



Lillooet and District Minor Hockey Disciplinary Policy & Guidelines

Effective May 2016

Background

Due to the transient nature of a volunteer organization, significant personnel changes can and do occur on a regular basis. As a result, this document has been prepared to provide guidance and ensure a degree of consistency with respect to player and parent discipline.

It is not intended to replace or supersede policy or to affect a coach's ability to evaluate and deal with issues independently through the use of more soft discipline. It is recognized that the circumstances pertaining to each incident can be radically different and that wherever possible issues should be dealt with through positive reinforcement as opposed to discipline. However, it is imperative that when applied, discipline should be consistent to negate the perception of either favoritism or persecution of individual players.

Proactive Communication

It is suggested that prior to the 1st practice each year, coaches meet with the players and parents to convey their coaching philosophy and behavioural expectations. It is suggested that a link to this disciplinary guideline be included in both the player and parent contract. By doing so, the potential for conflict between parents for actions taken throughout the season that affect their child is reduced.

Discipline Levels (non-BC Hockey on-ice offences)

It is recognized that some behavioural issues are more serious than others. In order to recognize this reality, progressively more stringent responses are suggested through the establishment of the following 'Offence Levels':

i. First Level Offences

These offences are generally the type of minor actions that negatively impact on the team, the flow of practice or set a negative example for other players on the team. They include but are not limited to:

Unexcused absences
Tardiness
Excessive Horseplay
Swearing

It is expected that the coaches will address these type of issues, and that the reason for the actions taken against a player will be communicated to the parent by a team official. It is expected that the theory of progressive discipline will be used as a guiding principle as follows:

- 1st Offence – benched for 10 min of practice/game
- 2nd Offence – benched for 20 min of practice/game
- 3rd Offence – benched for 40 min of practice/game
- 4th Offence – benched for practice or game

Multiple offenders – after the third offence, the coach can request that the Disciplinary Committee meet with the player and parent. Failure to meet with the Committee as requested shall result in the immediate suspension of the player until such time as the meeting is held.

ii. Second Level Offences

These offences are considered more serious in nature and discipline is to be more significant in nature to emphasize a zero tolerance level for such behaviour. They include but are not limited to:

Fighting (off-ice, practices, dressing rooms)

Insubordination to coaching staff

Poor sportsmanship (taunting opposing players, failure to shake hands after a game, unacceptable displays of temper)

The team head coach or their designate is authorized to impose the following disciplines, with a written incident report being filed by the team manager or coach to the Disciplinary Committee within 24 hours for review. The player and parent will be required to meet with the Disciplinary Committee within the initial suspension period, or the suspension will be carried on until such meeting occurs.

1st Offence – dismissal from ice or dressing room and a minimum 1 game suspension;

2nd Offence – dismissal from ice or dressing room and a minimum 2 game suspension;

3rd Offence – dismissal from ice or dressing room and a minimum 6 game suspension;

Written reports will be kept on file in order that a player's disciplinary history be established – such reports are to be kept for a minimum of 2 years and then are to be destroyed if a problematic pattern of behaviour is not evident.

iii. Third Level Offences

All third level incidents shall be referred in writing to the Disciplinary Committee (and the RCMP or the Restorative Justice System when appropriate) for review and action. Third level offences shall include:

Excessive Verbal Abuse of or Physical Confrontation with Game or Team Official

Theft

Vandalism

Consideration must be given to referring any such incidents to the appropriate authorities. Any player or parent proven to have partaken in these activities shall be suspended from LDMHA association as follows:

1st Offence - one month suspension

2nd Offence – one year suspension

Before reinstatement, the player or parent must make full restitution to the parties involved and offer a written apology. Failure to make full restitution will result in the player or parent being rejected as a member the following season.

Match Penalties or Gross Misconducts

As of 2015, any Match Penalty or Gross Misconduct Penalty incurred during a game is automatically referred to BC Hockey for mandatory review and discipline.

In addition to whatever penalty BC Hockey or OMAHA hands down for a Match Penalty or Gross Misconduct, the player who incurs such penalty and their parent or guardian shall be required to meet with the LDMHA Discipline Committee before he/she can return to play games with their team.

