

Harwood Youth Hockey Association

GENERAL CONDUCT AND DISCIPLINARY ACTION PLAN

Player, Coach, Parent/Guardian, Team Parent and Spectator Conduct

While engaged in any activities in connection with their involvement with HYHA, all players, coaches, parents/guardians, Team Parents and spectators are subject to and expected to comply fully with all the rules, regulations, policies and procedures of HYHA, including all those set forth in this complete document, the HYHA Handbook, the HYHA Codes of Conduct, the HYHA Parent-Coach Communication Plan and Complaint Procedure, the Dispute Resolution Procedure, all appendices and any prior decisions of the HYHA Board and/or Disciplinary Committee (comprised of no less than three HYHA Board members including the Vice President who shall serve as chairperson.) All coaches, parents/guardians, players, Team Parents and spectators will also be required to comply with the USA Code of Conduct. All players, coaches, parents/guardians and Team Parents over the age of 18 will also be required to comply with the SafeSport guidelines and policies.

Conduct Violations and Grounds for Disciplinary Action

I. General Misconduct Policy

In addition to grounds for disciplinary action set forth in the policies, rules and regulations mentioned above, the following is a supplemental and specifically articulated list of conduct violations and grounds for disciplinary action against a player, coach, parent/guardian or Team Parent or spectator. While engaged in any activities in connection with their involvement with the HYHA, no player, coach, parent/guardian or Team Parent or spectator shall engage in any of the following:

1. Use of obscene, profane or sexually explicit language, racial, ethnic, gender or religious slurs or insults, verbal abuse, harassment and threats.
2. Use or distribution of drugs or other controlled substances (except by prescription and over-the-counter medications by an adult or as approved by a parent), performance enhancing substances of any kind.
3. Use or distribution of alcoholic beverages by or to those under twenty-one (21) years of age.
4. Use or distribution of alcoholic beverages during any HYHA event, defined herein to mean a game, practice or other on-ice activity, transport of persons to and from games or practices or other on-ice activities or other occasions wherein minors and adults are present because of the occurrence of a HYHA game, practice or other on-ice activity.
5. Attendance or participation in, while intoxicated or under the influence of illegal drugs, a HYHA event, defined herein to mean a game, practice or other on-ice activity, transport of persons to and from games or practices or other on-ice activities or other occasions wherein minors and adults are present because of the occurrence of a HYHA game, practice or other on-ice activity.
6. Use of tobacco in any form by anyone under eighteen (18) years of age.

7. Use or possession of guns, knives and other dangerous weapons, excepting legally permitted firearms by law enforcement personnel.
8. Theft, vandalism, deception or material misrepresentation for personal or monetary gain.
9. Sexual contact of any nature, except between two consenting individuals over the age of eighteen (18) but in no instance involving a player or players.
10. Fighting and physical or bodily contact of any nature when such contact evidences an intent to threaten, intimidate, injure or restrain, except in reasonable self-defense from such fighting, or physical or bodily contact initiated by another.
11. Possession of pornographic or sexually explicit materials by or in the presence of individuals under the age of eighteen (18).
12. Entering onto an ice surface, locker room or bench when not authorized to do so.
13. Throwing any object or liquid on an ice surface or at another person with an intent to express displeasure.
14. "Hazing" of any nature.
15. Spectator and playing areas must remain separate for the safety of all persons. If any spectator goes onto the ice surface, locker room or bench when not authorized to do so, or interferes with the game in any way including by throwing objects or liquids on the ice or excessive verbal abuse of officials, coaches, players or other spectators, the spectator shall be ejected from the rink. Fighting or any verbal altercation in the spectator areas will not be tolerated. The HYHA staff, any Board member, coaches, and/or referees, have the authority to immediately eject a spectator from the ice rink for game interference, fighting or any verbal altercation.
16. Conduct detrimental to HYHA or which jeopardizes the safety, health, morals or welfare of any minor, failure to adhere to or comply with coaching directions or decisions, failure to adhere to or comply with HYHA staff or management directions or decisions, or engaging in a course of conduct which undermines or is detrimental to the ability of a coach or HYHA staff or management to perform their appropriate functions.

II. Harassment and Abuse Policy

HYHA prohibits harassment or abuse and follows a ZERO TOLERANCE policy with regard to such conduct.

