



Saanich Lacrosse Association: Disciplinary Policy and Process

Approved May 2025

Lacrosse Governing Bodies

There are three senior governing bodies for minor box lacrosse.

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".

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 Minor Directorate (MD) sets strategic and operational policy for Minor Box Lacrosse.

Vancouver Island Minor Lacrosse Commission (Commission): Regional body responsible for Minor Box Lacrosse Inter-Association play within the area of the Vancouver Island Region of B.C. (Also known as Zone 6.)

The **Saanich Minor Lacrosse Association (Association)** administers minor box lacrosse within the Saanich catchment boundaries, as defined by the Commission. The Association is an independent, non-profit organization responsible for its own internal governance and operations. It also is accountable for the conduct of its players, team staff, parents and/or members.

Game-Related Disciplinary Actions

All players, team staff, on-floor officials, and off-floor officials (i.e., scorekeepers, timekeepers, etc.) fall under the authority of the Commission. Supplemental discipline, including suspensions, may be applied consistent with MD policies and guidelines.

The Commissioner for the respective divisions will communicate details of any suspensions to the President of the Association who will communicate suspensions to the Head Coach (HC) and Manager for the team.

Hearings with the Commission may be required in situations dictated by MD Disciplinary Rules. Hearings fall under the authority of the Commission and are adjudicated by the Commission Chair, with support from Commission Executive members. MD and Commission disciplinary rules supersede Association disciplinary rules in these circumstances. However, this does not preclude the Association from assessing additional discipline over and above Commission discipline.

MD and Commission rulings are subject to the BCLA appeal process.

Policy Intent

This policy supplements MD and Commission disciplinary policies and guidelines. It applies to disciplinary matters internal to the Association and in no way may contravene BCLA, MD and/or Commission policies or guidelines.

Code of Conduct Policy Framework

All players, team staff, officials and parents are required to sign the Association's Code of Conduct (Code) prior to the start of each season. The Association expects signatories to comply with Code in all minor lacrosse-related matters and reserves the right to take disciplinary action for non-compliance.

In addition, players, team staff and parents are expected to comply with the [BCLA Operating Policy](#) governing player, team staff and parent conduct:

- Gender Equity Policy (Section 12)
- Transgender Participant Policy (Section 13)
- Harassment Policy (Section 14)
- Doping Control Policy (Section 15)
- Social Media Policy (Section 23)
- Conflict of Interest Policy (Section 24)
- Privacy Policy (Section 25)

Players, team staff, officials and parents are also expected to comply with Regulation 22: Conduct under the [MD Operating Policy](#) which applies to general conduct, consumption of alcohol and drugs at lacrosse-related events and player tampering.

Disciplinary Action for Players, Team Staff, Parents and/or Members

Team Discipline

A Head Coach (HC) may suspend a player for one game for Code violations. The HC will notify the Division Vice President (DVP) in writing and include the date of the infraction, rationale and evidence supporting supplemental discipline, and the effective date of the suspension. The DVP will advise the President for information.

A HC may suspend the same player for up to two games for additional Code violations. The HC will notify the DVP who will set up a meeting between the HC and President to understand the rationale and review supporting evidence. The DVP will meet with the player, and the player's parent and/or guardian, if necessary, to gather facts for consideration.

Disciplinary action will go directly to the DVP in the event the same player commits additional Code violations. The DVP will investigate and submit a report to the Internal Review Committee (IRC) for consideration and decision.

The HC, team staff, players, or parents/guardians may report alleged Code violations by HC, team staff or parents directly to the DVP in writing. A complaint must include the sufficient detail to substantiate the alleged infraction. The DVP will report the complaint to the President for information. The DVP will investigate the allegation through interviewing coaches, team staff and/or other parents. This may include, but is not limited to, written and/or in person statements.

Discipline Review Panels

The Association will review complaints in the context of the full weight of evidence supplied, including whether it is a repeat offence. Decisions will be made in accordance with the Association's Constitution and Bylaws. Disciplinary matters that may lead to suspensions of three games or more will be referred to a Discipline Review Panel (Panel) for consideration and decision.

