



INDIAN HEAD MINOR HOCKEY ASSOCIATION

**DISCIPLINE, DISPUTE AND CONFLICT
RESOLUTION POLICY MANUAL**

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THIS IS A LIVING DOCUMENT AND CAN BE REVISED AT ANYTIME

PLEASE READ THIS POLICY MANUAL, IT IS YOUR RESPONSIBILITY TO BE INFORMED OF ITS CONTENTS

1.0 GENERAL

1.1 MISSION

Indian Head Minor Hockey Association (IHMHA) expects all members and membership participants to exhibit good sportsmanship, respect, and all behaviors constant with IHMHA code of conduct towards other members, players, coaches, Executive members, game officials, spectators and opponents.

IHMHA wants to nurture a mutual respect and professionalism both in our home rink and when visitors of other communities. The following document outlines the discipline procedure IHMHA Executive will follow to ensure, to the best of their abilities, consistent consequences are followed when required.

The behavior expectations are outlined on the code of conduct document for Players, coaches, and Parents found in Appendix A.

1.2 DISCIPLINE LEVELS

When the behavior standards are broken, they may be dealt with in the following order, by one or a combination of the following:

- Verbal reprimand
- Written reprimand
- Suspension from participation in, or at specific and defined Association activities, or complete suspension from participation or attendance at all association activities.
- Expulsion

All discipline actions will be maintained in a file indefinitely. Any dispute that requires resolution by IHMHA Executive Board must be stated and submitted in writing, by complainant.

2.0 DISCIPLINE COMMITTEE

2.1 THE STRUCTURE

The discipline, dispute and conflict resolution committee will be chaired by the President and will consist of a vote decided on by the IHMHA executive board voting members. Should the conflict involve the president, the Vice President will be appointed for that case only.

3.0 DISPUTE RESOLUTION PROTOCOL

The following protocol (see dispute resolution protocol flow sheet) should be followed before any incidents are brought to the attention of the Executive. The Executive will notify the alleged who committed infraction no more than 2 weeks (14 days) following initial report of incident. The board will provide a date, time, location and all who will be attending a meeting in regards to the incident if needed.

The board will hear from both sides, and make decision on whether or not discipline is required and to what degree. Depending on the severity of the infraction and if suspension is required the board will present its decision to the alleged in writing.

Appendix B and C have examples of behaviors that may be subject to discipline. Minor infractions may typically result in verbal and or written warnings. Major Infractions may involve suspensions or possible expulsions worst case involvement of authorities.

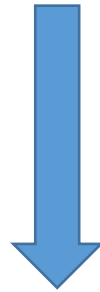
Note that lists included in Appendix B and C are not meant to be inclusive of all behaviors but rather to provide examples.

DISPUTE RESOLUTION PROTOCOL FLOWSHEET

Follow 24 hour cool-off period rule



Dealt with with-in Team if possible



If still unresolvable will be brought to attention of the Executive via E-mail

4.0 APPEALS

4.1 Appeals Process

Any member facing discipline may appeal the findings of a decision by applying in writing to the executive. There will be a 48 hr (including the 24hr cool off period) after the decision is delivered to appeal. This must include new details of the event, new findings, and the decision that was made initially. The appeal process should be accompanied by the appeal fee of \$50.00 which will be returned only if the original decision is overturned. Any decision made after an appeal is FINAL.

5.0 CONSEQUENCES

5.1 Players

- All player consequences will be handled in accordance with Hockey Canada and the SHA guideline manual(6.10)

5.2 Team officials, parents/guardians, and or spectators

- Minor Incidents will be dealt with in accordance to 1.2 of this manual. Verbal and written warnings. A third minor offence will equal a Major offence.
- Major offence will be dealt with as follows: 1st Major will be an automatic 15 day suspension. Any major offence further to this will be dealt with on a case by case basis.

Coaches are responsible for knowing and following IHMHA Code of Conduct and discipline policy and The SHA and HOCKEY Canada suspension regulations.

APPENDIX A
Code of Conducts

A reminder of the rules of conduct that IHMHA has long had in place. These rules are not unique, nor onerous. These include, but are not limited to the following.