1. Harassment: Upon receipt of a harassment allegation, the Disciplinary Committee reserves the right to forward allegations to the Police or Child Protective Services.
2. Sexual Abuse: HYHA reserves the right to investigate any allegation of sexual abuse, past or present. All complaints of sexual abuse shall be confidential, shall be in writing and shall be addressed only to the Disciplinary Committee. All parties who have reason to believe sexual abuse is taking place or has taken place are required by state and federal laws to submit all such complaints to the proper law enforcement authorities.
3. Physical Abuse: HYHA reserves the right to investigate any allegation of physical abuse, past or present. All complaints of physical abuse shall be held in confidence, should be in writing and should be addressed only to the Disciplinary Committee of HYHA.
4. Theft/Vandalism Damages. Any participant proven to the satisfaction of the Disciplinary Committee to have committed theft or vandalism in connection with any team activities will be subject to dismissal immediately from the HYHA program without refund. Parents of the responsible player(s) shall be responsible for the cost of the loss or damage.

5. Player Discipline. The HYHA Board of Directors, in its discretion, may act as an independent disciplinary committee to review serious or repeated misconduct offenses and determine appropriate action. The HYHA President, Vice President and Coaching Director shall be advised of all full game suspensions and the reasons therefor.

Disciplinary Action

Players, coaches, parents/guardians, Team Parents and spectators violating or failing to comply with the rules, regulations, policies and procedures of HYHA, including all those set forth in this complete document, the Parent-Coach Communication Plan and Complaint Procedure, the Dispute Resolution Procedure, all appendices, and any decisions of the HYHA Board or Disciplinary Committee, may be subject to disciplinary action.

The following disciplinary actions may be taken immediately upon knowledge of the conduct:

1. Any coach may suspend a player immediately for one practice or one game for any such conduct. Such suspension could include immediate ejection from the building.
2. HYHA Board may immediately suspend a coach or Team Parent for one practice or one game for any such conduct. Such suspension could include immediate ejection from the building by one or more members of the Board.
3. HYHA Board may immediately suspend, or eject from the building, any parent/guardian or spectator for any such conduct by one or more members of the Board.
4. For more serious or multiple conduct violations, greater disciplinary action may be taken at the discretion of the Disciplinary Committee and/or the Board after thorough investigation and deliberation of the conduct, including but not limited to multiple practice and/or game suspension, short-term or long-term suspension from attending any HYHA events or activities, and permanent dismissal from the program, for which as long as a quorum is present a vote of the majority of the Disciplinary Committee or of the Board shall suffice.

The Role of Coaches in Establishing and Maintaining Discipline

The HYHA Board of Directors recognizes the importance to the coach, the team and the individual players of a coach's role in establishing and enforcing disciplinary standards on his/her team. The Board of Directors further reaffirms the coach's authority to establish standards of conduct and fair play and to take immediate and reasonable one-game or one-practice disciplinary action, including benching or suspension of a portion of ice time or of total ice time, in "on-ice" situations, such as games and practices, and in "off-ice" situations involving locker rooms and tournaments in which either the coach is responsible for the players' conduct or such conduct could be detrimental to the team or HYHA.

For any partial or total suspension from practices or games it shall be within the team head coach's discretion as to whether the player subject to the disciplinary action may attend with the team but not dress for or participate in the game or practice.

In the event of any misconduct by the same player during two practices or games in a row (practice – practice, practice – game, or game – game), or during four or more practices or games in the time period of one month, the Board of Directors further reaffirms the coach's authority to take immediate one-game or one-practice disciplinary action for each event of misconduct, including

benching or suspension of a portion of ice time or of total ice time. Further, in such event of multiple misconduct violations as described above, the team head coach shall inform the President or Vice President of the Board of Directors of the disciplinary action, and a meeting shall be held with the coach, the Disciplinary Committee and the parents of the player.

The HYHA Board of Directors also recognizes the importance of fairness and consistency in the application of multiple game or practice disciplinary standards and has, therefore, established this Action Plan.

Commencement of Disciplinary Action

With the exception of matters handled by immediate disciplinary action taken by a coach in his or her discretion as outlined above, a disciplinary action against a coach, player, parent/guardian, team parent or spectator is commenced by submitting the matter in writing to the HYHA Disciplinary Committee. Parents shall follow the Parent-Coach Communication Plan and Complaint Procedure to institute a complaint or grievance that may invoke disciplinary action. In such event, their complaint must be first submitted to the HYHA Coaching Director to investigate further and determine whether disciplinary action may be appropriate. If so, the Coaching Director will submit the matter in writing to the Disciplinary Committee. Requests for action by the Disciplinary Committee must be in writing, dated, with a description of the conduct alleged and the date of the involved individual's next game or practice if applicable. Matters may not be submitted anonymously.

