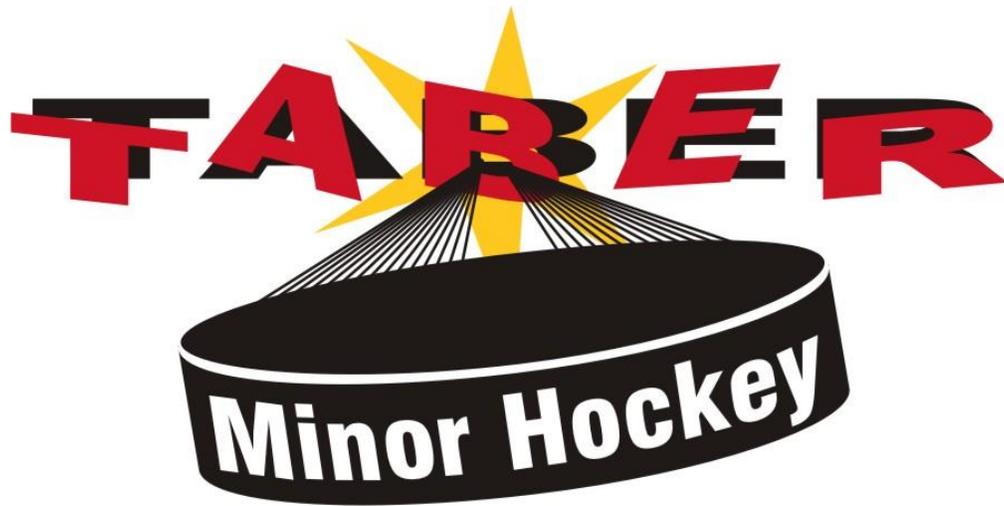


TABER MINOR HOCKEY ASSOCIATION



BYLAWS & CONSTITUTION

February 2010
September 5, 2000
Amendments to 1.5 & 18.4, April 9, 2001
Amendments to 1.5, 6.4, 7.1 & 8.4.2, May 8, 2008

TABLE OF CONTENTS

| | | |
|-------------|--|---------|
| Bylaw I | Interpretation | 2 |
| Bylaw II | Name of the Association | 2 |
| Bylaw III | Purpose of the Association | 3 |
| | 3.1 Vision Statement | 3 |
| | 3.2 Mission Statement | 3 |
| | 3.3 Core Values and Beliefs | 3 |
| | 3.4 Purpose & Objectives | 3 |
| Bylaw IV | Membership | 3 & 4 |
| Bylaw V | Termination of Membership | 4 |
| Bylaw VI | Meetings | 5 |
| | 6.1 General Meetings of the Membership | 5 |
| | 6.2 Meetings of the Board of Directors | 5 & 6 |
| Bylaw VII | Executive Board of Directors | 6 |
| Bylaw VIII | Duties of the Executive | 7 |
| Bylaw IX | Duties & Powers of the President | 7 & 8 |
| Bylaw X | Duties of the Vice President | 8 |
| Bylaw XI | Borrowing | 8 |
| Bylaw XII | Banking | 8 |
| Bylaw XIII | Seal | 8 |
| Bylaw XIV | Audit | 8 |
| Bylaw XV | Amendments | 9 |
| Bylaw XVI | Minutes of Meetings & Other Books & Records | 9 |
| Bylaw XVII | Inspection of Books & Records | 9 |
| Bylaw XVIII | Discipline Procedures & Dispute Resolution Process | 9 |
| | 18.1 General Policy | 9 & 10 |
| | 18.2 Stage One – The Informal Process | 10 |
| | 18.3 Stage Two – The Formal Process | 11 |
| | 18.4 Stage Three – The Appeal Process | 11 & 12 |
| Bylaw XIX | Grievance Procedures | 12 |
| Bylaw XXII | Court & Legal Actions | 12 |

