



PORT COLBORNE GIRLS HOCKEY ASSOCIATION BY-LAWS

OVERVIEW

The Ontario Women's Hockey Association (OWHA) rules and regulations will be enforced except where amended with these Port Colborne Girls Hockey Association ByLaws. They shall also apply to all persons associated with the PCGHA in any capacity. These Bylaws are subject to amendment as provided for in the Constitution of the PCGHA.

1. GENERAL PLAYING RULES

The Rules and Regulations that govern the operation of the Port Colborne Girls Hockey Association shall be:

- a) The Official rulebook of the Canadian Hockey Association, as amended from time to time, and known herein as the CHA.
- b) The Official rulebook of the Ontario Women's Hockey Association, as amended from time to time, and known as the OWHA.
- c) Such further rules and regulations as have been passed and approved by the Board of Directors, as amended from time to time, and known herein as the Port Colborne Girls Hockey Association (PCGHA).
- d) Such directives as may be published from time to time by all Governmental Bodies: The Canadian Hockey Association, the Ontario Hockey Association, the Ontario Women's Hockey Association and PCGHA, for the purpose of improving the sport of hockey.

2. REGISTRATION AND PLAYER PLACEMENT

- (a) All players affiliated with the PCGHA must, in ink, sign an OWHA Registration form.
- (b) PCGHA will operate various divisions in the House League as decided by PCGHA Board of

Directors. Birth dates for all playing seasons will be designated as of December 31st.

(c) Each House League division shall comprise a sufficient number of teams as are necessary to accommodate the registered players for each division. Such numbers of teams to be of a quantity to permit equal scheduling of games during the playing season.

(d) Players registered will be appointed to HL teams using the PCGHA draft procedure with the main goal being team parity. Player evaluations and on ice evaluations if required will be used as guidelines for the VP/House League Director and his/her committee. Coaching partners and friend requests will be honoured to the best of the Boards ability and based on the registration guidelines.

(e) No player will be accepted by PCGHA who is signed with any other OWHA sanctioned league, nor will any player registered sign with any other league without first obtaining a written release. The only exception to this would be High School Hockey.

(f) Players will not be accepted by PCGHA while under suspension from any other league.

(g) Players are eligible to play in one division only, unless otherwise approved by PCGHA Board.

(h) The subsidized number of coaching staff will consist of a coach, two assistant coaches, a trainer and a Manager. It is strongly recommended that a trainer of each coaching staff be a woman.

(i) For players registered to House League after the draft, they will be placed on a team with the lowest number of players first; then the team with the lower overall team evaluation score; or otherwise determined by the Vice President/House League Director. Friend requests will not be honoured at this time.

(j) All registered players must have paid their PCGHA registration fees prior to the commencement of the PCGHA season. Any player who has not paid her registration fees by the commencement of the regular season will not be permitted to play until such time as all outstanding fees are paid.

(k) Under the direction of the OWHA, the PCGHA will offer a DS Program. The DS program is to give those players interested the availability to play at a developmental level in addition to HL. This is a select team with costs over and above HL fees. Eligible players are those registered on a house league team within our organization and will play in their registered division only. Need two teams in the same division to create DS teams

3. HOUSE LEAGUE PLAYING RULES

1. This is a non-contact league and contact is prohibited for all levels.

2. Players in forward and defense positions, while practicing, playing, either on bench or in penalty box for PCGHA, will wear skates, shin pads, shoulder pads, elbow pads, hockey gloves, hockey pants, Jill, BNQ throat protector, helmet, mouth guard (recommended but optional) and face mask. Helmets and facemasks must be CSA approved and chinstrap must be fastened. All equipment should be in proper working order. A player lacking this equipment will not be allowed on the ice until they obtain such equipment.

3. Goalies, while practicing and playing for PCGHA, will wear skates, goal leg pads, body protector, goal gloves, goal arm pads and chest protector or all-in-one body protector, hockey pants, Jill, BNQ throat protector, helmet and face mask. Helmets and facemask must be CSA

approved. Neck guards must be worn. All equipment should be in proper working order. A player lacking this equipment will not be allowed on the ice until they obtain such equipment.

4. Players may not remove any equipment prior to returning to the dressing room at the completion of the game or practice.

5. Teams must play their players in rotation. When a violation of this rule is noted, the proper rotation will immediately be re-established. For repeated violations, the coach will be referred to the House League Convenor and/or the VP/House League Director.

