



INAPPROPRIATE CONDUCT PROTOCOL

MMHA is committed to reduce and prevent bullying and inappropriate conduct.

This protocol is not intended to replace existing processes to deal with rule infractions, referee calls or general hockey rules. We need to have respect for the other people around us, develop ethical conduct towards others, and allow all the freedom to enjoy the game and most importantly RESPECT THE GAME.

MMHA wants to target unacceptable behavior, which is defined as harassment, abuse (including profanity), threats and bullying.

Bullying in any form will not be tolerated. This includes, but is not limited to cyber bullying, emails, Facebook chatter, texting, and twittering. It also includes any written, verbal, or implied references to events or individuals. Some examples of bullying are (but are not limited to):

- Any harmful action that is intended to embarrass, harm, or slander
- Continually criticizing someone's abilities
- Blaming someone for mistakes
- Repeated insults or put downs
- Denying or discounting someone's accomplishments
- Threats of or actual physical violence of any kind

Harassment is a form of discrimination. It is prohibited by human rights legislation. In its most extreme form, it can be an offence under the Criminal Code of Canada. Harassment is defined as conduct that is disrespectful, insulting, intimidating, humiliating, offensive or physically harmful. Some examples are (but are not limited to):

- Unwelcome jokes, innuendo or teasing about a person's looks, body, attire, age, race religion, sex or sexual orientation.
- Condescending, patronizing, threatening or punishing actions, which undermine self esteem or diminish performance.
- Practical jokes that cause awkwardness or embarrassment endanger a person's safety or negatively affect performance.
- Unwanted or unnecessary physical contact including touching, patting or pinching.
- Any form of hazing.
- Any form of physical assault or abuse.
- Any sexual offense
- Behaviors such as those described above which are not directed towards individuals or groups, but which have the effect of creating a negative, hostile or uncomfortable environment.

HOW TO REPORT

All formal incident reports shall be put in writing using the "Incident Report Form" and shall be filed with the Secretary of MMHA – AFTER a 24 hour cooling off period, but within 48 hours of the occurrence. The Team Coordinator and the Vice President, to insure the appropriateness of the response and consistency of action within MMHA, shall review all reports.

If action is required, the Vice President shall call upon the Discipline Committee – consisting of:

- A member of the Executive to act as the Chair (excluding the President)
- A Team Coordinator not affected by the report
- Referee-in-Chief
- A member at large of MMHA not associated with the incident or team

The decision of the Discipline Committee shall be final and binding and recorded. The President shall have the power to:

- Suspend any player, coach, trainer, manager, official, parent, or spectator using the discipline action below.
- Prevent any spectator from viewing any game or other activity or entering the facility.

Discipline Action:

- 1st Offense – one week suspension
- 2nd Offense – is an indefinite suspension. The party involved will remain under suspension while the case is reviewed and a decision is arrived at
- 3rd Offense – is suspension for the remainder of the season

To ensure the complaint has been handled impartially and fairly, an appeal may be filed. The Appeal Committee shall consist of:

- The President
- A member at large of MMHA not associated with incident/team
- Team Coordinator not affected by report

Appeals will only be accepted within 5 days of the Discipline Committee decision, and must contain a clear and concise summary of the grounds for appeal. If the appeal is denied, further appeals can be made to Hockey Alberta under their normal appeals process.