BYLAW I – INTERPRETATION

- 1.1 In these Bylaws and Regulations, unless the context otherwise requires, words imparting the singular number or the masculine gender shall include the plural number or the feminine gender, as the case may be, and vice versa, and references to persons shall include firms and corporations.
- 1.2 When constructing these Bylaws and regulations, reference shall be made to the Societies Act, and the Bylaws, Rules and Regulations of the Alberta Amateur Hockey Association (A.A.H.A.) and the Canadian Hockey Association (C.H.A.). Words and expressions used in these Bylaws and Regulations shall, so far as the context does not otherwise require, have the same meaning, as would be the case when used under the Act, Bylaws, Rules and Regulations.
- 1.3 References to the “Association” in these Bylaws refer to the Taber Minor Hockey Association (TMHA).
- 1.4 The Association shall conform and comply with the Bylaws, Rules and Regulations as set forth by the Alberta Amateur Hockey Association (A.A.H.A.) and the Canadian Hockey Association (C.H.A.).
- 1.5 A potential or actual conflict of interest exists when commitments and obligations to the association are likely to be compromised by that person’s other interest of commitments. A conflict arises when a board member is or may be in a position to influence a specific hockey team by taking on a head coaching or managing position; or lead to any form of personal gain themselves or a family member, or give improper advantage to others to the association detriment.

When a Board Member of the Association is in or believes they are in a conflict of interest position, they must declare so and remove themselves from all discussion and voting on the item.

Certain positions, due to their nature, pose conflicts, and at no time during that member’s term on the Board can they hold another position. The positions are:

- President
- Ice Scheduler
- Coaching Director
- Vice President
- Player Evaluation Co-ordinator

Amendment – April 9, 2001: A written request must be sent to the Board, if a person who holds the above position desires to coach or manage a team.

Amendment – May 8, 2008: A conflict of interest occurs when a Board Member’s child or Board Member themselves is involved in the matter of discussion or item to be voted on.

BYLAW II – NAME OF ASSOCIATION

- 2.1 The name of the organization will be the TABER MINOR HOCKEY ASSOCIATION, hereafter referred to as TMHA.

BYLAW III – PURPOSE OF ASSOCIATION

3.1 Vision:

“Developing life skills to enhance our community for today, tomorrow and in the future”

3.2 Mission:

“To provide all members an opportunity to participate in a quality hockey program promoting life skills and positive values, through progressive leadership, in a secure and safe environment.”

3.3 Core Values & Beliefs:

- We believe that Taber minor hockey is built upon the values of respect, integrity, trust and consistency.
- We believe that Taber minor hockey is built upon the dedication, commitment and honesty of all stakeholders.
- We believe in the development of life skills emphasising teamwork and leadership, in a fun and safe environment.
- We believe in open, honest and consistent communication at all levels of our organization and that this is critical for our success.
- We believe that all stakeholders must have a fair and equitable opportunity to participate and contribute in all aspects of our program.

3.4 Purpose and Objectives:

The objectives of TMHA are:

- a) To promote and encourage the formulation of minor hockey teams and leagues.
- b) To maintain and increase the interest in the game of hockey.
- c) To have and exercise a general care, supervision and direction over the playing interest of its teams and players to endure:
 - i. That the participants have qualified adult leadership.
 - ii. That the environment in which they participate is safe and healthy.
 - iii. That they are properly prepared for participation.
- d) To ensure that all interested boys and girls have
 - i. The opportunity to participate in hockey.
 - ii. The opportunity to participate at a level commensurate with the child’s maturity and ability.
 - iii. The opportunity to play as a child and not as an adult.
 - iv. The opportunity to strive for success.
 - v. The right to have fun.
- e) The right to be treated with dignity.

BYLAW IV – MEMBERSHIP

4.1 The members of the Association shall be the subscribers to the Application, the Bylaws and Regulations and such other persons as subsequently become members of the Association in accordance with these Bylaws.

4.2 A person may become a member of the Association who has paid the annual membership fee and:

- 4.2.1 Has reached the age of eighteen years, and is a resident of Taber as defined by Bylaw 4.5.1, or
- 4.2.2 Has been approved as a member by the Board of Directors, or
- 4.2.3 Is a member of coaching staff, manager, referee, any other volunteer position, or parent/legal guardians, in good standing of a player currently registered with the Taber Minor Hockey Association.