6. Player Rotation Systems: Everyone plays

7. No game shall commence without an official game sheet, which has been properly filled out. If the game is delayed due to an improperly completed game sheet, a two-minute bench penalty may be assessed. Any late arriving players are to be placed at the bottom of the rotation

8. In case of injury to a player or equipment repair, the last player from the previous shift will replace her. Should the player be unable to play her next shift, the team will follow regular rotation rules.

9. Any house league player, who receives a major penalty and is ejected from the game, will proceed immediately to the dressing room. Other players will serve her penalty and the line up will be shortened accordingly. No player, serving a penalty she did not incur, will sit in the box for more than two (2) minutes.

10. Players may not step on the ice until the Zamboni is off the ice and the doors are closed.

11. At the completion of the game, teams must exit the ice promptly under the direction of the referees.

12. Each team must have a properly equipped goaltender for each game. A coach may call up a player from another team within their division or from one division lower. (Notification and request must be made through the players' coach first and not directly with the call up player). Assistance from the House League Director is available upon request.

13. If a goaltender is injured or becomes sick during the game and is unable to continue, the team is allowed five (5) minutes to dress a player and resume the game. When a goaltender designated to play a specific game during regular season is unable to play, the coach may designate another player from his/her team to play in net or call up a player from within their division or from one division lower (Notification and request must be made through the players' coach first and not directly with the call up player). Goalie Call ups only, ARE ALLOWED during round robin play. On championship weekend, coaches are allowed to call up a goalie if there is an injury or illness to their own registered team goalie from one division lower or from an eliminated team within their own division (Notification and request must be made through the players' coach first and not directly with the call up player). Refer to GHGHL House League and Playoff Rules.

14. Teams must have six (6) skaters plus a goalie to have a legitimate game. Any team having less than 6 skaters may call up a maximum of two (2) players from the next lower age division (Notification and request must be made through the players' coach first and not directly with the call up player). This is during regular season play only and WILL NOT BE ALLOWED DURING ROUND ROBIN PLAY OR CHAMPIONSHIP WEEKEND. This applies to skaters only and not goalies. See by-law 3.12 for the goalie exception.

15. A OWA Handbook will be distributed to all selected coaches prior to the beginning of the

season. Procedures, rules, and any other information contained within will supersede any information written under the bylaw section. The Board of Directors may from time to time, set, repeal or amend information contained within the Handbook as it considers necessary.

16. Dressing Room procedures. Dressing rooms will be off limits to all males including male coaches, trainers, fathers, brothers and grandparents while players are changing into or out of their hockey equipment. A minimum of two female adults must be present in the dressing room at all times during which players are in the room changing. Preferably, they will be a female trainer and/or another designated female from the team.

The **2-Deep Rule** is upheld at all other times. The use of cell phones or other image taking devices are prohibited from the dressing room. All electronic devices are forbidden in the dressing rooms at all times. One device will be allowed at the discretion of the team manager to play music. Silly, disruptive play and or aggressive acts will not be tolerated. Violators will be removed from the dressing room and will be disciplined at the discretion of the coach under the direction of the Board of Directors.

In Addition, **Cell Phone Policy** in accordance to the OWHA rules and policies:

- a. No cell phones or picture taking equipment are to be used or visible in any and all PCGHA change rooms. This includes all players, team moms, parents and coaches.
- b. Failure to comply will result in an automatic 3 game suspension. There will be no exceptions to this policy being enforced.
- c. If any PCGHA athlete incurs a second offense, then a hearing will be set up with the Board of Directors to discuss the players potential for further suspension or a complete removal from the association.

17. All volunteers must have current Vulnerable Sector Police Checks and Respect in Sports certification to enter the change room. This documentation must be submitted to the PCGHA prior to the start of the season. This includes all "team moms", managers, coaching staff and trainers.

18. President, VP/House League Director must be notified of all Player and Coaching Staff Suspension.

19. Coaches/Bench Staff will attend Regular Season and Playoff Scheduling meetings.

4. COMPETITIVE TEAM PLAYING RULES (when applicable)

(a) Competitive teams will be permitted only on the authorization of the PCGHA Board.

(b) The PCGHA will be responsible for the organization and collection of funds for the on-ice try-outs. Head coaches will be responsible for handing out team information.

(c) Players registered with the OWHA, but not the PCGHA, in the previous year must have "Permission to Skate" or "Release Forms" signed by last year's association to go on the ice.

(d) Player releases from a representative team will be conducted in a humane and compassionate manner.

(e) PCGHA Representative team players will not play in the PCGHA house league program.

(f) Representative team players must play in their own age group unless they are of the calibre to make the 1st team in the higher division age group.

- (g) Players interested in playing on the Second or Third representative teams must first obtain a coach's release from the higher rated teams in their own age division.
- (h) Once a player has been signed to a representative team, the coach and player are mutually committed for the year. Extenuating circumstances may be brought to the VP/ Competitive Director, which will be presented to the PCGHA Board of Directors for review.
- (i) Competitive coaches must provide to the VP/Competitive Director and Parents, an estimated budget of expenses by November 30, Feb 28, and 1 week after the end of the OWHA Provincial Championships.
- (j) Competitive teams will be managed in an organized manner and communication to the parents will be done in writing when necessary.
- (k) Competitive teams will give all players (parents) a proposed budget and season itinerary. Possible tournaments, leagues and costs to play should be known to all participants prior to the final team roster being chosen.
- (l) Competitive teams are expected to enter the PCGHA tournament if one is created
- (m) Competitive teams must submit an interim Income/Expense Statement by December 31 and a year-end Income/Expense Statement to the PCGHA and a copy is to be given to the 1st Competitive Director/Treasurer on or before the end of the season.
Competitive team's financial records are subject to review at any time by PCGHA Board of Directors. Each team must maintain a bank account requiring 2 signatures, and all cash either raised or received by the teams must be deposited in a timely manner.
- (n) Competitive bills must be paid within 10 days of billing date.
- (o) The coach will inform the President, VP/Competitive Director all suspensions.
- (p) Competitive coaches must attend all meetings relating to the centre for which they are playing in, and comply with the by-laws and rules and regulations of that association.
- (q) Competitive team exhibition games with boys' teams and leagues not sanctioned with the OWHA must receive approval from the VP/Competitive Director and the OWHA (48 hours minimum notice must be given).
- (r) Competitive jerseys are to have a Canada Flag sewn on the left shoulder, centered 1" above the left shoulder seam.
- (s) Sponsors names may be used on competitive team sweaters across the back of the shoulders as well as the players names only after approval of the PCGHA and must be done by an approved supplier. Should any team not obtain the approval of the PCGHA the team will be responsible for the entire cost of replacing the sweaters.
- (t) Anything that bears our crest must be approved by the PCGHA Board of Directors. (i.e. sweaters, jackets, sweats, etc.)
- (u) If a player is to be called on to play in a higher category or age division on a Competitive team, her coach must be called first, before the player is asked. The player's coach must give permission for a member of his/her team to play as a call-up. The asking coach may seek three (3) additional players.
- (v) No call-up players are allowed for Provincial playdowns or Championship games. Tournament Directors also have the right to refuse call-up players to team rosters. Goalies may be exempted from this ruling. BACK TO TOP OF PAGE

5. SUSPENSIONS

1. OWHA protest rules will apply as outlined in the CHA Rule book, with the exception of the following:

PCGHA will establish a Discipline Committee under the Chairperson of the President and shall consist of the VP/Comp. Director, House League Director and any external resource as may be determined by the Board.

2. Any player having been ejected from any game, either house league or Representative shall be automatically suspended from further competition and the Discipline Committee will be made aware of all suspensions within 24 hours of occurrence or return from tournaments. Any member of PCGHA willfully violating the Constitution, bylaws, Code of Conduct or Playing Rules of PCGHA or refusing to abide by the decision of the Board shall be subject to suspension by the Discipline Committee.

3. Any coach, assistant coach, manager, trainer, player or team official receiving major or misconduct penalties, may be subject to further suspension at the discretion of the Discipline Committee. Additional incidents will result in further disciplinary action.

4. Any player, while playing as a call-up player, who receives a suspension, must serve her suspension in her own team's scheduled games. No other game, in which she is a call-up player, may serve to satisfy the suspension.

5. Anyone under a suspension, who knowingly participates in a game, will be suspended indefinitely pending a PCGHA hearing, and the team will automatically forfeit the game(s) in question. Any coach or team official, who knowingly plays a player under suspension, will themselves be suspended indefinitely, pending a PCGHA hearing.

6. The referees are in charge of the game, and persistent and/or inappropriate questioning of their decisions, or harassment, during a game will not be tolerated. Justifiable complaints may be made in writing to the Board of Directors. The Board's decisions shall NOT be subject to appeal.

7. Any coach, assistant coach, manager or trainer refusing to finish a game, or leaving the bench in protest may receive a suspension up to one calendar year.

8. Any player incurring a total of three (3) or more stick penalties during the same game shall be ejected from the game.

9. The referee on duty, the Referee-in-Chief or any member of PCGHA Board of Directors may put any coach, assistant coach, manager, trainer or player on report for her/his conduct off the ice in the arena. The Discipline Committee shall determine the suspension given.

10. Use of any tobacco product or e-cigarette or vaping etc. by any PCGHA personnel, member or player is not permitted on the bench, on the ice, or in the dressing rooms. The referees or Board of Directors will issue a warning for the first offense, a bench penalty for the second and a game misconduct for each subsequent offense. Further offenses shall be brought before the Board.

11. Consumption of alcohol leading to suspicion of impairment while in charge of a team or participating in a game will not be tolerated. Drugs and alcoholic beverages are not permitted in the arena property and any player or team official found to be in violation of this rule would be immediately suspended until his/her case has been reviewed by the Board.

12. Any coach, assistant coach, manager, trainer or player in attendance at a game while under

suspension may not go near the team's dressing room or player's bench and will conduct themselves in a proper manner. If this rule is not obeyed, the suspension may be increased at the discretion of the Discipline Committee.

13. Any coach, assistant coach, manager, trainer or player receiving a game or match penalty during a game or after a game, while still part of that event, must be reported to the 1st VP/Competitive Director immediately without delay. The PCGHA Discipline Committee will be notified without delay. The game sheet is to be forwarded within 24 hours to the VP/Competitive Director for any further disciplinary action and/or hearing.

14. All game sheets from any competitive team that have major penalties, fighting or game suspensions, must be given to the VP/Competitive Director within 48 hours from returning from a tournament, exhibition, or league game for review, and any suspension may be further increased by the Discipline Committee. Failure to adhere to this rule may result in the coaching staff being suspended from all games, including exhibition games until such game sheets are submitted.

6. GAME PROTESTS

1. All protests having to do with games and their Regulations shall be filed in writing (by email or delivered in person) to the appropriate Director within forty-eight (48) hours after the playing of the game under protest. The protest must highlight the violation and the rules or regulations involved. Supporting evidence must be provided.

The Game Protest Committee shall consist of a Chair (the Director of the Division either House League or Chaos) and not less than two (2) other members appointed by the Board of Directors. A hearing date will be set with the appropriate people. All persons appearing before the Committee shall be given full opportunity to be heard. The Committee shall as soon as possible after the conclusion of proceedings make a report to all persons of their ruling.

2. Grievances and Appeals, for matters other than game protests, members can file a complaint or grievance in the following manner. File complaint through a team Coach or team Manager. Secondly, file complaint through the appropriate Director. The complaint will be reviewed by the Board of Directors if not settled within these avenues.

3. GHGHL Protest rules to be followed if teams are in League play.

7. HOUSE LEAGUE PLAYOFFS

1. PCGHA shall conduct playdowns in all series under its jurisdiction to declare a Divisional Champion under GHGHL playoff Guidelines

2. Playoff rules will be distributed to participants prior to the start of playoffs.

8. EQUIPMENT

1 PCGHA Board of Directors MUST approve anything that bears our crest (i.e. sweaters, jackets, sweats etc.)

2. Players in forward and defense positions must wear skates, shin pads, shoulder pads, elbow pads, hockey gloves, hockey pants, Jill, mouth guard, BNQ throat protector, helmet and face mask which are CSA approved. A player lacking this equipment will not be allowed on the ice

until they obtain such equipment.

3. Goalies must wear skates, goal leg pads, body protector, goal gloves, goal arm pads and chest protector or all in-one body protector, hockey pants, Jill, BNQ throat protector, helmet and face mask. Helmets and facemasks must be CSA approved. Neck guards must be worn. All equipment should be in proper working order. A player lacking this equipment will not be allowed on the ice until they obtain such equipment.

4. All player uniforms must be worn in their entirety. All House league players will wear their sweaters of the appropriate sponsor for all games. Representative team players must wear their socks and sweaters of the appropriate sponsor for all games.

