



# Leeds Minor Hockey Association

<b>POLICY NAME:</b>	<b>Disciplinary Process</b>
<b>POLICY NUMBER:</b>	<b>P07</b>
<b>DATE CREATED:</b>	<b>March 5, 2019</b>
<b>DATE FOR REVIEW:</b>	<b>March 5, 2020</b>
<b>DATE APPROVED:</b>	

## **POLICY**

The Leeds Minor Hockey Association (LMHA) is committed to providing an environment in which all individuals are treated with courtesy and respect. Members and participants of the LMHA shall conduct themselves at all times in a manner consistent with the values of the LMHA, which includes fairness, integrity and mutual respect.

During the course of all LMHA activities and events, members shall avoid any behaviour outlined in the LMHA Code of Conduct, which bring the LMHA or the sport of hockey into disrepute. Noncompliance by any player, parents, team official, or executive member will result in disciplinary action pursuant to this policy. LMHA aims to create a consistent, fair, unbiased, and objective process for disciplining behavior that violates the Code of Conduct.

It is the policy of 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 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

### **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 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 behaviors 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.). As with harassment, bullying can be undertaken in person or through social media.

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

### **PROCEDURE**

All players, parents, team officials, and executive members must sign the LMHA Code of Conduct no later than October 31st.

The team manager is responsible to collect and retain all signed copies for the duration of the season. The manager will then submit the signed copies to their appropriate convenor. Digital signatures accepted.

After October 31st, no individual may participate in LMHA activities or events in a team function on or off the ice, if a signed Code of Conduct has not been submitted.

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

A formal complaint must be submitted to the LMHA Disciplinary Committee through Risk/Safety and Rules/Discipline in accordance with the P12-Conflict Resolution policy to activate the disciplinary process.

The LMHA Disciplinary Committee consists of the following:

- President

- Vice President
- Rules/Discipline
- Risk/Safety

NOTE: Where a conflict arises with any member of the disciplinary committee another member of the LMHA executive will take their place.

The disciplinary process is progressive in nature, and aims to support the player, parent, team official or volunteers to correct behaviours, attitudes, and/or actions deemed inappropriate in accordance with the Code of Conduct. As such the progression of discipline will result in the following:

#### 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 investigation and issuance of written warning must be submitted to the convenor.

#### Violation #2

- A second violation of any part of the code of conduct will be met with an in-person meeting with the LMHA Disciplinary Committee and any involved parties.
- A second violation will result in a one game suspension.

#### Violation #3

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

#### Violation #4

- In the event of a fourth violation, the player, parent, team official or executive member will be suspended pending the outcome of a hearing by the LMHA disciplinary committee.

NOTE: Subsequent or consecutive violations do not need to be in relation to any previous violation, only must violate any part of the code of conduct, to apply this policy.

It is at the discretion of the LMHA Disciplinary Committee to ascertain the severity level of any violation and therefore reserve the right to expedite the progression of discipline up to and including immediate dismissal.

#### Harassment or Bullying Violation #1

- Upon a first accusation of bullying, a meeting will be organized with the accused, and at least two LMHA Disciplinary Committee members. If, after investigation, the executive believes that bullying did occur, the offending player will be suspended for 3 games.

#### Harassment or Bullying Violation #2

- A second violation will result in the player, parent, team official, or executive member being suspended for the remainder of the season.

### **ASSOCIATED POLICIES**

[Hockey Eastern Ontario 6.39 Code Of Conduct For Parents](#)

[Hockey Eastern Ontario 6.33 Codes Of Conduct For Directors, Coaches, Officials, & Players](#)

[Hockey Canada Fair Play Code of Conduct](#)