- 4.3 The annual membership fee shall be an amount as may be determined from time to time by resolution of the Board of Directors.
- 4.4 A person shall cease to be a member of the Association:
 - 4.4.1 Upon failure or refusal to pay his annual membership fee, or
 - 4.4.2 Upon notification in writing to the Board of Directors of his withdrawal from membership, or
 - 4.4.3 When he is expelled from membership in accordance with these Bylaws.
- 4.5 A RESIDENT shall:
 - 4.5.1 Reside within the town of Taber and Municipal District boundary, residing south of the Oldman River as well as North of the Oldman River but within Township 10.
 - 4.5.2 Reside outside the Taber and District Recreational Boundary, BUT inside the Taber schools attendance area, and Taber is the closest arena.
- 4.6 A NON-RESIDENT shall:
 - 4.6.1 Not reside within the Taber and District Recreational Boundary, and not reside in the Taber schools attendance area, and Taber is not the closest arena.
 - 4.6.2 Any player, who wishes to play within the TMHA, must comply with Hockey Alberta Bylaw and Regulations Definition, 107-14 and Section A-9B.
 - 4.6.3 Be subject to a Non-Resident fee, which will be determined on an annual basis by the TMHA Board of Directors.

BYLAW V – TERMINATION OF MEMBERSHIP

- 5.1 Any member may resign from the Association at any time by notifying the Secretary in writing; however, an administration fee may be charged.
- 5.2 Any member who, in the opinion of the Discipline Committee, fails to maintain an acceptable standard of conduct may be asked to resign in written form after at least one previous written warning. That decision will result in the loss of voting privileges, unless the member wins a successful appeal. An administration fee may be charged.
- 5.3 Any member who, in the opinion of the Discipline Committee, fails to comply with the Bylaws and Regulations of the Association may be asked to resign, in written form after at least one previous written warning. That decision will result in the loss of voting privileges, unless the member wins a successful appeal. An administration fee may be charged.
- 5.4 Any member who has been requested to resign may exercise the right to appeal the decision provided the written request is received by the Executive Committee within seven (7) days of the request to resign. Any member that refuses to resign on written request will be considered expelled from the association.
- 5.5 The Executive claims the rights and interests as the Rental Contract Carrier to bar any expelled or resigned member from any or all facilities where Association functions including meetings, games and practices are taking place for a specified period of time.
- 5.6 A member who ceases to be a member, or is expelled or suspended from the Association shall forthwith forfeit all rights and interests arising from, or Association with membership in the Association. This means the suspended or expelled member cannot coach or manage a team, hold an elected or appointed position until the suspension is served or waived upon successful appeal.
- 5.7 The member can be suspended or expelled for a time frame deemed appropriate by the Discipline Committee to be ratified by the Board of Directors.

BYLAW VI – MEETINGS

MEETINGS OF THE GENERAL MEMBERSHIP

- 6.1 The Annual General Meeting (AGM) of the Association membership shall be held at the Town of Taber, in the Province of Alberta, during the period March 15 and May 15 inclusive, in each year.
- 6.2 Meetings of the Association membership:
- 6.2.1 Shall be at the call of the President
- 6.2.2 When required or desired the Board of Directors may call a meeting of the Association membership.
- 6.2.3 At the written request from one third of the Association membership, a special meeting shall be convened. The proceedings for such a meeting shall be confined to the matters specified in the request.
- 6.3 Notice of TMHA Annual Meeting or any Special General Meeting will be given in writing at least 30 days in advance of the meeting.
- 6.3.1 Upon instruction from the President, the Secretary shall notify the appropriate members of the time and place of each meeting. Notification may be by phone or posting of notices on public notice boards, or in local newspapers, or by other methods deemed appropriate by the Board of Directors.
- 6.4 The President shall chair the meeting. In the event the President is unable to fulfill this responsibility, the Vice President will fill in.

Amendment – May 8, 2008 – If either is unable to attend, the President shall appoint another member of the Executive.

- 6.5 At any annual or special meeting of the TMHA, the following, as appropriate, will be the order of business:
- Roll call of delegates;
 - Reading of the minutes;
 - Report of the President;
 - Report of the Secretary;
 - Report of the Treasurer;
 - Report of the Committees;
 - Resolutions;
 - Elections;
 - Orders and General Business;
 - Adjournment
- 6.6 Business will be conducted by following Roberts Rules of Order.
- 6.7 The President may, when deemed necessary, invite any member, or non-member to any meeting of the Association, to address a particular subject on the agenda.
- 6.8 Voting on any issue arising at Meetings of the Members shall be decided by a simple majority of the eligible members present in person. Each eligible member in attendance is entitled to only one vote per issue, regardless of the number of positions they may occupy on the Board of Directors or other committees. There shall be no proxy votes. The Chairman of any meeting is not entitled to vote on an issue, unless it is to break a tie.

