



Leeds Minor Hockey Association Executive Committee

POLICY

POLICY NAME:	Disciplinary Process
POLICY NUMBER:	P07
DATE CREATED:	March 5, 2019
DATE FOR REVIEW:	March 5, 2020

Introduction:

The LMHA executive has implemented a formal disciplinary process to supplement the LMHA Code of Conduct for players, parents, team officials, and executive members. The code of conduct is based on the Fair Play Code of Conduct developed by Hockey Canada. The disciplinary process is designed to create a fair, unbiased, and objective process for disciplining behaviour that violates our codes of conduct. The intent is to ensure that any disciplinary actions carried out by the LMHA executive are consistent regardless of who is being disciplined or who is making the ruling on behalf of the executive.

Hockey Canada's Fair Play Code:

A copy of Hockey Canada's Fair Play code can be found on HEO website www.hockeyeasternontario.ca or Hockey Canada's website www.hockeycanda.ca.

HEO Policies and Codes of Conduct can be found at www.hockeyeasternontario.ca

6.39 CODE OF CONDUCT FOR PARENTS as well as 6.33 CODES OF CONDUCT FOR DIRECTORS, COACHES, OFFICIALS, & PLAYERS will both be referenced for the disciplinary process.

Disciplinary Process:

All players, parents, and team officials must sign the appropriate Code of Conduct no later than October 31st. It will be the team manager's responsibility to collect the codes of conduct and hold onto them for the season. The manager will then submit the signed copies to their appropriate division coordinator. After October 31st, no team official or player may be involved in a team function on or off the ice, if they (or their parent) have not returned a signed code of conduct to their team manager.

LMHA reserves the right to discipline players, parents, or team officials in addition to, and regardless of, any discipline that may have occurred through Hockey Eastern Ontario if they have violated the LMHA codes of conduct.

Violation #1

- The first violation of any part of the code of conduct will be met with a written warning from an executive member after an investigation to determine whether a violation did, indeed occur. Confirmation of completion must be submitted to the division coordinator.

Violation #2

- The second violation of any part of the code of conduct will be met with an in-person meeting with at least two executive members and any involved parties. If the executive confirms that a violation occurred, the player or team official in question will be suspended for one game.

Violation #3

- The third violation of any part of the code of conduct will result in a 3 game suspension for the individual.

Violation #4

- If a fourth violation were to occur, the player or team official will be suspended pending the outcome of the hearing by the LMHA disciplinary committee.

Harassment and Bullying:

It is the policy of Hockey Canada, and therefore LMHA, that harassment and bullying in all its forms will not be tolerated during the course of any LMHA activity or program. Accordingly, all LMHA personnel (staff, volunteers, team or on-ice officials) and partners (parents, guardians) are responsible for making every reasonable effort to uphold this commitment. Specifically, this includes refraining from harassing or bullying behaviour, 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 behaviour and are encouraged to report incidents of harassment or bullying.

Definition of 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, color, 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, 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). In addition, harassment can be undertaken in person or through social media.

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

1. Unwelcome jokes, innuendo or teasing about a person's body, looks, race, sexual orientation etc.
2. Condescending, patronizing, threatening or punishing actions which undermine self-esteem
3. Practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety
4. Degrading or inappropriate hazing rituals
5. Unwanted or unnecessary physical contact including touching, patting, pinching
6. 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

7. Sexual assault or physical assault

It is important to note that the behaviors described in items 5 to 7, when directed towards a child or youth, constitute abuse under child protection legislation. This may also be true of other behaviors, for example, certain hazing practices. In such cases, the duty to report provisions of the Recognition and Prevention of Abuse Policy are applicable.

Definition of 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 behaviors 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 behaviors between youth or between adults. Bullying is similar to harassment but the behaviors are not addressed under human rights laws. Bullies are typically cruel, demeaning and hostile towards the targets of their bullying.). As with harassment, bullying can be undertaken in person or through social media.

The actual issue of bullying is not addressed by the law, except when the behavior 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:

1. Unwarranted yelling and screaming directed at the target
2. Continually criticizing the target's abilities
3. Blaming the target of the bullying for mistakes
4. Making unreasonable demands related to performance
5. Repeated insults or put downs of the target
6. Repeated threats to remove or restrict opportunities or privileges
7. Denying or discounting the targets accomplishment
8. Threats of and actual physical violence

Harassment or Bullying Violation #1

- Upon a first accusation of bullying, a meeting will be organized ASAP with the accused player, parent, or team official, all involved parties, and at least two executive members. If, after investigation, the executive believes that bullying did, in fact, occur, the offending player will be suspended for 3 games.

Harassment or Bullying Violation #2

- In the situation of a second case of bullying, the player, parent, or team official will be suspended indefinitely until a meeting can be arranged. If the executive believes that a second instance of bullying did occur, the offending individual will be suspended for the rest of the season.