Panels exist to review and resolve internal Association complaints, conflicts, Code violations and/or other disciplinary matters that cannot be resolved at the team or Executive level. The First Vice President (VP1) is responsible for administering the Association's disciplinary process and will chair Panels under normal circumstances. There may be instances where the Second or Third Vice Presidents must chair the committee if there is a real or perceived conflict of interest with VP1.

The Association may draw Panel members from the Board or current team staff from any division or team staff provided they are free from real or perceived conflict. The President will not sit on Panels.

The IRC has no authority to adjudicate disciplinary actions taken by the CLA, BCLA or Commission.

A Panel will review the alleged disciplinary incident, review relevant information and recommend a decision to the President and Executive. All decisions on these matters are final, subject to the regular appeals process.

Disciplinary Authority of the Board

Notwithstanding the above, the President has the authority to convene the Association Executive immediately to review the conduct of players, team staff, officials and/or parents for Code violations deemed detrimental to the reputation and/or operations of the Association or one of its teams. The Executive has the authority to issue interim suspensions in particularly egregious cases while the formal discipline process proceeds.

The President must base the decision to convene the Executive on a written complaint and documented supporting evidence provided by other players, team staff, officials, parents and/or Board members.

These suspensions may be in addition to supplemental discipline determined by the Commission.

Process and Procedures

Members must provide a complaint, in writing to the President, within 48-hours of witnessing a Code violation to start a formal discipline process. The President will refer the complaint to VP1 for action.

The VP1 will select a Panel of at minimum, three people from outside of the age division to review the complaint. The VP1 has discretion to form larger panels if necessary. The VP1 also has discretion to seek outside advice (i.e., legal, Commission, BCLA, etc.), if necessary.

The Complainant must submit written evidence to the panel. The Subject of the Complaint may review the evidence and submit a written rebuttal if desired. The panel may meet with Complainant and/or Subject of Complaint if necessary to clarify its understanding of the facts.

The Panel will have seven (7) days to review the complaint, consider the facts, and provided recommendations to VP1. VP1 will bring the findings and recommendations to the Executive for review and decision. VP1 will advise the Complainant and the Subject of Complaint of the final decision within 48 hours of the Executive's decision.

Suspension Lengths

First Infraction= 1 game
Second Infraction = Up to 3 games
Third Infraction = Up to 5 games
Fourth Infraction = 5+ games up to full season

Appeal Process

Members may appeal Panel decisions to the Board for consideration. A Complainant or the Subject of Complaint that wishes to appeal a decision must advise the President, in writing, within 72 hours of receiving the final decision from VP1. The Association will consider the discipline decision final if no appeal is received within that timeframe.

The President will acknowledge the appeal within 24 hours of receipt. The President will form an Appeal Panel consisting of Board members and/or team staff that did not participate on the first Panel within 48 hours of receipt of the appeal.

The Appeal panel will meet within three (3) days of receipt of the appeal. The VP1 will meet with the Appeal Panel to summarize Panel findings and its decision. The Appeal Panel may meet with the Complainant and/or Subject of Complaint but is not obligated

to do so. The Appeal Panel will review and render a decision within seven (7) calendar days of receipt of the appeal.

The Appeal Panel's decision will be considered final.

Appeals for CLA, BCLA, and/or Commission decisions follow the processes outlined in their respective operating policies and guidelines.

Appendix 1 – Saanich Minor Lacrosse Association Updated Player Code of Conduct

Introduction

The Saanich Minor Lacrosse Association has three objectives related to players:

1. To promote, teach and perpetuate the game of lacrosse.
2. To teach sportsmanship and emphasize fair play at all times.
3. To develop community spirit.

The Association believes each player's minor lacrosse experience should promote good health and positive attitudes towards themselves, teammates, opponents, team staff, officials and spectators. Increasing athleticism and lacrosse proficiency is a key objective. However, it is also important to consider the role minor sports play in creating well-rounded, confident and productive people.

