based upon the seriousness of the offense.

2. Disciplinary Committee

- 2.1. The AMHA Disciplinary Committee will consist of three current or past members appointed by the President.
- 2.2. Disciplinary Process
 - 2.2.1. Coaches/Team Officials

2.2.1.1. Policy violation regarding a Coach, Assistant, HCSP person or Manager must first be addressed to the Division Director in writing. Depending on results of this review, matter could be referred to Disciplinary Committee.

2.3. Players

2.3.1. Game violations are subject to PCAHA and BC Hockey Rules and Regulations. Non-game violations are subject to review by the AMHA Disciplinary Committee.

3. Team Discipline

3.1. A coach may suspend a player for disciplinary reasons, whether the conduct for which the player is being suspended occurs on or off the ice, but such a suspension shall be imposed only in accordance with this policy.

3.2. Team discipline shall be administered in a manner which is procedurally fair, the more serious the discipline and/or penalty, the higher the standard of procedural fairness. Such procedural fairness shall include, but not limited to:

3.2.1. A right to know why one is being disciplined;

3.2.2. A right to offer a defence or explanation or to dispute the appropriateness of the discipline meted out;

3.2.3. Except in the case of minor disciplinary matters, the right of a parent/guardian to be informed of the reason for discipline to be given an opportunity to comment;

3.2.4. A right to have a disciplinary decision reviewed pursuant to the AMHA Dispute Resolution Policy;

3.2.5. A right of persons in addition to the coach and player to be involved in the disciplinary process when the issue significantly affects those other person;

3.2.6. An expectation that similar conduct shall merit similar disciplinary consequences.

3.3. Where appropriate a parent/guardian may be invited to become involved in the disciplinary process.

3.4. The coaching staff may, at its sole discretion, suspend a player for one game.

3.5. If the coaching staff wishes to suspend a player for more than one game or impose a second one game suspension later in the season, the following procedure shall be followed:

3.5.1. Two or more members of the coaching staff shall immediately meet with the player and parent/guardian to review the reasons for the proposed suspension;

3.5.2. The coaching staff will then decide to either;

3.5.2.1. Seek further suspension, or

- 3.5.2.2. Permit the player to continue to play on such condition(s) as the coaching staff may decide.
- 3.5.3. If the decision is to permit the player to continue to play on condition and the coaching staff is of the opinion the player has failed to satisfy the condition, the coaching staff may then suspend the player for one or two games;
- 3.5.4. If the decision is to seek a further suspension, the coaching staff shall immediately inform the player and a parent/guardian and Division Director who shall immediately convey a meeting with the Player, his/her Parent/Guardian and the Head Coach.
- 3.5.5. Following the meeting the Division Director will take the further proposed suspension will be done in consultation with the Executive Committee.
- 3.6. A decision to suspend a player for the balance of the season must be a Board vote.
- 3.7. Unless otherwise decided by the coaching staff, a player under suspension pursuant to section 2 is expected to attend all practices.
- 3.8. A decision to suspend a player for more than one game may be reviewed under the AMHA Dispute Resolution Policy. However, a decision to suspend a player for one game only is not reviewable under that policy.

4. Discipline Involving an AMHA Response

- 4.1. Disciplinary action may be assessed pursuant to this Policy against any team, team official, volunteer, parent/guardian, supporter or any other person associated with the team or Association for unfair or unsportsmanlike conduct, for conduct which is injurious to hockey or brings discredit to the Association, for failure to comply with the Constitution, Bylaws, Rules and Regulations, or Policies of the AMHA, PCAHA, BC Hockey, or Hockey Canada.
- 4.2. Any person who is of the view that disciplinary action should be considered against any person described in section 3.1 above shall report his/her concern to the President and/or Executive Director. As well, any person who is of the view that any serious act or omission of a player, parent/guardian, supporter, team official, volunteer requires a response other than, or in addition to, the response meted out by the coaching staff shall report his/her concerns to the President and/or Executive Director.
- 4.3. The President and/or Executive Director shall investigate the matter or refer the matter to such person(s) as would be appropriate for an investigation. The person shall be impartial and not have been directly involved in the matters giving rise to the investigation.
- 4.4. Where an apparent violation has occurred that is of a serious nature, the person(s) conducting the investigation shall be authorized to issue a temporary

