

GCGH Policy Directive

Team/Association Discipline Process

- 1- The Board fully supports and enforces measures to ensure that players, team officials, parents and guardians and others associated with GCGH teams behave in a fashion that is consistent with the GCGH Fair Play Pledge / Code of Conduct, team established rules, and with the rules of hockey, at all times. This Policy refers to matters, including but not limited to those that are addressed by MOGHL, OWSA or game officials and may require the attention of the Board.
- 2- The Board through the established Discipline Committee may issue Guidance Letters to provide greater clarity related to specific behavior issues under the GCGH Fair Play Pledge / Code of Conduct, team established rules, and the rules of hockey.
- 3- Corrective Measures: Corrective measures will be proportionate to the scale of the contravention and designed to encourage future behavior in line with the GCGH Fair Play Pledge / Code of Conduct, team established rules, and the rules of hockey. Those corrective measures may take the form of:
 - a) a warning;
 - b) missed ice time, including a shift, a period or a game suspension;
 - c) a plan to correct the behavior;
 - d) a verbal reprimand;
 - e) a written reprimand;
 - f) an apology, either written or verbal, or some other appropriate form of restitution to an individual who was adversely affected by the actions that contravened the GCGH Fair Play Pledge / Code of Conduct, team established rules, and the rules of hockey;
 - g) a suspension from participation in Association activities;
 - h) an expulsion from the Association; and
 - i) a combination of two (2) or more of the above.
- 4- In general, the head coach will seek to use corrective measures that resolve the situation and minimize the possibility that such a situation will recur, consistent with building a positive atmosphere.
- 5- There are three (3) levels of corrective measures that can be used. Each level being an escalation of the previous, resulting in a more severe outcome with the possibility of expulsion.



First Level Corrective Process

6- The head coach of a team is the first level of corrective action in relation to actions of players, team officials, parents and any other individual who could reasonably be considered to be connected with their team. They are authorized to take corrective measures as identified in para 3, to deal with:

- a) alleged contraventions of the GCGH Fair Play Pledge / Code of Conduct, team rules, or the rules of hockey;
- b) players who are beginning to incur excessive penalty minutes; and
- c) players who receive penalties for the first time in a season under the Hockey Canada Rules addressing: Gross Misconduct Penalties, Match Penalties, Attempt to Injure or Deliberate Injury, Checking from Behind and Physical Abuse of Officials, and
- d) alleged bullying. Bullying describes behaviours that are similar to harassment, but occur between children that are not addressed under human rights laws. Bullying is intentionally hurting someone in order to insult, humiliate, degrade or exclude him or her. Bullying can be broken down into six categories: Physical, Verbal, Relational, Reactive, Discriminatory and Cyber.

7- If any member of the team staff experiences a situation that corrective measures may be required, they may, with the head coach's concurrence, impose one or more of the corrective measures identified in para 3.

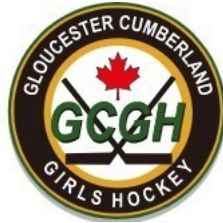
8- If that head coach believes, either through personal knowledge of the situation or on the basis of an allegation made to them, that corrective measures may be required, they may implement one or more of the corrective measures identified in para 3 pending the investigation of the situation.

9- If the behaviour persists, the head coach must seek the guidance from the Discipline Committee (DC) regarding how best to deal with the situation. If the DC and head coach agree that a situation may result in an escalation of the imposition of one or more of the corrective measures, the DC will review the situation under the rules pertaining to Corrective Processes – Second Level.

10- When a head coach suspends a player for one game under this policy, they will:

- a) explain their reasons for the suspension to the player and the parents or guardians of a player; and
- b) advise the Board of the suspension by notifying the DC.

11- There is no appeal of a head coach's decision on situations regarding First Level Corrective Measures.



Second Level Corrective Process

12- The DC is the Second Level of Corrective Measures in relation to actions of players, team officials, parents and any other individual who could reasonably be considered to be connected with the Association. They are authorized to take corrective measures to deal with:

- a) alleged contraventions of the GCGH Fair Play Pledge / Code of Conduct, team established rules, and the rules of hockey that are alleged to demonstrate an inappropriate pattern of behavior by players, team officials, parents and any other individual who could reasonably be considered to be connected with a team, which actions by the relevant head coach have not succeeded in resolving;
- b) alleged contraventions of the GCGH Fair Play Pledge / Code of Conduct, team established rules, and the rules of hockey that the VP, in consultation with the relevant head coach, believe may result in the imposition of a corrective measure that the head coach is not authorized to impose;
- c) players who have incurred excessive penalty minutes, as determined in consultation with the relevant head coach;
- d) players who receive penalties for the second time in a season under Hockey Canada Rules addressing: Gross Misconduct Penalties, Match Penalties, Attempt to Injure or Deliberate Injury, Checking from Behind and Physical Abuse of Officials;
- e) alleged contraventions of the GCGH Fair Play Pledge / Code of Conduct, team established rules, and the rules of hockey by the team staff; and
- f) alleged bullying, which actions by the relevant head coach have not succeeded in resolving;

13- If the DC believes, either through personal knowledge of the situation or on the basis of an allegation made to him or her, that corrective measures may be required and that they are the appropriate person to address the situation, they will:

- a) investigate the situation; and
- b) discuss the situation with any parties involved, including to examine appropriate responses.

14- On the basis of that investigation, the DC may:

- a) find that no contravention occurred; or



b) find that a contravention occurred and invoke any of the corrective measures set out under GCGH policy, except for expulsion from the Association.

15- When the DC suspends a player or team official, they will:

- a) contact the parties by e-mail to advise them of the decision;
- b) send a copy of the e-mail to the President of the Association and the Board; and
- c) advise the person subject to a corrective measure of their appeal rights.

Third Level Corrective Process

16- The Vice President for the team in question (House or Competitive) is the Third Level of Corrective Measures in relation to actions of players, team officials, parents and any other individual who could reasonably be considered to be connected with the Association.

17- If required, the VP will consult/engage the Ontario Women's Hockey Association discipline director.

18- Upon a third infraction, a player, team official, parent and individual who could reasonably be considered to be connected with the Association will be subject to expulsion from the Association. In this event, the VP will:

- a) contact the parties by e-mail to advise them of the decision;
- b) send a copy of the e-mail to the President and the Board; and
- c) advise the person subject to a corrective measure of their appeal rights in accordance with the Alternative Dispute Resolution.