



Greater Victoria Minor Ball Hockey Association

Greater Victoria Minor Ball Hockey Association - Victoria Vipers

Disciplinary Policy

1. Introduction

This disciplinary policy outlines the procedures for handling disciplinary issues within the Victoria Vipers organization. This policy ensures fair and consistent treatment of all participants and maintains the integrity and sportsmanship of the game.

2. Reporting Disciplinary Issues

All disciplinary issues should be reported directly to the Vice President (VP) of the Victoria Vipers. Where there is a potential conflict of interest, the issue should be reported to the President and a chair will be assigned that is not in conflict. Reports should include a detailed description of the incident, the individuals involved, and any witnesses. Referee reports are specifically protected and will not be shared in order to maintain the integrity and safety of the referee reporting process.

3. Formation of the Disciplinary Committee

1. Chair of the Committee:

- The Vice President will serve as the Chair of the Disciplinary Committee unless there is an actual or perceived conflict of interest.
- In the event of a conflict, the President will appoint an alternate Chair.

2. Committee Members:

- The Vice President will select at least two other members from the executive or general membership to sit on the Disciplinary Committee.
- Selected members must have no conflict of interest regarding the specific disciplinary issue under review.
- The identities of the committee members will not be disclosed unless the Vice President determines that there is no need to maintain their anonymity.

3. Conflict of Interest:

- Any committee member with a potential conflict of interest must disclose this to the Vice President immediately and will be excused from the committee for that specific case.

- The Vice President will then appoint a replacement member who is free of conflicts.

4. Disciplinary Procedure

1. Initial Review:

- Upon receiving a disciplinary report, the Vice President will conduct an initial review to determine the validity and severity of the issue.
- The information will be reviewed in conjunction with CBHA and BCBHA disciplinary policies and procedures to ensure consistency
- If necessary, the Vice President will convene the Disciplinary Committee within a reasonable timeframe.

2. Committee Meeting:

- The Disciplinary Committee will meet to discuss the issue, review evidence, and hear from involved parties if needed.
- All proceedings and deliberations will be confidential.

3. Decision Making:

- The Committee will reach a decision based on the evidence and statements presented.
- Decisions can include warnings, suspensions, expulsions, or other appropriate actions.

4. Notification:

- The Vice President will notify the involved parties of the Committee's decision in writing.

5. Appeals Process

1. Filing an Appeal:

- If any party involved in the disciplinary action wishes to appeal the decision, they must submit a written appeal to the Association President within 7 days of receiving the decision.

2. Appeal Review:

- The Association President will review the appeal and may either uphold, modify, or overturn the original decision.
- The President may consult with other executive members or form a new committee if deemed necessary for an impartial review.

3. Final Decision:

- The decision of the Association President on the appeal is final.

6. Confidentiality

All reports, proceedings, and decisions regarding disciplinary matters will be treated with the utmost confidentiality. Referee reports will not be shared to protect the referee reporting process. Information will only be shared with those directly involved in the process. The identities of the Disciplinary Committee members will remain confidential unless the Vice President finds no need to maintain their anonymity.

7. Amendments

This policy may be amended by a majority vote of the executive committee. Any changes will be communicated to all members of the Victoria Vipers organization.

This policy is drafted in conjunction with [BCBHA Procedures](#) and CBHA Regulations