- suspension pending the outcome of the disciplinary process outlined in this policy.
- 4.5. The Coach and Manager of any team whose player(s), parent(s)/guardian(s) or team official(s) are involved in the investigation shall be notified of the investigation. The parents/guardians of any player who is the subject matter of an investigation shall also be notified of the investigation.
 - 4.6. As part of each investigation, the person(s) who is (are) the subject of the investigation shall be provided an opportunity to present his/her version of the matter in question and to respond to the alleged rule violation(s), prior to consideration of the disciplinary action.
 - 4.7. Such investigation shall be pursued diligently and the President and/or Executive Director, or other person(s), shall endeavor to prepare a report with the recommendations within five (5) days of receiving notice of the matter.
 - 4.8. In the event that the recommendations include further action of a disciplinary nature, the President and/or Executive Director or other person(s) making the recommendation shall immediately convene a meeting of the interested parties, which parties shall normally include the player, parents/guardians, head and/or assistant coach(es), and Division Director.
 - 4.9. Following the meeting the appropriate President and/or Executive Director shall decide on appropriate penalty, if any, provided that the Director shall first have sought the opinion of the persons at the meeting as to penalty.
 - 4.10. The Director shall immediately notify the parties of his/her decision, such decision to be subject to review under the Dispute Resolution Policy.
 - 4.11. All Disciplinary investigations shall be conducted in a timely fashion and the individuals who are the subject of the investigation, as well as the coach and manager shall be notified as soon as possible after the outcome. The results of any disciplinary action shall be communicated in writing.
 - 4.12. The President and/or Executive Director shall treat a suspension handed down by PCAHA or BC Hockey as a report for the purposes of this policy.
 - 4.13. Where the conduct giving rise to the investigation is also the subject of a disciplinary review by BC Hockey or PCAHA, the imposition of any discipline by the AMHA shall await the result of and take into consideration any discipline imposed by those bodies.
 - 4.14. Any suspension imposed by the AMHA shall be served in accordance with the PCAHA or BC Hockey Suspension Policy, unless otherwise specified by the person(s) assessing disciplinary action.

5. Player Suspensions

- 5.1. Player Suspensions (Atom and Up)
 - 5.1.1. All team discipline must be documented and forwarded to the Division Director.

- 5.1.2. All team discipline must be progressive in nature.
- 5.1.3. A coach may suspend, for discipline, any player for up to one game with Director approval.
- 5.1.4. Player and Team Management suspensions received are effective when traveling and apply to all tournaments and exhibition game activities as per PCAHA Rules and Regulations.
- 5.1.5. All AMHA Suspensions of more than one game may require a disciplinary meeting, which will result in a Player Contract.
- 5.1.6. All AMHA contracts will be kept on file.
- 5.1.7. All illegal activity may be grounds for immediate dismissal from AMHA.
- 5.1.8. In the case of movement initiated by discipline the following applies:
 - 5.1.8.1. Player must be spoken to in person by the Head Coach
 - 5.1.8.2. If a correction in behavior is not forthcoming, then the team officials will consult with the Division Director. The Team Officials will then be informed by the Division Director of the decision and movement of the player to a lower team will occur. Permission to replace such player MAY be approved at this time.

6. Parent Suspensions

- 6.1. A policy violation involving a parent must first be addressed to the Division Director in writing. Depending on results of this review, matter could be referred to Disciplinary Committee.
- 6.2. Parent suspensions may result in their player/child being removed from their team functions.

7. Other Suspensions

- 7.1. Board Members can recommend suspensions to the Board of Directors of any Member, Player or Team Official in the AMHA at any time.
- 7.2. The Board Member must be of the opinion that a suspension is necessary to uphold the policies of AMHA, the rules governing the play of hockey or it is in the best interest of AMHA.
- 7.3. Where such a suspension is made, it shall be considered to be indefinite pending a review by the Discipline Committee.
- 7.4. The Discipline Committee will meet within 72 hours of notification from the President.
- 7.5. Any unresolved complaints will be brought to the next regularly scheduled Board of Directors meeting for updates and next step towards resolution