



SouthMan Saints Restorative Conversation Guide

Supporting Respectful Relationships in Our Club

The SouthMan Saints Lacrosse Club believes that most conflicts can be resolved through respectful conversation and mutual understanding. When appropriate, a restorative conversation may be used to help individuals talk through concerns, repair relationships, and move forward positively.

This approach is consistent with the spirit of community sport and complements the conduct expectations set by the Winnipeg Box Lacrosse Commission and the Manitoba Lacrosse Association.

Restorative conversations may be used when concerns involve:

- parent-to-parent conflict
- parent-coach misunderstandings
- player conflicts
- sideline behaviour concerns
- communication breakdowns

They are **not appropriate** for serious misconduct such as harassment, threats, or violence. Those matters should follow the formal discipline process.

When to Use a Restorative Conversation

A restorative conversation may be considered when:

- both parties are willing to participate
- the issue involves misunderstanding or behaviour concerns
- the goal is to repair relationships rather than assign punishment
- there are no immediate safety concerns

The conversation may be facilitated by:

- Parent Liaison
 - Team Manager
 - Discipline Chair
 - Board member (if appropriate)
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Goals of the Conversation

The purpose is to:

- allow each person to share their perspective
- increase understanding of the impact of actions
- identify ways to move forward positively
- maintain a respectful environment for players and families

The goal is **not to determine who is “right” or “wrong.”**

Suggested Conversation Structure

1. Opening

The facilitator sets the tone.

Example:

“Thank you both for being willing to have this conversation. The goal today is to help everyone share their perspectives, understand each other better, and find a way to move forward positively for the team and the players.”

Ground rules:

- speak respectfully
 - allow each person to finish speaking
 - focus on the issue, not personal attacks
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2. Each Person Shares Their Perspective

Each person is invited to speak without interruption.

Guiding questions:

- What happened from your perspective?
- What were you thinking or feeling at the time?

- What concerns did the situation raise for you?
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3. Exploring the Impact

This step helps people understand how actions affected others.

Questions:

- How did the situation affect you or others?
 - What impact do you think it may have had on the team or players?
 - What would you like others to understand about your experience?
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4. Moving Toward Resolution

Focus shifts to the future.

Questions:

- What would help improve the situation moving forward?
- What would rebuilding trust or respect look like here?
- What agreements can we make to avoid similar issues in the future?

Possible outcomes:

- agreement on communication expectations
 - clarification of roles (coach vs parent)
 - commitment to respectful sideline behaviour
 - apology or acknowledgement
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5. Closing

The facilitator summarizes agreements.

Example:

“It sounds like we’ve agreed that future concerns will be addressed through direct communication with the coach after the 24-hour rule, and everyone is committed to maintaining positive sideline behaviour. Thank you both for being open to the conversation.”

Role of the Facilitator

The facilitator's role is to:

- remain neutral
- ensure everyone has a chance to speak
- keep the conversation respectful
- guide the discussion toward solutions

The facilitator does **not decide the outcome** unless the conversation breaks down and the matter moves into the formal discipline process.

If the Conversation Is Not Successful

If the issue cannot be resolved through restorative conversation, the matter may move to the **formal discipline review process** led by the Discipline Chair.