

## DLA DISCIPLINE PROCEDURE

ALL DISCIPLINE ISSUES MUST BE REPORTED IN WRITING TO THE **DISCIPLINE CHAIR** TO BE CONSIDERED.

DLA FOLLOWS THE RULES AS OUTLINED IN OUR DLA BYLAWS UNDER - **5.0 DISCIPLINE**

### 1.0 Violations and Discipline

Players, parents and general members shall conduct themselves according to the DLA Code of Conduct, Player Code of Conduct and Parent Expectations at all times. Failure to adhere to these codes may result in consequences such as, and not limited to, being unable to play tournaments, removed from practice, game suspensions or removal from DLA and/or its governing bodies.

Any Member, Lacrosse Team, Player, Coach, Manager, Trainer, or Official that violates or breaches a Bylaw, Rule and/or a Regulation or Cod of Conduct is subject to discipline as set out herein.

### 2.0 Code of Conduct

All Members, Players, Coaches, Managers, Trainers, officials and members of Members shall:

- (a) attempt at all times to work toward the goals and objectives of the CALL and the game of Lacrosse, and towards the betterment of its members;
- (b) strive to heighten the image and dignity of the CALL and the sport of Lacrosse as a whole, and to refrain from behavior which may discredit or embarrass the CALL or the Game;
- (c) always be courteous and objective in dealings with other members;
- (d) except when made through proper channels, refrain from unfavorable criticism of other members or representatives of the CALL;
- (e) strive to achieve excellence in the sport while supporting the concepts of Fair Play and a Drug-Free sport;
- (f) show respect for the cultural, social and political values of all participants in the sport;
- (g) as a guest in a foreign country, other province or other Association, abide by the laws of the host and adhere to any social customs concerning conduct.

### 3.0 Natural Justice

The rules of Natural Justice apply to the DLA Discipline and Appeal Procedures and shall apply to the discipline process of the Members.

### 4.0 Suspensions

The DLA shall establish (impose) suspension guidelines, which accompany infractions committed during a lacrosse game. There is no appeal from such automatic suspension as defined in ALA Regulations 22.01.

## **5.0 Jurisdiction Of Discipline/Appeals Committee**

A discipline or appeal matter may come within the jurisdiction of the Discipline/Appeals Committee in the following ways:

- a. receipt of a complaint;
- b. referral by the President or Vice-President of an alleged violation;
- c. game infractions which are subject to automatic referral to the Committee;
- d. appeal from the decision or ruling of a Member under Discipline Procedure 5.4;
- e. as defined in ALA regulation 22.01

## **6.0 Hearing Process**

- a. Upon receipt of the notice or information referred to 5.0, the Chair of the Discipline/Appeals Committee shall, if the matter is pursuant to 5.0 – a, b or d, will within 3 days appoint a hearing committee and a date, time and place for the discipline committee to meet – within 7 days of the appointment.
- b. If the Chair is unable to act, the chair's appointee shall act as Chair.
- c. The Chair will advise of the procedure to be followed at the hearing. It is solely within the discretion of the Discipline/Appeals Committee to allow the hearing of a witness or the admission of evidence at the hearing.
- d. On an appeal, it is solely within the discretion of the Appeals Committee to consider only the evidence or the record that was in front of the committee it was appealed from.

### **6.1 Documentation**

The parties to the matter have the right to read all written material presented to the Committee, hear all witnesses who attend, if any, and be informed of all relevant information of which the Committee is aware.

## **7.0 Player discipline protocol:**

### **7.1 Coach/player issue**

- a. Discussion with player upon issue identification – a warning shall be issued.
- b. Secondary measure is to discuss the issue with parents and player, and come to an agreed upon appropriate discipline action. Examples being: to withhold playtime (“benching”) inform player and parents that a written complaint to the discipline chair is the next step if behavior continues.
- c. If behavior persists, report in writing including all action taken to date to Discipline Chair. All reports are confidential.

Note\* If the behavior is inhibiting the enjoyment of the sport for others, or is creating a harassing, abusive, or dangerous environment /situation for the player in question or other players, the coach must submit the documented incidents and any action taken to date to the discipline chair.

### **7.2 Parent/player/coach issue**

- a. Parent to approach coach and bench staff regarding issue.
- b. Coach to address issue.
- c. If behavior persists, report/submit in writing to discipline chair by either parent/player/coach. All reports are confidential, and must be in writing to be considered.

- d. Discipline Chair notifies all parties that a complaint/report has been received.
- e. Coach will have the opportunity to review the complaint, offer input and possible solutions. All names will be held in confidence where possible.
- f. If a satisfactory resolution can't be made, then complaint will be sent in writing to the discipline committee selected from the membership.
- g. Upon multiple (2+) reports of the same player/coach/member, a Discipline Committee will be called as disciplinary action has not adequately reduced behaviour/incidents.

### **7.3 Discipline Procedure**

1. Complaint received in writing to Discipline Chair.
2. Discipline chair notification of complaint/report to parties involved.
3. Meeting of the Discipline Committee, if required, to assess the discipline required. (Minutes of any such meeting will be held in confidence and made available only to the parties involved)
4. The decision of the Committee shall be rendered firstly by phone, secondly in a written report with the incident along with a written discipline order and any conditions that arise from the meeting of the Discipline Chair/ Committee.
5. The Committee may:
  - i. dismiss the complaint or alleged violation, or appeal;
  - ii. fine, suspend, expel and impose probation with terms;
  - iii. in the case of an Appeal, quash the decision appealed from;
  - iv. in the case of an Appeal, Appeal and quash the decision appealed from and impose in its place any decision that the authority appealed from could have imposed.
6. Follow up by the Discipline Chair/ Committee to ensure that all conditions are adhered to.
7. Release report from the Discipline Chair/ Committee to the Board of Directors, after all conditions have been met. Final Reports are to be filed with DLA Board documents.
8. Ongoing monitoring of the file by the Discipline Chair if required, or file closure.

### **8.0 Quorum**

Quorum of the Discipline/Appeals Committee shall be three (3), provided that the three members are non-interested parties to the matter being described/discussed.

### **9.0 Records**

The Discipline/Appeals Committee shall maintain a record of its decisions and prepare an Annual Report to be provided to the AGM.

ALL DISCIPLINE ISSUES REMAIN CONFIDENTIAL TO THE BEST OF THE ABILITY OF THE DLA

### **10.0 Appeals from Decision of Member**

- A. Appeals to Discipline decisions made by DLA must be submitted in writing.
- B. In the event that a Lacrosse Team, Player, Coach, Manager, Trainer or Official is dissatisfied with a decision or ruling made by a Member and provided that:
  - i. the decision or ruling relates to the subject matter of the Bylaws, Policies, Rules and Regulations; and;

- ii. all Appeal avenues as provided by the Member have been exhausted;

The said Lacrosse Team, Player, Coach, Manager, Trainer or Official may appeal the aforesaid decision or ruling to the Discipline/Appeals Committee.

**Strategies for preventing potential issues and negative behaviors: (move to Coaches/Parents/Managers manuals)**

- Provide adequate supervision
- Model positive behavior
- Act on complaints
- Create a zero tolerance culture for bullying and negative attitudes
- Promote camaraderie within the team and the sport
- Leave personal issues at the door.
- Be mindful of protecting yourself and the athletes in your care.

**ALWAYS REMEMBER THAT YOU ARE THE PRIMARY BEHAVIORAL EXAMPLE FOR YOUR TEAM!**