MEETINGS OF THE BOARD

- 6.9 Meetings of the Board of Directors:
- 6.9.1 Shall be at the call of the President.
- 6.9.2 A minimum of 12 meetings per year shall be held. Two meetings per month during September through April and one per month in the remaining months.

- 6.9.3 At the request of three members of the Board of Directors, the President shall convene a special meeting of the Board of Directors. The proceedings at such a meeting shall be confined to the matters specified in the request.
- 6.9.4 Association members may submit, in writing, items for inclusion on the agenda of a Board of Directors meeting. These members shall be entitled to attend that portion of the meeting devoted to those agenda items but have no vote.
- 6.9.5 A quorum for the transaction of business shall consist of not less than seven (7) members of the Board of Directors. Only members of the Board of Directors, present in person, are eligible to vote.
- 6.9.6 The President is entitled to invite any member to be present or to make presentation to the Board when deemed necessary.

BYLAW VII – THE EXECUTIVE BOARD OF DIRECTORS

7.1 The Board of Directors shall consist of the following positions:

- President
- Vice President
- Past President
- Secretary
- Treasurer
- Team Accounts Treasurer
- Fundraising Director
- Concessions Director
- Ice Scheduler
- Registrar
- Tournament Liaison Director
- Referee Director
- Coaching Directors (2 or as required)
- Public Relations Director
- League Directors**
- Category Directors**

**These Directors are appointed first from current Board Members available to take on the extra responsibilities.

**Where a position is not filled from current Board Members, a member at large may be appointed to the position as required.

**Any position filled by a member at large will not have a vote at the Board table.

Amendment – May 8, 2008 – The Executive consists of (5) members; President, Vice President, Past President, Secretary and Treasurer. If one of these positions is vacant, the Executive will appoint the position(s) from the current board.

The Board of Directors consists of: President, Vice President, Past President, Secretary, Treasurer, Fundraising Director, Equipment Director, Ice Scheduler, Registrar, Referee Director, Coaching Directors (2 or as required), League Director, Category Governor, Public Relations Director, Category Directors**, History Maintenance**, Special Events Coordinator** & Website Director**.**

BYLAW VII – DUTIES OF THE EXECUTIVE

- 8.1 The Board of Directors shall have the power to appoint to any vacant Director position. That appointee will hold that office until the next AGM unless deemed otherwise by the Board.
- 8.2 The Board of Directors shall have control of the affairs of the Association.
- 8.3 The Executive Committee will have the power to impose and enforce penalties for violation of the Constitution, Bylaws or Rules of the TMHA.
- 8.4 The Executive Officers shall be elected at the election meeting of the Association membership.
 - 8.4.1 All Directors are elected for a term of two years.

Amendment – May 8, 2008 – All executive Directors are elected for a term of two (2) years & Board Members for a term of one (1) year.

- 8.5 Each member of the Board of Directors shall be elected or appointed to hold office until the conclusion of the first AGM. If any member of the Board of Directors resigns his office, or ceases to be a member of the Association, or without reasonable excuse absents himself from two consecutive meetings of the Board of Directors, or be suspended or expelled from the Association, the Board of Directors shall declare his office vacated. The Executive Committee shall then be charged with filling the vacant position subject to Bylaw 8.1.
- 8.6 Unless authorized by any meeting of the Board of Directors, no officer or member of the Association shall receive any remuneration for his services.
- 8.7 The Board of Directors shall have the authority to appoint any committee, or coaching position as deemed necessary.
- 8.8 The Board of Directors may, by a two-thirds vote, forthwith remove from office any member of the Board for neglect of duty, or for conduct lending to impair such members usefulness – not meeting the responsibilities of the position.
- 8.9 The Board of Directors will supervise the collection and authorize the expenditure of funds of the TMHA provided always that funds coming into the TMHA will be allocated in accordance with the purpose so intended.
- 8.10 The Board of Directors will interpret, define and explain all provisions of the Constitution and Bylaws of the TMHA.
- 8.11 The Board of Directors will adjudicate all disputes between members, which may arise between Annual Meetings.
- 8.12 The Board of Directors will appoint all delegates to attend all meetings of the members of Hockey Alberta.

