



WINDERMERE VALLEY MINOR HOCKEY ASSOCIATION (WVMHA)

DISCIPLINE POLICY

The WVMHA promotes participation in hockey, organizes games and championships, encourages sportsmanship and fair play, and teaches respect for all involved. The WVMHA follows the [BC Hockey Safe Sport Policies](#):

- [The Maltreatment, Bullying and Harassment Protection and Prevention Policy](#)
- [The Hockey Canada Dressing Room Policy](#)
- The BC Hockey [Code of Conduct](#)¹ sets a basic standard of behaviour that is expected for all WVMHA members (players, coaches, parents, officials, contractors, and volunteers).

Failure to adhere to these policies may bring disciplinary action.

Application of this Policy

- a. The Discipline Policy shall serve as the guide for investigations completed by the WVMHA Discipline Committee. Given the small size of our Association, a new Discipline Committee is formed with each report in the hope of decreasing potential bias. Our Board is comprised of volunteers that already donate time to our association. Discipline issues are resolved around our volunteers' schedules and the process can be lengthy. It is always best to abide by the BC Hockey Code of Conduct to avoid discipline investigations.
- b. The Policy applies to all members of the WVMHA in their activity with or on behalf of the WVMHA, including players, coaches, parents, officials, contractors, and volunteers.
- c. No action or legal proceeding shall be brought against WVMHA in respect to executing this Policy.

Discipline & Conduct Detrimental to Team Play:

- Coaches and team officials are permitted by discretionary authorities, within reason, to restrict/reduce player ice-time in instances where a player has displayed behaviour which is contrary to WVMHA expectations, team code of conduct, or has displayed a pattern of conduct which undermines the team's ability to effectively compete.

- An ice-time restriction/reduction imposed by a coach or team official should be reasonable under the circumstances and proportional to the behaviour being addressed. For example, a 'selfish' penalty might result in the player missing a single shift, whereas disrespectful behaviour towards coaches or other team officials might result in the player being ejected from practice or sitting for the remainder of a game.
- Examples of behaviour which may warrant a disciplinary ice-time restriction/reduction may include (but are not limited to):
 - Bullying of team-mates either on or off the ice.
 - Excessive/inappropriate penalties.
 - Disrespectful behaviour or language directed towards a coach, team official, teammate, or ANY individual when representing the WVMHA.
 - Disrespectful behaviour or language is directed towards an on-ice official.
 - Inappropriate displays of unsportsmanlike behaviour.
 - Violence or other behaviour which is likely to cause intentional injury to another player/participant.
 - Attendance (lack of).
 - Following an ice time restriction/reduction, the coach or team official must communicate clearly to the player the reason for the ice time restriction/reduction and the positive improvement required to rectify the behaviour that led to the infraction.
 - In the event of repeated behaviour and/or multiple ice-time restrictions/reductions, coaches must notify the guardian and the WVMHA President or Vice President.
 - If a guardian has concerns about the imposed ice time restriction/reduction, they are encouraged to discuss the situation with the coach after 24 hours has elapsed between the time of the occurrence and the follow up discussion.

Types of infractions

Examples of infractions may include, but are not limited to:

- unsportsmanlike conduct
- disrespectful behavior
- tardiness or absenteeism
- damage to property
- dangerous or disruptive behavior

- abuse, bullying, or harassment
- alcohol/drug misuse or other serious misconduct

Reporting an Infraction

- Any Member may report an infraction in writing within ten (10) business days of becoming aware of it. Please report to the WVMHA President (president.wvmha@gmail.com), or the WVMHA Vice President (vp.wvmha@gmail.com), or use the [Independent Safe Sport Complaint Process](#).
- The complaint must follow a 24-hour cooling-off period unless there is an imminent safety concern.
- Complaints made directly to Hockey Canada, BC Hockey, or East Kootenay Minor Hockey Association may be referred by these organizations to WVMHA for investigation and resolution.

Disciplinary Procedures

- The President/Vice President may dismiss a complaint if after reviewing it carefully they find it to be clearly vexatious or frivolous. Otherwise, the President/Vice President will appoint a disciplinary committee to investigate.
- The Discipline Committee will investigate by gathering pertinent information about the complaint from both the complainant(s) and the respondent(s).
- The Discipline Committee will notify the respondent, in writing, of the nature of the complaint.
- The Discipline Committee determines the format: interviews, written submissions, etc.
- Complaint details are confidential unless consent is given to share.
- Proceedings are confidential unless disclosure is required.
- The WVMHA may consult or report cases to BC Hockey or to other authorities (for example: RCMP, School District)
- The Discipline Committee will decide whether the allegations in the complaint are true based on the balance of probability. If they find it to be true, they will decide on a disciplinary sanction or resolution and inform the respondent in writing.

