



SouthMan Saints Lacrosse Club

SouthMan Saints Discipline and Complaints Policy

Purpose

The purpose of this policy is to ensure that concerns and complaints are addressed in a fair, respectful, and transparent manner.

The goal of discipline within the SouthMan Saints is not punishment, but to maintain a positive and respectful environment where players can learn, compete, and enjoy the game.

Guiding Principles

When concerns arise, the club will aim to:

- Address issues early and constructively
- Treat all individuals fairly
- Gather information before making decisions
- Encourage respectful dialogue and resolution
- Align with league and provincial policies

Discipline Structure

The SouthMan Saints will follow a **three-level approach** to addressing concerns.

Level 1 – Team-Level Resolution

Whenever possible, concerns should first be addressed at the team level.

This may involve:

- speaking with the coach
- speaking with the team manager
- informal discussion to resolve misunderstandings

Many concerns can be resolved quickly through respectful communication.

Level 2 – Club Review

If a concern cannot be resolved at the team level, it may be reviewed by the **Discipline Chair**.

The Discipline Chair will:

- review the concern
- gather information from relevant parties
- determine appropriate next steps
- make a recommendation to the Board of Directors

The Board of Directors will review and confirm any disciplinary decisions.

Level 3 – League or Provincial Review

Serious incidents may be referred to:

- Winnipeg Box Lacrosse Commission
- Manitoba Lacrosse Association

Examples may include:

- harassment or discrimination
 - threats or violence
 - repeated serious misconduct
 - violations of league or provincial policies
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Possible Outcomes

Depending on the situation, outcomes may include:

- no action required
- informal resolution
- verbal reminder or warning

- written warning
 - apology or restorative conversation
 - behavioural expectations moving forward
 - temporary suspension from team or club activities
 - referral to league discipline processes
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Reporting Concerns

Concerns or complaints should be submitted in writing to the Discipline Chair.

Reports should include:

- date of the incident
- location
- individuals involved
- description of the concern
- names of any witnesses (if applicable)

Whenever possible, concerns should be reported **within 7 days of the incident**.

Confidentiality

The club will make reasonable efforts to respect the privacy of individuals involved in a complaint.

Information will be shared only with those who need to be involved in the review or decision-making process.

Alignment with League and Provincial Policies

This policy operates in alignment with the policies of the:

- [Manitoba Lacrosse Association](#)
- [Winnipeg Box Lacrosse Commission](#)

Where a conflict exists, the policies of those governing bodies take precedence.