

Policy 31. Discipline

Reviewed by: Devon Brown

Current Policy

The Dorchester Minor Hockey Association is committed to fair and safe play. It takes very seriously any behaviours which detract from the safe enjoyment of the game of hockey and which affect the reputation of the association or the game of hockey.

Generally, the rules, regulations and policies of Hockey Canada, the Ontario Hockey Federation, OMHA (including the OMHA's Code of Conduct) and the leagues of which DMHA is a member, dictate the penalties and sanctions which may be levied against a player, team official or other minor hockey participant for conduct on or off the ice. DMHA adopts and abides by those rules, regulations and policies in addition to the policies set out herein. All Hockey Canada, OHF, OMHA and/or league penalties and sanctions shall be considered to be minimum penalties.

For on-ice penalties, the Ontario Minor Hockey Association regulations apply in relation to any protests and/or appeals. Suspensions of less than five games which are issued in accordance with the playing rules and included explicitly or implicitly in the referee's report are not subject to appeal. Suspensions of five games or more maybe appealed according to the Ontario Minor Hockey Association regulations. Any individual or team who wishes to pursue a protest or appeal must notify the DMHA's OMHA representative in writing and must obtain the approval of the executive before doing so. If

No Changes.

approved, the individual or team will be responsible for any costs associated with the protest or appeal.

The head coach of a team is responsible for reasonable discipline of at the team level. The head coach may impose reasonable disciplinary sanctions against players or team officials on a team if warranted due to inappropriate behavior detrimental to individuals, the team, the association and/or the sport of hockey and/or violations of these policies up to and including suspension of not more than one game. If a suspension is considered, the head coach shall notify the executive through the team's league representative and any such suspension shall be approved by the executive before it takes effect. Any team level discipline decision may be appealed to the Discipline Committee in writing within 3 days of the discipline decision.

If deemed necessary by the executive, the association may consider and impose additional discipline for on-ice or off-ice behavior by any of its members or other minor hockey participants in violation of Hockey Canada rules, OMHA policies, procedures, rules and regulations and/or DMHA's policies and procedures. Any discipline imposed by DMHA shall be in addition to any Hockey Canada, OHF, OMHA and/or league penalty or suspension.

The executive may establish a Discipline Committee whose members shall be appointed by the President. The Discipline Committee shall consist of the 2nd Vice-President – Risk Management, who shall sit as its chair, and at least two other members of the executive. This committee shall be informed of all disciplinary issues,

including player and team official suspensions, throughout the year.

The Discipline Committee shall review serious disciplinary matters, and complaints to DMHA in accordance with the complaint policy, involving DMHA members, including players, team officials, volunteers, parents and guardians and spectators and other minor hockey participants. If the matter or complaint does not engage OMHA disciplinary or review processes, which will take precedence, reviews at the association level will generally consist of the following:

1. The committee shall conduct an initial review of the documentation and/or information submitted in relation to the matter or complaint in issue within 5 days of receipt;
2. The subject of the matter or complaint shall be provided with the material details of it, and shall be given the opportunity to respond to the committee in writing and/or in person;
3. The committee may seek additional information from witnesses or others with knowledge of the matters in issues;
4. The committee shall deliberate and decide if the matter or complaint is founded or unfounded;
5. If unfounded, the decision shall be communicated to the executive and the parties within 14 days of the receipt of the matter or complaint;
6. If founded, the decision and its reasons therefore shall be communicated to the executive in writing together with any disciplinary recommendation(s) within 14 days of the receipt of the matter or complaint. The decision of the executive

regarding the disciplinary recommendations must be communicated to the parties in writing by the President within 5 days of the receipt of the committee's decision.

In any situation in which a team official or player or other member is reasonably believed by the Discipline Committee to constitute a risk of harm to themselves or others, the Discipline Committee may request, in writing, that the executive immediately suspend such person until the investigation, hearing and/or any appeals are complete.

Discipline will be reasonable in relation to the conduct that is the subject of the disciplinary matter or complaint and may include verbal warnings or apologies, written reprimands or apologies, suspension from DMHA activities, including practices, games, tournaments and any other DMHA activities and revocation of membership.

Subject to the provisions herein, suspensions may be considered for serious offences which include, but are not limited to, the following or similar infractions:

- a. abuse of a player on the team or any opposing team;
- b. abuse of a team official on one's own team or an opposing team;
- c. abuse of a game official;
- d. abuse of any member of the executive;

- e. disregard of the Dorchester Minor Hockey Association's Bylaws and Policies;
- f. engaging in any activity which may constitute a risk of harm to any person during the course of hockey-related activities through DMHA;
- g. any form of disrespectful conduct;
- h. being under the influence of or in possession of alcohol or drugs, or smoking or vaping, while involved in any DMHA activity, including any practice or game
- i. any major infraction of the Code of Conduct.

If a team official is suspended under any circumstances, the executive may name another team official to take the place of the suspended team official during the period of suspension. If a player is suspended, no refunds will be provided notwithstanding the refund policy.

Any person who receives a suspension or greater discipline pursuant to this policy may request reconsideration of the discipline decision. Any reconsideration must be requested in writing with supporting reasons to the executive within 3 days of notification of the suspension. The executive shall hear such reconsideration in writing or in person within fourteen days of the appeal being received, or as soon as reasonably possible thereafter. If an in-person hearing is held, the person requesting reconsideration may be present at the hearing. During the period in which such reconsideration is pending, any suspension or other discipline will remain in effect.

On reconsideration, the executive will not re-open the matter in order to review all of the original material presented with the intent of producing a new decision.

The executive will only reconsider a decision if presented with new relevant evidence that was not and could not have been available at the time that the original decision was made, if there were irregularities or errors in the proceedings of the original hearing that may have caused an unreasonable decision, or if the discipline determined as a result of the original hearing was unreasonably severe. On reconsideration, the executive may confirm the original decision or vary the disciplinary measures ordered.

Board and Membership Feedback: