



Discipline Policy

This policy applies to all members of the Mooretown Minor Hockey Association, as well as to all individuals participating in activities including but not limited to players, coaches, volunteers, directors, officers, convenors, committee members, team managers, trainers and administrators.

This policy applies to disciplinary matters, which may arise during the course of MTMHA business, activities and events including but not limited to competition including all games (exhibition, regular season, playoffs and tournaments etc.) practices, training camps and instruction sessions, meetings and travel associated with these activities.

Under this policy there will be classifications used to sort the type of infractions which may warrant discipline:

1. **Technical-** these are violations of the regulations and rules of competition under the rules and regulations of OMHA, OHF, and Hockey Canada. These shall result in automatic sanctions from OMHA, OHF and Hockey Canada. MTMHA may also impose sanctions if deemed necessary.
2. **Minor Infractions-** These are infractions under the MTMHA “Code of Conduct” or an MTMHA policy or procedure that are NOT severe, but which may require immediate corrective action(s) as specified in this policy Appendix A (bottom of page)
3. **Major Infraction-** These are infractions under MTMHA “Code of Conduct” or an MTMHA policy or procedure, which ARE more severe and may warrant immediate and long-term disciplinary action(s) as specified in this policy Appendix A (bottom of page)

Disciplinary action situations involving minor infractions occurring within the jurisdiction of MTMHA may be dealt with by the appropriate person(s) having the authority over the situation(s)(This person may include but not limited to: executive or committee member convenor, tournament director coach and or team manager, including a second MTMHA member if required to have 2 persons deep) and the individual involved.

Procedures dealing with minor infractions may be informal as compared to those for major infractions and shall be determined by the person responsible for discipline of such infractions, provided the individual being disciplined is told of the nature of the infraction and has an opportunity to provide information concerning the incident. All disciplinary actions shall be documented on progressive discipline report that must be sent to VP Risk Management Officer within 7 days. All documentation, may be used at a later date, as supporting evidence should there be a recurrence of a similar violation.

The following sanctions may be applied, singularly, or in combination for minor infractions.

1. Verbal reprimands



2. Written reprimand to be sent to the individual
3. Verbal apology by the individual
4. Written apology by the individual
5. Termination of Team service or other voluntary contribution to the Team, the minor hockey organization of MTMHA.
6. Suspension from the current competition and/or for a specific number of games, and any other sanctions that may be considered appropriate for the offense.

Note:

- i) All suspensions must be approved by the disciplinary committee.
- ii) If multiple minor infractions occur during the same incident MTMHA reserves the right to apply “major infraction” status to the incident.

Upon receipt of the report submitted the VP Risk Management Officer will determine if the incident was indeed a “minor incident” or if it warrants “major incident” status and a hearing is required to address the incident or infraction.

If the incident is deemed to be a “major incident” and a hearing is required the offender must be notified as quickly as possible and, in any event, no later than 7 days from the receipt of the progressive discipline report and shall be advised of the procedures outlined in this policy. Once notified the VP Risk Management officer must contact the disciplinary committee (consisting of no less than 3 current MTMHA board members) The disciplinary committee shall hold a hearing no later than 14 days from the time the report was first received by VP Risk Management Officer.

The panel shall govern the hearing by such procedures as it may decide providing that:

- i) The person alleged to have committed the offense or infraction should be given written notice of the day, time and place of hearing. (this can be in the form of email)
- ii) The panel may request that witnesses to the incident or infraction be present or submit signed written evidence.

If at any point during the proceedings the alleged becomes reluctant to continue it shall be at the sole discretion of the disciplinary committee to continue to review the incident or infraction in accordance with this policy.

After reviewing and deciding the incident or infraction matter the committee shall present its findings in a written report to the president of MTMHA, VP of Hockey Operations and the alleged individual. This report shall contain:

1. A summary of relevant facts.



2. A determination as to whether the acts cited or complained of constitute an incident or infraction as defined in this policy.
3. Disciplinary action(s) to be taken, if the act, incident or infraction constitutes.

When directing appropriate disciplinary sanction(s), the disciplinary panel shall consider factors such as:

1. The nature and severity of the incident or infraction
2. Whether the incident or infraction involved any physical contact with others or property
3. Whether the incident or infraction was an isolated incident or infraction or part of an ongoing pattern
4. The nature of the relationship of all parties involved
5. The age of the complainant
6. Whether the alleged had been involved in a previous incident or infraction of a similar nature
7. Whether the alleged admitted responsibility or expressed a willingness to learn and change

Failure to comply with any sanctions imposed and determined by the committee shall result in further disciplinary actions up to and including legal actions in deemed necessary.

Where the individual acknowledges the facts of the incident or infraction they may waive the right to the hearing, in which case the disciplinary committee shall determine the appropriate sanction(s). The committee may hold a meeting to review the incident or infraction and determine the appropriate sanctions. If the individual being disciplined chooses not to attend or participate in the hearing, the hearing will none the less proceed.