Coaches Code of Conduct

1. Set an example of a positive role model for your players
2. Serve as a responsible ambassador for yourself, your team, and community.
3. Inspire a love of the game and teach players to win by legitimate means only.
4. Be fair to all players on the team. Treat players equally and with respect.
5. Never ridicule or yell at a young player for making a mistake. Direct comments or criticism at the performance rather than the person.
6. Be responsible for the conduct of your players on and off the ice both at home and in other communities.
7. Maintain self-control at all times.
8. Take a strong stand against profanity, unsportsmanlike behavior and any other actions that reflect negatively on your team and our community.
9. Treat all officials with respect and accept their decisions without outward appearance of disagreement.
10. Obtain appropriate qualifications and keep current on principles of development.
11. You are responsible for discipline and conduct of your players and may impose reasonable sanctions.

Parent/Guardian, Spectators Code of Conduct

1. I will not force my child to participate in hockey. To remember they are playing for his or her enjoyment not mine.
2. To actively encourage my child to show respect for the game, their team mates, their coach, their opponents, the officials and the spectators.
3. I will encourage my child to display good sportsmanship, use good language and act in a manner that does not reflect badly on themselves, their family, their team or community and will resolve any conflict without resorting to hostility or violence.

4. I will show respect for the officials, opponent's players and team officials or any parents.
5. I will respect and show appreciation for the efforts of IHMHA Executive, coaches, officials who volunteer their time for hockey for my child.
6. I will accept if my child steps over the bounds of what is appropriate on or off the ice and support the consequences of IHMHA decisions for those consequences.
7. No one other than players and coaches are to enter the dressing rooms 15 minutes prior to games, during games and until 15 minutes after a game.
8. Parents/Guardians may not enter the player's box at any time.
9. I will abide by the 24 hour cool-down period before contacting coaches, team or league officials.

Player Code Of Conduct

1. HAVE FUN
2. I will play hockey because I want to not because others want me to.
3. Respect the game and play by the rules.
4. Be fair at all times no matter what.
5. I will respect and be supportive of all members of my team and my opponents and play with good sportsmanship.
6. Respect my coaches and those that volunteer to help.
7. I will remember that winning isn't everything –effort, fun, building relationships, and enhancing my skills are also important.
8. Respect and accept the decisions on my officials.
9. I will behave responsibly in both word and deed so that no discredit is attached to me, my family, my team and my community.

All Members Code of Conduct

1. During team activities, no one associated with a team, including players, coaches, officials, managers, trainers, or persons transporting players shall be under the influence of, or use of alcohol or illegal drugs. Indian Head Minor Hockey Association supports **ZREO** tolerance. Participants violating this rule are subject to suspension or even expulsion.
2. Spectator or parent/guardians abuse of the coaches, players, or officials will not be tolerated. Those exhibiting such conduct may be required to leave the rink and may along with the player, be suspended from IHMH for a period of time to be determined by the executive.

APPENDIX B

Minor Incidents

Minor Incidents

1. Single incident of disrespectful, offensive, abusive, racist, or sexist comments or behavior directed towards others, including but not limited to, peers, opponents, players, coaches, officials, managers, team personnel, Executive and spectators.
2. Unsportsmanlike conduct such as angry outbursts or verbal arguing.
3. Failure to wear required equipment including but not limited to, neck guards and CSA approved helmets.
4. First time offence in violation of IHMHA policies
5. First time offence in violation of the Code of Conducts

IHMHA has ZERO tolerance towards physical or verbal abuse of coaches, officials, players or Executive members. Such behavior will not be tolerated and will face immediate discipline.

APPENDIX C

Major Incidents

Major Infractions

1. Repeated incidents of disrespectful, abusive, racist, or sexist comments or behavior directed towards others, including but not limited to, peers, opponents, players, coaches, officials, managers, team personnel, Executive and spectators.
2. Repeated Unsportsmanlike conduct such as angry outbursts or verbal arguing.
3. Actions that endanger the safety of others.
4. Alcohol and Drug use against the IHMHA drug and alcohol policy.
5. Physical altercations
6. Property damage
7. Harassment and/or bullying