Upon receipt of such writing, the Disciplinary Committee, at its sole discretion, may decline to entertain any matter submitted in which case no action of any kind will be taken by the Disciplinary Committee and no further communication with any involved party will be made. As for those matters which the Disciplinary Committee agrees to entertain, it will communicate and convene by phone, email, in person, or by other reasonable means before the next regularly scheduled practice or game of the involved person. If that is not possible, any one-game or one practice suspension shall continue for one additional game or practice. If two practices or games pass without decision by the Disciplinary Committee, the involved person shall be reinstated pending resolution of the matter by the Disciplinary Committee but if the safety, health, morals or welfare of any minor may be jeopardized, the suspension shall continue until resolution of the matter by the Disciplinary Committee.

Appeal

Decisions of the Disciplinary Committee may be appealed in writing to the HYHA Board of Directors. The Board may decline to hear any appeal, at its sole discretion, in which case the action of the Disciplinary Committee shall stand. If any appeal will be heard, the Board shall convene a special meeting to hear the appeal within thirty (30) days of receipt of written notice of such appeal. Any actions taken by the Disciplinary Committee will continue in effect until the appeal is heard and ruled upon by the HYHA Board of Directors. All results of an Appeal shall be considered final.

Disciplinary Committee

The Disciplinary Committee is charged with the overall responsibility and authority for hearing and resolving disciplinary issues involving participating players, coaches, Team Parents,

parents/guardians and spectators of HYHA. This may include, but is not limited to, probation under defined terms, suspension from games or practices, exclusion from games, practices or other activities and/or permanent dismissal from HYHA events and activities. Disciplinary action against a parent may be enforced by suspending or excluding the parent's child from games or practices, especially in cases when the parent fails to abide by HYHA's action. Discipline shall be imposed fairly, consistently and in relationship to the wrongdoing but without regard to the player's perceived or actual importance to his/her team.

Time and Place of Meetings: The Disciplinary Committee shall meet as necessary during the year to decide matter before it. The exact date, time and location of such meetings shall be established by the Disciplinary Committee. The involved player(s), coach(es), parent(s)/guardian(s) Team Parent or spectator(s), or other witnesses, may be requested or request to attend or provide input, but allowance of their attendance and/or input shall be determined at the sole discretion of the Disciplinary Committee.

Membership and Quorum: Due to the sensitivity of the subject matter being covered, the Disciplinary Committee shall be composed of at least three (3) board members with at least two members being the President and Vice President (except in cases where recusal is appropriate, in which case the Secretary shall step in.) Each member shall serve at least until the HYHA's next annual membership meeting. Members of the Disciplinary Committee may serve multiple terms. A majority of the appointed members shall constitute a quorum. Decisions of the Disciplinary Committee shall be determined by a simple majority of voting members, provided a quorum is present. Members of the Disciplinary Committee may vote on matters involving their own children's teams but are expected to exercise sound judgment in determining whether a particular situation may represent a conflict. Members of the Disciplinary Committee shall recuse themselves from all matters involving him/herself or a family member and a replacement Board member must be brought in to ensure at least 3 members on the Committee for each matter considered.

Specific Authorities and Responsibilities: Specific authorities and responsibilities of the Disciplinary Committee are:

- To hear all complaints of misconduct involving coaches, players, parents/guardians, Team Parents and spectators;
- To determine and assess disciplinary action against players, coaches, parents/guardians, Team Parents and spectators, as considered appropriate in the circumstances as described above;
- To maintain a record of and report to the HYHA Board of Directors all actions taken;
- To report other matters of which the HYHA Board of Directors should be aware that may come to its attention as a result of its activities;
- To compel the appearance and testimony of a player, coach, or parent/guardian or Team Parent at a hearing and/or compel production of score sheets, video tapes, and other documentation in the possession of a coach, player, member, or representative of HYHA;
- To solicit statements, testimony, evidence, or other documentation from interested parties other than players, coaches, and HYHA members, as considered necessary in the sole judgment of the Disciplinary Committee; and
- To establish such procedures as it considers necessary to conduct its activities.