

Discipline Policy

Valleyview Minor Hockey Association will mandate discipline for the following:

Activities at any VVMH sanctioned event (practice, game, team activities)

- All road trips or special event travel.
- Any inappropriate interaction between coaches/team management, players and parents.

VVMH will not mandate discipline for incidents outside of the above parameters unless deemed necessary by exceptional circumstances.

Suspensions

- Game related suspensions issued in accordance with Hockey Canada and Hockey Alberta Rules carry the length imposed as such, however, VVMH reserves the right to add further suspensions as deemed appropriate.
- Suspended parties shall have the right to appeal the decision (See appeals)
- Should an incident arise which requires a hearing before the Disciplinary Committee, those involved in the incident are considered suspended pending hearing results.
- VVMH has the power to impose suspensions. Any suspension shall take effect immediately and
- A Disciplinary Committee will be made up of the VVMH President or Vice President and appointed members from the executive board, and/or past/present members from our association in good standing.
- Any player, team, or team official who knowingly supplies false information to a representative of the VVMH will be immediately suspended and the matter referred to the Disciplinary Committee for action.
- Unacceptable behavior by coaches, players, parents or spectators during or after games, including punching, fighting, swearing, abusive language, implied intent of threat and/or damage in any part to the facility etc., will be dealt with by the Disciplinary Committee.
- Suspension length will be determined within 14 days for any term deemed “indefinite” at the time of notice of suspension being delivered.
- ALL GAMES, PRACTICE AND EVENTS are banned duration of the suspension.

b. Suspension Guidelines

- These guidelines are for all persons in or on arena property who are there as a Spectator, Player, Coach, Manager, Referee, Parent, etc. who are not or cannot be written up on the game sheet. They are also for all persons who are traveling on team buses, staying in hotels, or as billets while participating in hockey tournaments.
- They are also applicable to anyone associated with Valleyview Minor Hockey as a member of the Board, a sub-committee, official or timekeeper/scorekeeper, etc. who has contravened the tenets of the Good of the Game.
- The following suspensions are to be assessed against anyone whose behavior is deemed to be unbecoming or unacceptable to the game. Based on their conduct, more than one of the following offences may be assessed:
 - The offender shall be suspended from all hockey activities with all teams the offender is associated with during the determined suspension period. The more stringent of Hockey Alberta or VVMH Guidelines will apply.
 - Defiance of suspensions will result in first the doubling of any suspension minimum and, secondly, if need be, the player attached to the suspended spectator will serve the suspension until the spectator has agreed to do so themselves. VVMH reserves the right to adjust the term at their discrepancy.

NOTE: "Suspension Guidelines" are applicable to players or coaches/bench staff whose conduct on or off the ice was not addressed on a game sheet/write up by the referee by way of a HC playing rule.

Appeals

- Appeals can be made to VVMH in writing, within 3 days of a decision
- The appeal must be accompanied by a \$100.00 payment, which is non-refundable.
- The Vice President will assemble the appeal committee made up of the VVMH President or Vice President, and two other VVMH board members.
- A hearing will be held within 7 days of receiving the appeal, those involved in the incident are considered suspended pending the hearing results.

- 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. The VVMH secretary will also attend as a neutral party for documentation.
- 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 of the circumstances.

RECOMMENDED DISCIPLINE GUIDE: PLAYER

It should be noted that the best discipline can be achieved through positive reinforcement. This guide should be used only when positive avenues have been exhausted.

First Level Offence:

- a) horseplay
- b) refusing to participate
- c) lateness
- d) messing up dressing room
- e) swearing
- f) other minor transgressions

For First Level Offences, it is expected that the team officials will deal with their players using the theory of progressive discipline as a guiding principle, ie. if a player is late, he will be warned first, sat for a period second, sat for 2 periods

third and sat for a game fourth. In the case where the team officials have exhausted their options, they will then report the individual player to the Discipline Committee for further action.