Disciplinary Sanctions

The WVMHA has adopted a “strike policy” regarding disciplinary issues. As stated before, the WVMHA follows the BC Hockey Code of Conduct which sets a basic standard of behaviour that is expected for all WVMHA members (players, coaches, parents, officials, contractors, and volunteers). Following this code will ensure that discipline issues do not arise for WVMHA members.

If the WVMHA Board must form a Discipline Committee to address a disciplinary infraction, the sanctions will be as follows:

First infraction: a warning is given, and the member must reread and sign (or the parent must sign on a child's behalf) the BC Hockey Code of Conduct, before the next WVMHA activity.

Second infraction: 1-week suspension from all WVMHA activities, effective ASAP.

Third infraction: 2-week suspension from all WVMHA activities, effective ASAP.

Fourth infraction: Expulsion from the WVMHA.

There may be exceptions to this strike policy under exceptional circumstances.

If the complaint is serious in nature and there could be continued harm to others, the discipline committee may immediately suspend an individual from WVMHA activities or enact restrictions on an interim basis until the investigation can be completed.

The discipline for a first complaint of a serious nature may be a 1–2-week suspension at the discretion of the disciplinary board.

Additional restrictions that are intended to address the cause or consequences of the infraction may be imposed by the disciplinary committee.

Disciplinary actions will be proportionate and reasonable under the circumstances.

Appeals of Discipline Process or Resolutions

Respondents can appeal a disciplinary decision to either East Kootenay Minor Hockey Association, or BC Hockey.



BC Hockey Code of Conduct

As a BC Hockey player, coach, official, volunteer or parent of any of the previous; I, _____ shall adhere to the B.C Hockey Code of Conduct set out below. I understand that failure to adhere to this code may bring disciplinary actions.

1. Treat everyone fairly within the context of their activity, regardless of; race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or class of persons, religion, politics or economic status.
2. Abide by the BC Hockey Harassment and Abuse Policy (5.16) (<https://www.bchockey.net/member-info/safety-maltreatment>)
3. Refrain from the public criticism of fellow members be they volunteers, athletes, coaches, or officials.
4. Respect the dignity of others and refrain from verbal or physical behaviours that constitute harassment or abuse.
5. Refrain from the use of profane, insulting, harassing or otherwise offensive language in my participation in any BC Hockey event.
6. Direct any comments or criticism at the performance rather than the person.
7. Take the initiative to learn, respect, communicate and adhere to the rules and regulations for the sport and the spirit of such rules, while encouraging other participants to do the same.
8. Abstain from the use of non-prescription drugs, tobacco products (or vapes) and from the drinking of alcoholic beverages in the discharging of BC Hockey duties and responsibilities.
9. Discourage the use of non-prescription drugs and alcoholic beverages or the use of tobacco products in conjunction with athletic events or celebrations.
10. At no time request, participate in or give into requests for sexual favours within any aspect of the game and immediately report such instances to the appropriate body
11. Communicate and cooperate with registered medical practitioners in the diagnoses, treatment and management of medical problems. Respect the concerns these medical personnel have when they are considering the future health and well-being of all participants and when making decisions regarding the ability to continue to perform or train.

12. Follow the annual training, competitive programs and rules of conduct as mutually agreed upon by Coaches and Athletes, while recognizing the responsibilities of the Athletes to adhere to and complete.
13. Participate in team training, practice and testing and satisfy all team program testing objectives.
14. Provide Coaches or supervisors with the results of training to enable them to monitor and assess improvement in performance.

Addendum for coaches, officials, volunteers and all other non-playing participants.

15. Regularly seek ways to increase my professional development and self-awareness.
16. In the case of minors, communicate and cooperate with the parent(s) or legal guardian(s), involving them in decisions pertaining to their child's development
17. Ensure that the activity being undertaken by members and participants is suitable to the age, experience, ability and fitness level of the individual and are conducted in a safe environment.
18. Be aware of and respect the pressures that may be placed on all participants as they strive to balance the physical, mental, emotional and spiritual aspects of their life. Conduct practices and participation in competition in a manner to allow success in all areas of their lives.
19. Consider the athletes' future health and well-being when making decisions regarding an injured player's ability to continue playing or training.

Signature: _____

Date: _____