9. CODE OF CONDUCT

1. This Code of Conduct identifies the standard of behaviour, which is expected of all Port Colborne Girls Hockey Association (PCGHA) members, including athletes, coaches, parents, directors, volunteers, staff and chaperones. PCGHA is committed to providing a sporting environment in which all individuals are treated with respect. PCGHA shall conduct themselves at all times in a fair and responsible manner. Members shall refrain from comments or behaviors that are disrespectful, offensive, abusive, racist or sexist. In particular, behavior that constitutes harassment or abuse will not be tolerated by PCGHA. During the course of all PCGHA activities and events, members shall avoid behavior that brings PCGHA or the sport of female hockey into disrepute. PCGHA members shall at all times adhere to PCGHA's constitution and bylaws, to rules governing PCGHA events and activities and to rules governing any competitions in which the member participates on behalf of PCGHA. Members of the PCGHA shall not engage in any activity or behaviour which interferes with a competition or with any athlete's preparation for a competition, or which endangers the safety of others. Failure to comply with this Code of Conduct may result in disciplinary action in accordance with the Discipline policy of the PCGHA. Such action may result in the member losing the privileges that come with membership in PCGHA, including the opportunity to participate in PCGHA activities.

2. HARASSMENT AND ABUSE POLICY

PCGHA is committed to providing a sport and work environment that promotes equal opportunities and prohibits discriminatory practices. Harassment is a form of discrimination that is prohibited by human rights legislation in Canada. In its most extreme forms, harassment can be an offence under Canada's Criminal Code. This policy applies to all members including directors, officers, volunteers, coaches, athletes, officials, parents and members of the PCGHA. It applies to harassment that may occur during the course of all PCGHA business, activities and events.

This policy shall not prevent a person in authority from taking immediate, informal, corrective disciplinary action in response to behaviour that, in their view, constitutes a minor incidence of harassment.

3. STANDARDS OF BEHAVIOUR

Harassment is defined as conduct that is insulting, intimidating, humiliating, offensive or physically harmful. Types of behaviour which constitute harassment and abuse include, 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 which cause awkwardness or embarrassment endanger a person's safety or negatively affect performance
- Unwanted or unnecessary physical contact including touching, patting or pinching
- Unwelcome flirtation, sexual advances, requests or invitations
- Any form of hazing
- Any form of physical assault

*Any form of Bullying as described by a person expressing their power through the humiliation of another person.

- Any sexual offence including sexual assault
- Behaviours such as those described above which are not directed towards individuals or groups but which have the effect of creating a negative or hostile environment
- In the case of minors, abuse and neglect are as defined in Provincial/Territory child protection legislation. When any member has a reasonable belief that a minor is being abused or neglected, he/she shall report this belief to authorities, pursuant to the provisions of the Act, and shall advise the Board. PCGHA shall take no further action until such time as child protection authorities and/or police have concluded their investigation. The matter shall then be dealt with as a disciplinary matter pursuant to this policy, and the report of the investigation carried out by authorities may be used as evidence in these proceedings.

4. RECEIVING A COMPLAINT

A person who experiences harassment, any person who witnesses harassment, or any person who believes that harassment has occurred is encouraged to make it known that the behavior is unwelcome, offensive and contrary to this policy. If confronting the harasser is not possible or if after confronting the harasser the behavior continues, the person who has experienced the harassment, who has witnessed the harassment, or who believes that harassment has occurred should report the matter to an official of the PCGHA. For the purposes of this policy, an official is any person in a responsible staff or volunteer position with the organization. Once an incident is reported, the role of the official is to report the incident to the Discipline Committee. The Discipline Committee will serve in a neutral, unbiased capacity in receiving the report of the incident, advising the parents or guardians of the incident and assisting in an informal resolution of the complaint, where this is appropriate. Details of the complaint and actions taken must be put in a written report to the Board by the Discipline Committee.

5. FACT FINDING

If informal resolution of the complaint is not appropriate or possible, and if the person who has

experienced or witnessed the harassment, or who believes that harassment has occurred decides to pursue a formal complaint, the Discipline Committee shall receive this complaint and shall provide a copy to any member of the Board of Directors for further action.

Once the complaint has been reported to the Board, the Discipline Committee shall then gather facts surrounding the incident by speaking directly with the complainant and the person against whom the complaint (the “respondent”) is made, and any witnesses who in the opinion of the Discipline Committee, might have relevant facts or observations about the incident.

In addition to providing information to the Discipline Committee, the respondent shall have the opportunity to provide a written statement to the Discipline Committee, if he or she wishes. The Discipline Committee, in a written report shall summarize the results of the fact gathering. Upon completion of the fact gathering stage, the Discipline Committee shall provide copies of the complaint and his/her factual report to the Board.

6. PROCEDURES FOR REVIEWING COMPLAINTS

Within 48 hours of acknowledged receipt of a documented formal complaint, the Board shall decide if the complaint should be dealt with informally, in which case it shall direct the appropriate response and the matter shall then be concluded.