Second Level Offence:

- a) fighting
- b) smoking
- c) insubordination to coaching staff
- d) harassment of arena staff
- e) hindering others from participating
- f) harassment of others
- g) other major transgressions

dismissal from ice and next game

dismissal from ice and 2-week suspension from games
dismissal from ice and a 1-month suspension from games
dismissal from ice and a 4-month suspension from games

Third Level Offence:

- a) stealing
- b) alcohol involvement or possession
- c) drug involvement or possession
- d) vandalism
- e) other illegal transgressions

1st offence: dismissal from ice and a 4-game suspension

2nd offence: dismissal from ice and a suspension for the remainder of the season.

OFFENCE	SUSPENSION
ABUSE OF AND OFFICIAL Verbal Threaten or attempted strike Striking or intentional touches Non-compliance with direction given by an official for failing to comply with VVMH operations directive and or bylaws	 The greater of 3 weeks or 3 games The greater of 6 weeks or 6 games Indefinite suspension for a discipline committee to assess Indefinite suspension for a discipline committee to assess
MAKING INAPPROPRATE REMARKS To another spectator To a coach or manager To an official *AN OFFICIAL IN THIS CASE SHALL BE DEFINED AS REFEREE, LINESMAN, TIME/ SCOREKEEPER, A VVMH BOARD MEMBER OR SUB COMMITTEE MEMBER	 The greater of 2 weeks or 2 games The greater of 2 weeks or 2 games The greater of 2 weeks or 2 games
PRE OR POST GAME ALTERCATIONS (Parents, player, bench staff, spectators) Verbal Intentional touches or holds Fighting Threats Spitting	 The greater of 2 weeks or 2 games The greater of 6 weeks or 6 games Indefinite suspension for a discipline committee to assess The greater of 3 weeks or 3 games The greater of 8 weeks or 8 games
Throwing of objects	The greater of 6 weeks or 6 games
Person who orders, implies or suggest to a player to deliberately attempt to injure another player	The greater of 3 weeks or 3 games
Refusal to cooperate with GGR	The greater of 6 weeks or 6 games
Threatening a GGR	3 months
Physical abuse or assault of a GGR	Indefinite suspension for the discipline committee to assess
Striking a GGR	Lifetime suspension
Unauthorized stepping onto the ice surface during a game (the coach, assistant coach, bench staff, and spectator)	The greater of 4 weeks or 4 games
Second offence	Double the minimum for the discipline committee to assess
Third offence	Indefinite suspension for the discipline committee to assess

Note: VVMH reserves the right to charge an individual with more than one offence per incident as per the disciplinary chart and committee.

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 will be considered a first offence, and will be decided on by VVMH Hockey for discipline action length. See attached Valleyview Minor hockey Issue resolution and fact-finding forms.

Parent→Manager/Coach→VVMH Executive board in writing (see Incident resolution and fact-finding forms)→Hockey Alberta

SPECTATOR code of conduct

Display good sportsmanship

Respect players, coaches, and officials

Do not taunt or disturb other fans

Do not use profanity

Cheer good plays of all participants, avoid booing

Support coaches and officials by trusting their integrity and judgement.

Be supportive win or lose, praise effort teamwork and sportsmanship.

VVMH reserves the right to ask you to leave the premises if these rules cannot be upheld in a reasonable manner.

Type of behaviour:

Based on: Race Religion Marital status Conduct Gestures Ethnicity
Age Family status Emotional Comments Disability Sexual orientation
Pardoned conviction Sexual Neglect

B) Abuse (*refer to Appendix A*):

Type of behaviour:

Physical Colour Sex

Other _____

Please note: VVMH will not investigate reports of abuse that meet the definition provided. This information shall be provided to the appropriate community agencies for follow up.

C) Bullying (*refer to Appendix A*):

Type of behaviour:

Physical Verbal Relational Reactive

D) Misconduct (*refer to Appendix A*):

Please note: Allegations of misconduct will be investigated by the VVMH for formal or informal resolution according the VVMH by--laws, rules and policies.