When considering a Match Penalty or Gross Misconduct Penalty, the Discipline Committee may impose additional penalties (in addition to BC Hockey or OMAHA sanctions) as follows:

- 1st Offence – Up to 3-game suspension;
- 2nd Offence – Up to 6-game suspension;
- 3rd Offence – Suspended until further notice

Drugs and Alcohol Use – see section 15 of the LDMHA Policy and Procedure Manual

For clarification purposes, drugs and alcohol are defined as any substance deemed illegal to be used by a minor. This includes but is not limited to any tobacco or tobacco related products such as chewing tobacco, electronic smoke inhalers. If use of such products is confirmed, it is suggested that (in addition to the penalties imposed by policy) that the player and parent be referred to counselling services if appropriate.

Harassment/Bullying – see section 17 of the LDMHA Policy and Procedure Manual

Abuse of a Vulnerable Person – see section 18 of the LDMHA Policy and Procedure Manual

Discipline Levels (BC Minor Hockey on ice offences)

Our Lillooet and District Minor Hockey Association supports the rules and regulations of BC Hockey and the Okanagan Mainland Amateur Hockey Association (OMAHA). It is our responsibility to support their endeavours to address on-ice behaviour that is potentially dangerous and reinforce the unacceptability of such behaviour to our organization.

As such, after a fighting ejection, the player who has been ejected and their parent must meet with the Disciplinary Committee to discuss their actions. For non-fighting ejections, when player has been ejected from 3 games, the player and their parent must meet with the Disciplinary Committee to discuss the inappropriateness of their actions.

Discipline Guidelines for Parents and Spectators at a Lillooet Home game

It is the intent of LDMHA to promote the game of hockey and this extends to the parents/guardians and spectators of our games. In order to promote good sportsmanship for all involved, we will endeavour to stop all negative and abusive language and/or actions toward anyone while at a LDMHA game or event.

Controlling unacceptable behaviour in a crowd is a difficult issue for either an on-ice or off-ice official to deal with. Types of unacceptable behavior are:

- Use of obscene language or abusive behaviour to any person on or off the ice
- Continued disruptions which may cause a delay of game
- Repeated disrespect for the rulings of an official

Fortunately, such situations rarely occur. When they do happen, any LDMHA official present is authorized to approach the individual in question and respectfully ask that the offending behaviour cease. But at the same time they should receive a warning that a repeat occurrence would result in them being required to leave the rink.

If a repeat occurrence does occur, respectfully explain to the individual that they must leave the rink or the game will be stopped. If they choose not to leave the rink, the LDMHA official is authorized to approach the scorekeeper/timekeeper to have them request that the on-ice official stop the game until the offending individual leaves the rink. Belligerent behaviour of any sort to a LDMHA official should result in the appropriate authorities (such as the RCMP) being called if necessary to contain the situation.

Where an action is taken to eject an individual from a game, a written report detailing the incident should be generated and submitted to the president.

Disciplinary Committee Guidelines

The President may appoint more than the 3 directors indicated in the Policy Manual to Disciplinary Committee to ensure the availability of enough individuals to hold a meeting when required. All appointed members can partake in planning sessions, but if a member is unavailable to meet the planning session can proceed without them.

Disciplinary meetings to review concerns or issues is be limited to 3 members to ensure that a decision is not stalemated (the Chair or their designate from appointed members, the Head Referee or their designate and one appointed director – if more than 1 is appointed, the appointed members shall be rotated for separate cases).

No meeting shall take place without a parent or guardian of the player in attendance. Failure for either the parent or guardian to attend a requested meeting shall result in a suspension being made or continued until the required meeting is held.

Minutes/notes of the meeting shall be taken by the Chair or their designate from members in attendance. Such notes are to be confidential and kept for a period of 2 years by the association.

The Chair is to call the meeting to order and advise the attendees of the purpose of the meeting, detail the actions or issues that are a concern and describe the disciplinary actions recommended by policy. The player is then to be permitted to present any explanation or defence for their actions; followed by the parent or guardian who is to be provided an opportunity to have input if they so desire.

Following the presentation by the player and parent or guardian, the Committee members shall be entitled to ask any questions or make any observations that they wish the player or parent to be made aware of. When the question period is completed, the player and parent or guardian shall be informed that the disciplinary committee will make their decision known through the Chair within 72 hours and be asked to leave.

The Committee shall interview any other individuals they may deem relevant to the case.

The Committee shall then meet in private to deliberate and come to a conclusion, which will be relayed to the Parent (and the player if the parent desires) in writing as per the preceding section.

Appeals of the Decision of the Disciplinary Committee can be made the Appeals Committee as Per Bylaw 7 of our Society Bylaws.