



Smoky Lake Minor Hockey

Smoky Lake Minor Hockey Association- Athlete's Grievance Procedure

All incidents of abuse, harassment, bullying or breach of the code of conduct will be subject to review. If a coach/manager cannot deal with the issue at hand successfully, or if the issue goes beyond the coach/managers ability to resolve the issue, the complaint will be directed to the board of executives, where they will attempt to resolve the issue in writing and/ or a meeting with the individuals who are found to not be following the guidelines set out by the SLMHA.

Once the individual(s) have been informed, there will be an opportunity to meet and discuss or refute the alleged accusations. When these types of incidents are reported, the board reserves the right to remove leadership letters from jerseys, suspend players from games/practices, and in severe cases, expel the individual(s) from the SLMHA. In cases where there is a suspension or expulsion, there will be no adjustment or refund in fees.

Every individual has a right to defend or appeal. This process will happen after the individuals have received notice of the complaint. The hearing will be made confidential and take place in a safe environment, with 3-5 disciplinary members in attendance. These members (disciplinary committee) must be of neutral relations and have zero affiliation with the alleged incident or team.

Once the hearing takes place, the disciplinary committee will review the details and assess both sides. They will decide the outcome of the hearing and in cases where they find the defendant has won his hearing, letters, games, practices and association membership may be reinstated.

Complaints will be documented, but names of complainants MUST NEVER be disclosed, and are not required on documents. Complainants can simply be referred to as "complainant A, B, or C, and so forth.

Confidentiality is important to SLMHA and proceedings will not be discussed outside of the board room/ disciplinary committee. Any attempts to do so, will be ignored and documented. In cases where it is persistent or threatening, the board/members have the right to seek council or protection.

SLMHA strives to provide a safe and enjoyable environment for all of its members, therefore will take all accusations of bullying, harassment, abuse, or breach of conduct very seriously.