BYLAW IX – DUTIES AND POWERS OF THE PRESIDENT

- 9.1 The President will have the power to suspend summarily, any player, coach, trainer or manager of any team under the auspices of a member of the TMHA for ungentle manly conduct, on or off the ice, for abusive language to any official, or for any other infraction, in the sole discretion of the President, deemed to be detrimental. Such suspension to be effective until dealt with by the Discipline Committee within a reasonable period of time, as determined by the Chairman of the Discipline Committee.
- 9.2 No person may be elected President unless that person has served as a member of the Board of Directors for a period of not less than two years or served as Vice President for one year.

- 9.3 The President, within the jurisdiction of the Association, shall:
- 9.3.1 Be a signing officer for the Association
 - 9.3.2 Preside and act as Chairman at all meetings.
 - 9.3.3 Shall be elected for a term of two years.
 - 9.3.4 Exercise the powers of the Executive, in case of emergency.
 - 9.3.5 Discipline up to and including suspension of any club, coach, manager, player, trainer or other official connected within the Association, subject to ratification at the next general meeting of the Executive.
 - 9.3.6 Sit on committees as an ex-officio voting member.
 - 9.3.7 Generally manage and supervise the affairs and operations of the Association.
 - 9.3.8 Together with the Secretary, or other officer appointed by the Board of Directors for that purpose, shall sign all resolutions, transfers and releases.
 - 9.3.9 Shall not be a member of the coaching staff or manager of any TMHA team.

BYLAW X - DUTIES OF THE VICE PRESIDENT

- 10.1 No person may be elected Vice President unless that person has served as a member of the Board of Directors for a period of not less than one year, with the exception made when there is no present board member able to make that commitment. In the absence of the President, or in the event of his inability to act, the Vice President shall have and exercise all the powers, authority and restrictions of the President. The Vice President will be appointed by the executive committee to be ratified at the next Board of Directors meeting.
- 10.2 The Vice President is the Chairperson of the Discipline Committee.

BYLAW XI – BORROWING

- 11.1 For the purpose of carrying out its objectives, the Association may borrow, or raise or secure the payment of money in such a manner as it deems appropriate, and in particular, by the issue of debentures. This power shall be exercised only under the Authority of the Board of Directors.

BYLAW XII – BANKING

- 12.1 The Signing Officers of the Association for the purpose of drawing cheques on the account or accounts of the Association shall be any two, the President, Secretary or Treasurer.
- 12.2 All signing officers of the Association must be able to be bonded.

BYLAW XIII – SEAL

- 13.1 The Board of Directors may adopt a seal, which shall be the common seal of the Association.
- 13.2 The common seal of the Association shall be under the control of the Board of Directors, and the Board of Directors shall determine the responsibility for its custody and use from time to time.

BYLAW XIV – AUDIT

- 14.1 A person or firm qualified to do so as designated by the Board of Directors shall make an audit of the financial transactions of the Association at the end of each fiscal year.

BYLAW XV – AMENDMENTS

- 15.1 No amendments to the Bylaws of the Association, whether by way of new provision, amended provisions, or to rescind any of the provisions in these bylaws, shall be made except at the Annual Meeting, or other general meeting of the Association membership, and then only by “Special Resolution”. Notice of any proposed amendment or amendments must be filed with the Secretary in writing at least thirty (30) days prior to the meeting. The Secretary shall cause the contents of the resolution, or a summary thereof to be posted on the TMHA Bulletin Board with the notice of the Annual Meeting, or any other general meeting at which it is proposed to consider the resolution.
- 15.2 The Board of Directors is empowered to amend or alter the Regulations as adopted by the Association at any regular board meeting.

BYLAW XVI – MINUTES OF MEETINGS AND OTHER BOOKS AND RECORDS

- 16.1 The minutes of the meetings of the Association and of the Board of Directors shall be taken and prepared by the Secretary. After approval of the minutes the President and Secretary shall first sign them. The Secretary shall keep a record of all minutes arising out of meetings of the Association and the Board of Directors and shall have custody of all such minutes, as well as of other books, records and documents of the Association.

BYLAW XVII – INSPECTION OF BOOKS AND RECORDS

- 17.1 The President shall make available for inspection, the books and records of the Association to a member of the Board of Directors at any time and to all other Members of the Association in good standing at the Annual Meeting of the Association.

