



Juan De Fuca Minor Lacrosse– Discipline Process

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1. Background and Structure

To set context for disciplinary action the following background must be understood.

Juan De Fuca Lacrosse Association fits into the hierarchy of the parent associations as follows;

1.1. Parent Associations

A. CANADIAN LACROSSE ASSOCIATION (CLA) - The highest national body, responsible for National Teams, international competition and Inter-Provincial play (National Championships). Responsible for "Rules of the Game".

B. BRITISH COLUMBIA LACROSSE ASSOCIATION (BCLA) - Provincial body responsible for administering Provincial Championships and Inter-Commission play. Committees governing Intermediate, Junior, Senior, Field and Female are responsible to the BCLA "Executive Committee". The BCLA Committee responsible for Minor Lacrosse is called: "The Minor Directorate".

C. VANCOUVER ISLAND MINOR LACROSSE COMMISSION (VIMLC) - responsible for Minor Box Lacrosse Inter-Association play within the area of the Vancouver Island Region of B.C. (Also known as zone 6)

D. JUAN DE FUCA MINOR LACROSSE ASSOCIATION (JDFMLA) - Our "Home Association", responsible to JDFMLA Membership for the administration of Minor Lacrosse in the catchment area of Juan De Fuca.

2. Suspensions/Discipline from Island Commission

All players, coaches, team officials and officials (Score keepers and timekeepers included) fall under the jurisdiction of the Island Commission and Suspensions / Discipline may be applied as laid out in the (Current Year) Minor Directorate Commissioner's Guidelines. The intent of this guideline is to supplement those guidelines and describe the disciplinary actions and process that can be applied by the Juan De Fuca Lacrosse Association. Nothing in this guide is intended to override or overrule the Commissioner's responsibility and process outlined by the BCLA, The Minor Directorate or the VIMLC.

The Commissioner for the respective divisions will communicate details of any suspensions to the President of the Juan De Fuca Association who will communicate any suspensions to the affected player and coach.

Specific Circumstances allow for Hearings and the Hearings fall under jurisdiction of the Commission Chairperson.

3. Discipline for Parents, Athletes and Volunteers at Juan De Fuca Lacrosse.

All parents, coaches and athletes are to sign a code of conduct form prior to playing and are governed by the commitments made within. Additionally, there are a series of guidelines established by the BCLA in their Operating Policy that describe policies and expectations of all parents, players and officials. The guidelines include (but are not limited to);

- BCLA Code of Conduct

- Gender Equity
- Transgender Policy
- Harassment Policy
- Doping Control
- Social Media
- Conflict of Interest
- Privacy Policy

Any team head coach has the authority, with the approval of the association Head Coach for that division to suspend any player and/or parent for one game for any violation of the associations player or parents code of conduct. The team coach may recommend a longer suspension which will be escalated to the President and the Discipline Committee.

The President of the Juan De Fuca Association has the authority to Suspend players, team personnel or, any Member of the Association pending a hearing by the Discipline Committee. Subsequent decisions by the Discipline Committee shall be final, subject to the appeals process. Disciplinary action on players, Coaches, Referees and other team officials and Members may also be exercised by the President (e.g., removal of coaches, team managers) pursuant feedback from players, Members, Officers or Directors that a Members conduct is unbecoming or otherwise deleterious to a team or the Association. Such complaints will be reviewed in the context of the full weight of evidence supplied, the repeatability of the offence, and in a non-emotional manner, and with the benefit of the “24-hr rule”. Any such decisions are subject to review by the Disciplinary Committee in accordance with the Association’s Constitution and By-Laws. All decisions on these matters recommended by the Disciplinary Committee to the Executive Committee, and approved by the Executive Committee are final, subject to the regular appeals process.

The JDFMLA can, at any time, and in the best interest of JDFMLA, invoke player or parent suspensions, regardless of any other sanctioned suspensions by VIMC or the BCLA.

4. Complaints, Protests, Appeals:

All formal complaints and protests to BCLA or, League governing bodies regarding other Associations, parents, players or officials, or these governing bodies themselves must be made on the letterhead of our Association over the signature of the President. Direct complaints and protests from Members without the formal support of our Association are usually not recognized by BCLA or the League governing bodies. Appeals to decision by BCLA, or governing leagues, regarding these complaints must be made in accordance with the Policies and Procedures of the BCLA and the governing leagues.

i . Internal complaints by Members of JDFMLA not related to the findings of the Discipline Committee, must be submitted in writing within 48 hours, to the President, who will call a meeting of the Appeals Committee. The Appeals Committee will report their findings to the Executive Committee within seven (7) days. The Executive Committee will notify the aggrieved party within 48 hours of their meeting. A deposit is not required for a complaint or protest in this regard.

ii. Appeals to decisions of the Executive Committee or Disciplinary Committee must be by written notice to the President of the JDFMLA who will within 3 days schedule a hearing with at least 3 members the Disciplinary Committee.

5. Disciplinary / Appeal Committee

Membership of the disciplinary committee is the following directors of the association.

President

Vice President 1

Vice President 2

Head Coach of affected division

Head Referee

Other elected or appointed Directors may be invited at the sole discretion of the President.

The Appeals Committee will consist of the President and any two members of the disciplinary committee.

Those who are facing possible sanctions may request attendance at the hearing as can those reporting the incident.

The Disciplinary Committee will review the facts of the incident. The range of possible sanctions will require differing levels of approval. The Disciplinary Committee may invite other attendees to present facts in the proceedings.

A letter of warning – can be approved by the disciplinary committee without further ratification by executive committee

A suspension – A coach, player or parent can be suspended. From attending a set number of games or for a set period of time. Suspensions for up to 1 week or 2 games can be levied by the discipline committee without further ratification by executive committee. Suspensions longer than 1 week or greater than 2 games will be recommended by the committee and must be ratified by a vote of the executive committee.

Other Sanctions – The disciplinary committee may recommend other sanctions such as banning a volunteer or parent from coaching positions for an extended period or revoking the membership of a member. These recommendations must go to an executive committee for review.

Recommendation to escalate disciplinary proceedings – The committee may – in extreme circumstances recommend, take the issue to the either the VIMLC or the BCLA for situations where the sanctions above do not appear to be effective or if there is an egregious violation of BCLA Operating policy Regulations. This will be escalated to the Association President who will consult with VIMLC and BCLA.