The Disciplinary committee may apply the following disciplinary sanctions singularly or in combination for “major incidents or infractions”

1. Written report to be placed in the individual’s file
2. Written apology by the individual
3. Suspension from MTMHA events, this may include but not limited to suspension from current game, or competition or from future games and competitions
4. Suspension from ALL MTMHA activities for designated period of time.
5. Suspension from certain MTMHA activities such as coaching bench staff, practices and team events for a period of time.
6. Expulsion from MTMHA
7. Other sanctions that may be deemed appropriate for the offense.



The preceding sanctions may be modified, or added to as required by the provisions of any other pertinent MTMHA policy, such as those dealing with harassment doping, personal or event specific matters.

Unless the disciplinary committee decides otherwise all sanctions are imposed commence immediately.

In applying sanctions, the disciplinary committee may have regard to the following aggravating or mitigating circumstances:

1. The nature and severity of the offence.
2. Whether the incident is a first offence or has occurred repeatedly
3. The individuals acknowledgement of responsibility
4. The individual extent of remorse.
5. The age, maturity or experience of the individual
6. The individual prospects for rehabilitation

Notwithstanding the procedures set out in this policy, any member or participant of MTMHA who is or found to have been convicted of a criminal offence involving sexual exploitation, invitation to sexual touching, sexual interference, sexual assault of any crime against or involving a minor person shall face automatic suspension from participating in any activities of the MTMHA until which time the individual can provide proof of an acceptable Vulnerable Sector Screening through the Ontario Provincial Police.

Damage to Facilities and/or Equipment

Any member of the MTMHA, coach, trainer, bench staff, player, parent or player supporter who deliberately damages or defaces facilities used by MTMHA or equipment of MTMHA shall be immediately suspended from ALL MTMHA activities including but not limited to games, practices, tournaments and team activities until such time that the damages to facility or equipment has been confirmed paid in full. Once paid in full the incident or infraction will be assessed by the discipline committee to determine if any further discipline or sanctions will be imposed before the individual will be reinstated.

Alcohol and Drugs

The use of any alcohol or drugs at any MTMHA sponsored function or in any arena or other facility used for such functions, by any coach, trainer, manager, bench staff, official or player affiliated with MTMHA will not be tolerated and may lead to suspension, sanctions and possibly removal from MTMHA without refund (where applicable) for the balance of the



season. Any MTMHA member staff or family found to be contributing alcohol or drugs to minors during any MTMHA event will be subject to legal actions by local authorities.

Suspensions from OMHA and Leagues

The VP Risk Management officer is responsible to ensure that all OMHA and league suspensions are reported directly to the president of MTMHA within 48 hours of receiving notice. If it is found a player has received an excessive amount of penalty minutes and or suspensions, the players eligibility to play within MTMHA will be reviewed by the disciplinary committee.

If any MTMHA board member decides that circumstances warrant immediate suspension (disciplinary problem or incident of a violent nature or drug/alcohol nature) the suspension may be immediate but must be reported to the president and disciplinary committee within 48 hours of the incident. A disciplinary committee meeting must take place within 7 days of the immediate suspension. Further progressive discipline can be administered at the discretion of the disciplinary committee.

Any player who plays or any coach bench staff or manager who allows a player to play, who is found to be ineligible shall be subject to progressive discipline including suspension.

Any player receiving 3 suspensions will be required to meet with VP Risk Management and the disciplinary committee prior to being allowed to return to MTMHA activities within the organization.

Any player, coach or bench staff under suspension by OMHA or MTMHA rules, may at the discretion of the disciplinary committee have their suspension reviewed for further actions.

All on ice infractions, safety infractions, and resulting suspensions can be reviewed by MTMHA VP Risk Management and the disciplinary committee at any time and the individual(s) can face additional sanctions or suspensions from MTMHA that are deemed necessary.

Any situations that occur during the season that are not covered in this policy will be referred to the VP Risk Management and the disciplinary committee for review and ruling.

APPENDIX A

Examples Of Minor Infractions:

1. repeated incidents of being late for or absent from MTMHA events and activities at which attendance is expected or required.
2. unsportsmanlike conduct such as angry outbursts or arguing.



3. Disrespect of team staff and or officials
4. non-compliance with the rules and regulations under which OMHA/MTMHA events are carried out

Examples Of Major Infractions:

1. incidents of disrespectful, offensive, abusive, racist or sexist comments or behaviour directed towards others, including but not limited to peers, opponents, players, parents, coaches, officials, managers, trainers, administrators, spectators and sponsors.
2. repeated unsportsmanlike conduct such as angry outbursts or arguing.
3. activities or behaviour which interfere with the organization of a competition or with any player's or team's preparation for a competition.
4. pranks, jokes or other activities, which endanger the safety of others.
5. deliberate disregard for the rules and regulations under which OMHA/MTMHA events are conducted.
6. abusive use of alcohol where abuse means a level of consumption which impairs the individual's ability to speak, walk or drive; causes the individual to behave in a disruptive manner; or interferes with the individual's ability to perform effectively and safely.
7. any use of alcohol by minors.
8. use of illicit drugs and narcotics.
9. use of, or condoning the use of, banned performance enhancing drugs or method
10. any wilful damage or destruction to MTMHA used facilities or MTMHA property or equipment resulting damages or authorities being called.