7. Name and contact (if possible) of person(s) who witnessed the incident:

8. What type of resolution or remedy are you seeking?

9. Are you willing to participate in an alternative dispute resolution process?

Yes or **No** (*e.g. informal meeting or mediation*)

If No, why not? _____

10. Are you willing to present your story in front of a panel at a hearing?

If No, why not? _____

11. Particulars

Provide a summary of the incident(s).

Section 11 is to be no longer than two (2) pages. You may attach any additional documents that support your allegation.

Your summary must answer the following questions:

Where did the incident(s) happened?

Who was involved (name and title/role)?

What happened?

How were you treated differently from others (if at all)?

How do the incident(s) relate to the ground(s) you selected?

Signature

Date

Appendix A:

DEFINITIONS

VVMH acknowledges and supports Hockey Canada's definitions of harassment, abuse and bullying.

The following definitions will be used to determine the grounds on which the allegation is made and the process to address it.

HARASSMENT

Harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions. Any of the different forms of harassment must be based on the grounds prohibited in human rights legislation, such as race, ethnicity, colour, religion, age, sex, marital status, family status, disability, pardoned conviction and sexual orientation.

Harassment may occur among anyone between peers (e.g.: player to player of the same age group, parent to official, parent to parent, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (e.g.: coach to player, sports administrator to employee).

The following is a non-exhaustive list of examples of harassment:

- Unwelcome jokes, innuendo or teasing about a person's body, looks, race, sexual orientation etc.
- Condescending, patronizing, threatening or punishing actions which undermine self-esteem
- Practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety
- Degrading or inappropriate hazing rituals
- Unwanted or unnecessary physical contact including touching, patting, pinching
- Unwanted conduct, comments, gestures or invitations of a sexual nature which are likely to cause offence or humiliation, or which might on reasonable grounds be perceived as placing a condition of a sexual nature on employment or on any opportunity for training or advancement
- Sexual assault or physical assault

ABUSE

Abuse is any form of physical, emotional and/or sexual mistreatment or lack of care which causes physical injury or emotional damage.

Abuse and neglect are community problems requiring urgent attention. The VVMH is committed to help reduce and prevent the abuse and neglect of participants, parents, officials and spectators.

Physical Abuse

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing.

Emotional Abuse

Emotional abuse is an attack on a person's self-esteem. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child or youth's needs.

Sexual Abuse

There are two (2) categories of sexual abuse: contact and non-contact.

Neglect

A general definition of neglect is the chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diet, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air. Neglect may apply in a hockey setting where there is a chronic inattention in the hockey context, for example when a player is made to play with injuries.

BULLYING

Bullying involves a person expressing their power through the humiliation of another person. Bullying occurs between people at any age and is not addressed under human rights legislation. It is inappropriate behaviours that are typically cruel, demeaning and hostile toward the bullying targets (most commonly occurs between children under the age of twelve but may also constitute behaviours between youth or between adults. Bullying is similar to harassment but the behaviours are not addressed under human rights laws. Bullies are typically cruel, demeaning and hostile towards the targets of their bullying.).

The actual issue of bullying is not addressed by the law, except when the behaviour does become a criminal issue – e.g. extortion, physical assault etc...

Bullying can be broken down into four types:

- • Physical (hit or kick victims; take/damage personal property)
- • Verbal (name calling; insults; constant teasing)
- • Relational (try to cut off victims from social connection by convincing peers to exclude or reject a certain person)
- • Cyber bullying

The following is a non-exhaustive list of tactics used by bullies to control their targets:

- • Unwarranted yelling and screaming directed at the target
- • Continually criticizing the target's abilities
- • Blaming the target of the bullying for mistakes
- • Making unreasonable demands related to performance
- • Repeated insults or put downs of the target
- • Repeated threats to remove or restrict opportunities or privileges
- • Denying or discounting the targets accomplishment
- • Threats of and actual physical violence

MISCONDUCT

Misconduct refers to the behaviour or a pattern of behaviour that is found, by a formal (e.g., an independent investigation) or informal process (e.g., an internal fact finding), to be contrary to the KMHA Code of Conduct and that is not harassment, abuse or bullying.