

Raiders Discipline Policy

Raiders players and parents are a part of St. Albert Minor Hockey Association (SAMHA). SAMHA and Hockey Alberta (HA) discipline policies can be used as a general guideline. Specific policies may be used for reference at anytime through the Raider Discipline Process.

The Raiders organization is committed to ensuring that all members of the Raider organization including players, parents, board members treat everyone with respect and consider the rights, dignity and worth of every person equally within the context of their role (player, coach, officials, volunteers, and parents). The Raiders organization believes that an open communication process is important in obtaining a satisfactory resolution to an incident. The privacy of the incident and those involved will be maintained. Having stated this it is important to understand that if an incident is to be investigated thoroughly names of the parties involved and conversations with the parties involved will be necessary. These names will remain private and will be used solely for the investigation process.

In order to promote the concept of respect, as well as ensuring there is a fair and thorough investigation the following discipline process will be used for any incident:

1. A 24-hour waiting period is required after any incident.
2. After the 24-hour waiting period, the player and/or parent discusses the incident with the Head Coach and/or manager of the team. If the issue is resolved, then the review is complete. All parties are to be involved with the discussion.
3. If the issue is not resolved, then the issue shall be brought forward to the Division Director. The Director will review the complaint and initiate a meeting with all parties involved to help resolve the issue. If the issue is resolved, then the review is complete.
4. If the issue is not resolved a formal process will begin by putting the issue into writing and recorded in the 'Raiders Incident Reporting Form.' The form shall be submitted to the division director who will bring it to the Raider board for review. The Raiders board, with direction from the President will form an Incident discipline committee. The committee will review the incident and conduct interviews of all parties involved. The committee will produce a report of findings and a decision on discipline and action required. The complainant will be provided with the decision and resulting action. The issue is considered resolved.
5. If complainant chooses to appeal this decision a 'Notice of Appeal form will be filled out and submitted to the executive director and CC the VP Admin for SAMHA.
6. SAMHA discipline process will be used at this point in time.
7. If the SAMHA decision is unsatisfactory to the complainant then they can appeal to HA and use the HA discipline process. HA decisions will be final. HA may choose to communicate through SAMHA or the Raiders organization.

It is important that these steps are followed to ensure a fair and thorough discipline process occurs. If a complainant chooses to skip any of the steps a review with the complainant will occur to determine if any discipline is warranted for the complainant for choosing not to follow the Raider Discipline Policy. If any of these steps are not followed by the Raider board a review will be conducted by the President with the goal of resolving any process issues and to ensure a fair process has been and will be conducted.