

Taber Lacrosse Association
Code of Conduct – Discipline Policy V1.0 June 2021



Code of Conduct
Zero Tolerance Policy

1. Members, players and participants are required to abide by the Bylaws, Rules, and Policies of the Association, and their behavior is expected to mirror the spirit of the Bylaws, Rules, and Policies of this code.
2. All members and participants of the Association shall respect other members, officials, parents, players, fans, team officials, volunteers, executive committee members, employees and property of the Association. Any inappropriate conduct, threats, harassment or abuse (including the use of profanity) directed towards game or team officials, members, parents, players, fans, volunteers, executive committee members, employees, damage to the property of the association or another Association will not be tolerated.
3. All members, fans, and participants of the Association shall respect the game of Lacrosse and shall behave in a manner so as not to make a travesty of the game.
4. The Association will not tolerate loud, obscene, obnoxious coaches, managers, assistants, players, parents, or fans. Such individuals will be subject to disciplinary action as outlined the disciplinary section.
5. Parents and fans are not permitted in the dressing rooms or posted off limit areas except as expressly permitted by the respective division head and/or coach to assist their child in changing before or after a game or practice.
6. Under no circumstances is a parent or fan to enter the opposing team's dressing room.
7. Coaches and other team official's players, parents, and fans are not permitted in the officials' dressing room, nor are they permitted to confront game officials about the game.
8. Violation by any member, fan, or participant of any provision of this Code of Conduct will result in disciplinary action being taken by the Association against such individuals as provided in this code.
9. Harassment and bullying in all its forms, including cyber-bullying (e.g.: via Facebook, Twitter, etc.) will not be tolerated during the course of any Taber Lacrosse Association activity or program. Accordingly, all those involved with Taber Lacrosse Association, including its volunteers, players and parents/guardians of players are responsible for making every reasonable effort to uphold this commitment. Specifically, this includes refraining from harassing or bullying behavior, responding promptly and informally to minor incidents of harassment or bullying and following local or national policy guidelines for reporting or responding to more serious complaints of harassment or bullying. Players and other participants are expected to refrain from harassing or bullying behavior and are encouraged to report incidents of harassment or bullying.
10. The use of cameras, cellphones, or any type of recording device is strictly prohibited in dressing rooms by anyone. Disciplinary action will follow any breach of this rule.

ANY VIOLATION OR BREACH OF THE PROVISIONS IN THIS CODE OF CONDUCT BY MEMBERS, FANS, OR PARTICIPANTS OF TLA WILL RESULT IN DISCIPLINARY ACTION BY THE ASSOCIATION AGAINST SUCH INDIVIDUALS WHICH WILL INCLUDE SUSPENSION AS OUTLINED IN THE DISCIPLINARY PROCEDURES OF THE CODE OF CONDUCT!!!

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Discipline Policy

All members, players, participants, and fans are expected to abide by TLA's Code of Conduct. Violation of the Code of Conduct will result in disciplinary action being taken by the board.

Failure to comply with the Code of Conduct will result in the following disciplinary actions for **players, parents, guardians. (this will include non-compliance actions taken by members of your party)**

1st Offence – Minimum of 1 week (7 days) suspension to maximum of thirty (30) days suspension from participation in any and all TLA activities. This includes all practices, dry land training, exhibition, games, league games, arenas, tournaments as well as any team functions hosted by Minor Lacrosse.

2nd Offence or Failure to comply with 1st offence action items will result in – Instant removal of the offending player, parent(s), or guardian(s) from any and all activities within Taber Lacrosse Association, for the remainder of the current season.

Parent(s)/ guardians(s) and player Code of Conduct signed is good for one season (calendar year).

Physical abuse of another person will carry indefinite suspension from all TLA events until reviewed by Taber Lacrosse Association for further discipline.

A complaint must be in writing, must identify the Discipline Issue by providing a summary of the incident and must identify the complainant. It shall be delivered in person to a member of the TLA Executive, followed up with an email to president@taberlacrosse.com or vicepresident@taberlacrosse.com

Once a formal complaint has been received it will be forwarded to the Disciplinary Committee for review. This committee will be comprised of two members of the TLA Executive Committee/Board and one 3rd party board member (committee determined prior to each playing season).

All formal complaints will be documented and kept on file for the duration of the offender's time in Taber Lacrosse Association.

Communication Protocol

Prior to reporting and or filing a complaint all members must wait 24 hours and then submit their concern.

If the 24 hour policy is not adhered to, this offence may be subject to a 1st offence condition at the discretion of the board.

Parent → Manager/Coach → Division Coordinator → Vice President and/or President
Manager/Coach → Division Coordinator → Vice President and/or President → Alberta Lacrosse Association

Appeal Process

Should either the complainant or respondent feel that a decision of the Disciplinary Committee has not satisfactorily resolved the issue, the decision may be appealed to the Appeals Committee, which will be comprised of two members of the TLA Executive Committee/Board and one 3rd party member. Appeals are to be made in written form within three days of the verbal rendering of the decision of the Disciplinary Committee. The Appeals Committee shall convene a meeting to hear the appeal within a reasonable period of time.

The Appeals Committee shall determine whether the appeal shall be in the form of a new hearing or whether it can be dealt with based upon the written material and summaries before the Discipline Committee. The Appeals Committee may request further written material from the complainant and/or respondent or their witnesses.

The Appeals Committee may dismiss the appeal, grant the appeal, or vary the decision of the Disciplinary Committee to lessen or increase the discipline imposed to ensure that such discipline is fair and reasonable in all the circumstances.