BYLAW XVIII – DISCIPLINE PROCEDURES & DISPUTE RESOLUTION PROCESS

- 18.1 **General Policy** – The Taber Minor Hockey Association expects all team officials to exhibit leadership qualities that promote player sportsmanship and decorum, as well as acceptable levels of propriety, towards opponents, game officials and spectators.

As such, standards of behaviour should be clearly defined and maintained throughout the season, within a climate of mutual respect. It is recognized however, that from time to time, sanctions may be necessary, from an external source, for behaviour, which transgresses acceptable standards. Such sanctions may be applied to any player, team official, team follower, parent or member and may take the form of:

1. A verbal warning.
2. A written reprimand.
3. A suspension.
4. An expulsion.
5. A combination of the above.

The Taber Minor Hockey Association through its elected or appointed officials, have the authority to discipline any player, team official, team follower, parent or member. The President shall ensure that written policy or regulations exist with respect to the application of discipline that ensures that each disciplinary incident is dealt with consistently within the process set out below:

Three different Discipline Stages are possible, namely:

- STAGE 1 – The Informal Process
- STAGE 2 – The Formal Process
- STAGE 3 – The Appeal Process

Some incidents that may warrant disciplinary action are as follows:

1. Profanity by players, team officials or club representatives.
2. A player who receives a game misconduct, gross or match penalty.
3. A team assessed two or more bench minors in one game.
4. A coach or bench assistant who is ejected from a game.
5. A team, who in the opinion of the Chairman, is being assessed too many penalties of a serious nature.
6. A team member or team follower who repeatedly brings discredit to the team and Hockey Association, through violent, abusive or gross behaviour, on or off the ice.
7. Use of alcohol or other illegal substances while representing TMHA through participation in any team activities.
8. A parent or guardian who exhibits conduct unbecoming to the integrity of Taber Minor Hockey program.
9. Any team that fails to utilize ice time without prior notification.

Two Taber Minor Hockey Association Executive situations that will warrant disciplinary action are:

1. Any elected or appointed member of the TMHA Board of Directors who does not attend three consecutive meetings may be relieved of his or her duties.
2. Any elected or appointed member of the TMHA Board of Directors who, by a vote of the Board of Directors, is deemed to be doing an unsatisfactory job, shall by a 75% majority vote be relieved of his or her duties.

18.2 **STAGE 1 – THE INFORMAL PROCESS**

STANDARD SUSPENSIONS

Where the CHA current Rule Book dictates a suspension for a player for a rule transgression, and game officials determine, by a write-up that such a transgression took place, the coach in consultation with the Category Director, as a matter of routine will implement the suspension.

NON-STANDARD SUSPENSIONS

When incidents occur which may warrant disciplinary action the coach(es) shall report the incident as quickly as possible, and at least prior to the next game, for action.

The Category Hockey Director and coach(es) shall meet, investigate the incident and determine the sanction to be applied. In investigating the incident they may consult such game officials, players, parents or other observers that they may deem necessary to gain the relevant facts of the incident.

The coach(es) implements the sanctions with the player(s). A file must be created and established with the Category Director until the end of the season when the file will be maintained with the Secretary of TMHA. The Category Director must inform the Vice President of the sanction or discipline as soon as is possible.

APPEAL OF DISCIPLINE

Notwithstanding the above, should a coach, player or parent feel that Stage 1 has not satisfactorily resolved the issue, it may be appealed to Stage 2 in writing. However, Stage 1 sanctions remain in effect until Stage 2 is complete.

For incidents of a very serious nature, the category Director may elect to suspend the player(s) indefinitely and proceed directly to Stage 2.

Any appeal of discipline must occur within 72 hours of notification of the original discipline being communicated. The appeal must be in writing to the Vice President.

18.3 **STAGE 2 – THE FORMAL PROCESS**

The Vice President, on receiving a written appeal or request shall convene a Discipline Committee Meeting.

The Discipline Committee shall consist of a Category Director but not the Category Director involved in a Stage One decision, and another executive member approved by the President and shall be no less than 3 people.

The Discipline Committee shall establish a hearing and invite such persons, as they deem necessary to provide information to the Committee.

The Discipline Committee shall, with all dispatch, render a decision and communicate that decision to the offending party(ies). Such communication may be verbal at the outset but shall be confirmed in writing with copies logged with the TMHA Secretary.