The purpose of the Player Code of Conduct (Code) is to set behavioural expectations for individual players and their interactions with other players, team staff, officials and parents. Breaching the Code may be grounds for supplemental discipline levied by team staff or the Association.

Player Expectations

1. Maintain high standards of personal conduct at all times when participating in Association activities (i.e., practices, games, public events, etc.) recognizing each player is an "community ambassador" for the Association
2. Arrive on time for practices, games and other team functions with all necessary equipment.
3. Put forward their best effort at all times in practices and games and advise team staff in advance when this may not be possible due to other circumstances (e.g., illness, injury, etc.)
4. Treat teammates fairly within the context of the Association activity regardless of gender, place of origin, race, ethnicity, religion, political beliefs or socioeconomic circumstances, etc..
5. Do not criticize teammates, opponents, coaches, officials or spectators.
6. Do not harass teammates, opponents, coaches, officials or spectators.
7. Do not use profane, insulting, harassing, or otherwise offensive language at practices, games or other Association events.

8. Play within the rules of box lacrosse and demonstrate sportsmanship.
9. Use social media responsibly and refrain from posting content detrimental to other players, team staff, officials, parents or the Association.
10. Do not cause property damage to Association or opponents' facilities.
11. Adhere to the guidelines set by the Canadian Centre for Drug Free Sport related to banned substances

Penalties for Non-Compliance

Players that do not comply with the Code will be subject to team and/or Association supplemental discipline. This will typically be managed through conversations between team staff, the player and his/her family, if necessary

The Head Coach may suspend a player for one (1) game in circumstances where verbal reminders are insufficient to address behaviour. The Head Coach may suspend a player up to an additional two (2) games for repeated breaches of the Code. Further discipline will be referred to Association officials if necessary.

Appendix 2 – Saanich Minor Lacrosse Association Updated Parent/Guardian Code of Conduct

Introduction

The Saanich Lacrosse Association has three objectives related to players:

1. To promote, teach and perpetuate the game of lacrosse.
2. To teach sportsmanship and emphasize fair play at all times.
3. To develop community spirit.

The Association believes each player's minor lacrosse experience should promote good health and positive attitudes towards themselves, teammates, opponents, team staff, officials and spectators. Increasing athleticism and lacrosse proficiency is a key objective. However, it is also important to consider the role minor sports play in creating well-rounded, confident and productive people.

The purpose of the Parent/Guardian Code of Conduct (Code) is to set behavioural expectations for parent interactions with players, team staff, officials, team parents, opposing teams, opposing team's parents and Association officials. Parents/guardians that bring guests to Association activities are expected to ensure those guests also adhere to these expectations.

Breaching the Code may be grounds for supplemental discipline administered by the Association.

Parent/Guardian Expectations

1. Maintain high standards of personal conduct at all times when participating in Association activities (i.e., practices, games, public events, etc.) recognizing each parent represents the Association.
2. Do not criticize players, team staff, officials, team parents, opposing teams, opposing team's parents during Association activities.
3. Do not harass players, team staff, officials, team parents, opposing teams, opposing team's parents during Association activities.
4. Treat players, team staff, and team parents fairly within the context of the Association activity regardless of gender, place of origin, race, ethnicity, religion, political beliefs or socioeconomic circumstances, etc..
5. Do not use profane, insulting, harassing, or otherwise offensive language at Association activities.

6. Use social media responsibly and refrain from posting content detrimental to other players, team staff, officials, parents or the Association.
7. Respect Association governance structure and work within it to address and resolve issues through appropriate channels (i.e., team staff, Divisional VP, President).
8. Communicate with players, team staff, team parents and Association officials in a respectful, non-confrontational manner when seeking information or addressing issues.
9. Do not cause property damage to Association or opponents' facilities.

Penalties for Non-Compliance

Parents/guardians that do not comply with the Code will be subject to team and/or Association supplemental discipline. The first step will typically be conversations between team staff and the parent(s)/guardian(s) to address behaviour. The Head Coach, team staff and/or parents may refer alleged Code breaches to the DVP for disciplinary review in accordance with the Discipline Policy and Process.