If the Board determines that the complaint should be dealt with by means of a hearing, it shall appoint three individuals to serve as a Panel, and shall appoint one of these individuals to serve as the Chairperson of the Panel. The Board shall then, at its sole discretion, and having regard to the nature of the complaint and the potential seriousness of the outcome, determine which of the following procedures shall be used by the Panel to review the complaint:

1) The Panel shall review the statement of the complainant; the documentation provided by the official and the statement of the respondent and shall render a decision.

2) The Board of the SCFHA shall appoint an outside investigator who shall conduct a formal investigation of the incident and shall provide a written report to the Panel. The Panel shall consider this report, as well as the statements of the complainant and the respondent, and the report of the official, and shall then render a decision.

3) The Board shall appoint an outside investigator who shall conduct a formal investigation of the incident and shall provide a written report to the Panel. The Panel shall review this report at a hearing with the complainant and respondent present, may ask questions of the complainant and respondent, and may allow the complainant and respondent to ask questions of each other. Following the hearing, the panel shall render its decision.

4) The Panel shall convene a hearing involving the complainant, respondent and witnesses. The parties shall have an opportunity to present evidence and to cross-examine each other and witnesses. At the conclusion of the hearing, the panel shall render its decision. In holding a hearing, the Panel shall govern the hearing by such procedures as it may decide.

If at any point in these proceedings, the complainant becomes reluctant to continue, it shall be at the sole discretion of the Board to continue the review of the complaint in accordance with this policy. After reviewing and deciding any harassment matter, the Panel shall present its findings in a report to the Board with a copy provided to both the complainant and respondent.

This report shall contain:

- A summary of the relevant facts;

- A determination as to whether the acts complained of constitute harassment or abuse as defined in this policy;
- Disciplinary action to be taken, if the acts constitute harassment or abuse; and
- Measures to remedy or mitigate the harm or loss suffered by the complainant, if the acts constitute harassment or abuse.

7. IMPOSING DISCIPLINARY SANCTIONS

The following circumstances and other factors should be considered while determining the appropriate sanction;

- The nature and severity of the harassment or abuse
- Whether the harassment or abuse involved any physical contact
- Whether the harassment or abuse was an isolated incident or part of an ongoing pattern of behaviour
- The nature of the relationship between the complainant and harasser
- The age of the complainant
- Whether the perpetrator had been involved in previous harassment incidents
- Whether the perpetrator admitted responsibility and expressed a willingness to change
- Whether the perpetrator retaliated against the complainant

In recommending disciplinary sanctions, the Panel may consider the following options, singly or in combination, depending on the nature and severity of the harassment or abuse:

- Verbal apology
- Written apology
- Letter of reprimand from the organization
- A fine or levy
- Referral to counseling
- Removal of certain privileges of membership or employment
- Expulsion from membership or official position within the Association
- Publication of the details of the sanction
- Any other sanction which the Panel considers appropriate

The Executive of PCGHA may determine that the alleged offence is of such seriousness as to warrant suspension of the member from the PCGHA pending a review of the complaint.

8. APPEAL MECHANISM

Both the complainant and respondent shall have the right to appeal the decision of the Panel. A notice of intention to appeal, along with grounds for the appeal, must be provided to the Board within 14 days of the complainant or respondent receiving the Panel's decision.

Permissible grounds for an appeal are:

The Panel did not follow the procedures laid out in this policy; Members of the Panel were influenced or biased; or The Panel reached a decision which could not be supported by the evidence, or which was grossly unfair or unreasonable.

The appeal shall be heard by the Board, who shall base its decision on a review of the

documentation surrounding the complaint, including the complainant's and respondent's statements, the report of the official, the report of the investigator and/or the report to the Panel, and the notice of appeal.

In deciding the Appeal, the Board shall have the authority to uphold the decision of the Panel, to reverse the decision of the Panel, and/or to modify any of the Panel's recommendations from disciplinary action or remedial measures.

The decision of the Appeal Body shall be final and binding, and not open to any further intervention by any court within exception of a review in accordance of the rules of arbitration set out in Alternate Dispute Resolution Program for Amateur Sport.

In extraordinary circumstances, and at its sole discretion, the Panel may abridge or extend the timelines in this policy.

The PCGHA recognizes the sensitive and serious nature of harassment and abuse, and will strive to keep all matters relating to a complaint confidential. However, if required by law to disclose information, the PCGHA will do so. It is also the policy of PCGHA to allow publication of the decision of the Panel, where the acts complained of constitute harassment.

2/6/2018