



Coach/Managers Supplemental Discipline Policy

WMHA: encourages a positive and enjoyable team environment where coaches/managers demonstrate respect and consideration for everyone. Coaching, training, and support by and for coaches/managers at all levels are strongly encouraged.

Harassment or violence is considered a hazard.

Harassment includes:

- Verbal abuse
- Emotional or psychological abuse
- Sexual harassment

Violence includes:

- The threatened
- The attempted or
- The actual conduct of a person that causes or is likely to cause physical injury

Players/Parents that are subjected to, or become aware of, situations involving violence or harassment are required to report following the communication flowchart from WMHA or seek external assistance as appropriate. Coaches/managers responsible for acts of violence or harassment will be subject to disciplinary action up to and including dismissal/being banned from the association.

Everyone is responsible to:

- Recognize violence or harassment
- Respond appropriately and obtain assistance
- Report incidents of violence or harassment to management/board
- Eliminate / control any potential violent occurrence by the use of the disciplinary actions that are appropriate

All improper conduct would be identified as horseplay, practical jokes, unnecessary running, sexual harassment, verbal abuse, cyberbullying, the attempt or such behaviour will be dealt with through the discipline process below.

The info. in this policy does not take precedence over applicable Legislation, with which all workers should be familiar

WMHA: has implemented a disciplinary policy to consistently enforce our vision and mission to have safe environment for players, parents and all stakeholders. Because our policy and procedures are designed for the well-being of all players, parents, coaches, managers and the board, failure on the part

of anyone to comply with these guidelines could lead to automatic dismissal or being banned from the association. The board are prepared to work with you, coaches/managers, in making this program a successful one in which all concerned will benefit.

We will administer this disciplinary policy in a firm manner. All coaches/managers will be instructed what this disciplinary policy is upon commencement of coaching recruitment. All violations will be dealt with promptly and consistently and handled in an objective manner. Depending on the circumstance or severity of the offence, WMHA reserves the right to forego first and second offence warnings and move directly to suspension or dismissal.

To ensure that all coaches/managers of WMHA are held accountable for their own actions in relation to unsafe practices, harassment, bullying, the following disciplinary action steps will be taken by the association: The verbal warning should be documented and sent to the appropriate board official.

VERBAL WARNING

A verbal warning is the first step in disciplinary action and should be utilized when anyone notice that safe procedures / practices or association policies are not being followed.

The verbal warning should be documented and sent to the appropriate association official.

WRITTEN WARNING

After issuing a verbal warning (or if an initial, serious infraction occurs), discipline committee should issue a written warning

Written notice should be documented as a "Written Warning" and sent to the appropriate association official.

SUSPENSION/DISMISSAL

Serious infractions and (continued) lack of personal accountability will result in a suspension from the association. Game and conduct committee will determine whether or not:

1. the coach/manager will undergo a suspension
2. the suspension will be extended for a longer period of time
3. the coach/manager will be suspended or banned from the association.

Purpose: The purpose of this policy is to define what behaviors WMHA is trying to discourage in our coaches, the methods of reporting said behaviors, and how discipline for the aforementioned behaviors will be handled.

Behaviors

1. Abuse of Officials

Hockey Alberta has identified abuse of officials as the main reason many of our young referees are quitting/being discouraged from the game. If the trend continues, we face the danger of not having any in few short years. As such, they are encouraging hockey associations to be firmer in addressing these issues promptly, and they are assessing more penalties for this.

To discourage these behaviours in coaches/managers, WMHA is introducing 3 stages of discipline as highlighted in our policy. An investigation is launched by Game & Conduct into the incident. Depending on the outcome of the investigation, one of the below will be implemented:

- A **Disciplinary Action** warning is sent to the coach/manager by the Game and Conduct co-ordinator to be kept on file for the coach in question. The DAF will be removed after two years of no further offences.
- The game and conduct co-ordinator, and at least two of the following: the coach development director, the director for that level, and the VP for that division will meet with the coach/manager and another warning will be issued go on the coaches file, and WHMA will assess a suspension to be added onto whatever suspension is handed down by the league the coach is in.
- For a third offence in this time period, a final warning is issued, the coach will be suspended until such a time that the coach can demonstrate that he/she has taken an agreed upon action between the coach development co-ordinator and the discipline committee to modify their behavior towards officials.
- These penalties can be appealed by following WMHA appeal policy

2. Bullying, Verbally Abusing, or Excessive Criticism of Players

Coaches are the first mentors and role models to the players entrusted in their care.

Unfortunately, the last few years of information surfacing from around the country showing that children/players have been bullied and abused by people in positions like this. We are implementing this policy to ensure that this will never happen in WMHA, these guidelines are for instances of such behavior will be dealt with.

If a report of abusive behavior from a parent, team official, or referee, the discipline committee will investigate the complaint/report. A disciplinary warning will be issued as per the above policy.

This is a behavior that is 100% discouraged and will not be tolerated in our association, if the investigation determines that there is a pattern of abusive behavior, WMHA reserves the right to escalate the penalty to immediate suspension until discipline committee and coach and development co-ordinator agree on a course of action.

At any stage in the above behaviors, the coach receiving discipline can request a meeting with the discipline committee and/or the coach development co-ordinator to discuss his/her situation.