The Vice President reports the outcome of the hearing to the President.

18.4 **STAGE 3 – THE APPEAL PROCESS**

The TMHA Secretary on receiving a written request for an appeal shall place the item on the agenda for the next regular meeting of the TMHA Executive and inform the President, Vice President and respective Category Director of its receipt.

The TMHA Executive may provide up to thirty minutes of meeting time for the person making the appeal to state their case. After the statement has been given, the executive will discuss the case in private.

The TMHA Executive shall render its decision by motion and a simple majority of those members in attendance shall suffice.

APPEAL OF DECISION

Notwithstanding the above, should a coach, player or parent feel that Stage 3 has not satisfactorily resolved the issue, it may be appealed by writing to the TMHA Secretary, requesting an Appeal to the decision. This appeal must occur within 72 hours of the decision being communicated.

The TMHA Secretary on receiving a written request for an appeal shall place the item on the agenda for a special meeting of the Board of Directors. The Secretary must inform the President, Vice President and the respective Category Director of its receipt.

The TMHA Executive may provide up to thirty minutes of meeting time for the person making the appeal to state their case. The Board of Directors shall render its decision by motion and a simple majority of those members in attendance shall suffice.

The Decision of the Board of Directors shall be final and binding on all parties except for those avenues of recourse provided by Hockey Alberta and Canadian Hockey.

Amendment – April 9, 2001 – A phone call must be made to the parents or party(ies) involved regarding the Board’s decision and with a letter to follow.

Without restricting the foregoing the following general guidelines apply:

- a) First infractions by players will normally be satisfactorily concluded at Stage 1.
- b) Second infractions by players could proceed directly to Stage 2 under extreme circumstances.
- c) Infractions that involve coaches, team followers or parents will normally proceed directly to Stage 2.

- d) Suspensions when applied to players shall specify:
 - The number of games to which the suspension applies, both league and exhibition, or
 - The time period for which the suspension applies.
- e) Player suspension includes no activity in bench area, prior to or after the specified games, or during the specified time period.
- f) Suspensions when applied to parents, coaches or team followers shall normally restrict the access of those persons to dressing rooms, bench area, and possibly spectator areas of arenas.

BYLAW XIX – GRIEVANCES PROCEDURES

- 19.1 Parental, player or team problems not resolved by the Team manager shall be addressed to the respective Director.
- 19.2 Resolution not received at the above level shall be directed to the Grievance Committee via the appropriate Director.
- 19.3 All Grievances shall be initiated in writing to the Grievance Committee.
- 19.4 Upon receipt of written notification, a grievance hearing date shall be set within seven (7) days.
- 19.5 The Vice President of the Association shall convene the Grievance Committee. Members of the Grievance Committee shall be that Vice President, Secretary, Respective Director/Co-ordinator, Referee in Chief and one of the Coaching Directors or both. In the event of conflict of interest, the Board of Directors will name another designate.
- 19.6 The decision of the Grievance Committee shall be given in writing within forty eight (48) hours.
- 19.7 All decisions shall be subject to appeal to Hockey Alberta as provided for in Bylaw XIII of Hockey Alberta. Pursuant to Bylaw 13.19 of Hockey Alberta.

(All people) by virtue and because of their status as such, agree that any recourse to the law court of any jurisdiction before all rights and remedies as prohibited by these. Bylaws and the Bylaws of the CHA have been availed of and utilized, shall be provided. Further, any such recourse to the law courts as foresaid shall be deemed by the TMHA to be unsportsmanlike conduct enabling the President to suspend and/or disqualify the said persons.

BYLAW XXII – COURT AND LEGAL ACTION

- 13:19 and 13:20 from Hockey Alberta
- All decisions shall be subject to appeal to Hockey Alberta as provided for in Bylaw XII of Hockey Alberta
- Pursuant to Bylaw 13:19 of Hockey Alberta.

(All people) by virtue and because of their status as such, agree that any recourse to the law court of any jurisdiction before all rights and remedies as prohibited by these. Bylaws and the Bylaws of the CHA have been availed of and utilized, shall be provided. Further, any such recourse to the law courts as foresaid shall be deemed by the TMHA to be unsportsmanlike conduct enabling the President to suspend and/or disqualify the said persons.

