



# ELMHA Progressive Discipline

## Prevention | Intervention

TEAM LEVEL  
PREVENTION | INTERVENTION

Phase 1

### Creating Positive Team Culture

- Promotion of positive team culture
- Positive attributes|actions recognized and celebrated within the team
- Inclusive messaging - everyone is an important member of the team.
- Character education embedded in all team activities
- Promote positive representation of ELMHA
- Outline team rules|expectations at beginning of the year
- teach and correct specific expectations and behaviours
- Commitment to careful supervision by all staff with a team approach
- Modelling expectations by coaching staff.

Proactive

### Coaching Staff | Team Level

- Establish team expectations that align with ELMHA Code of Conduct
- Coaching staff to make use of effective team management strategies
- Correcting and teaching of appropriate behaviour
- Teach problem solving strategies
- Player given opportunities to apply problem solving strategies
- Collaboration within coaching staff
- Reinforce|celebrate improved behaviour
- Communicate concerns with parent(s)
- allow opportunities for parental input | team approach
- Modify participation privileges. This may include limiting ice time during a practice or a game.
- if proceeding to the next step is imminent, head coach must notify parents

Minor

### Resolution Committee Member Player | Head Coach | Parent

- Resolution Committee Chair (1st Vice) notified; potential consultation with resolution committee member(s).
- Formal meeting with player and parent(s); Review of Code of Conduct with player and parent(s) and refer to Procedure for Discipline of Players with Severe and/or Chronic Misbehaviour
- This procedure is to be signed by the player, parent(s), and a member of the ELMHA executive.
- If player misconduct continues, the player receives a one-game suspension
- If player misconduct still continues, the player receives a three-game suspension.
- if proceeding to the next step is imminent, the Resolution Committee must notify parents.

Major

### Board Level

#### SUSPENDABLE INFRACTIONS - CONSIDERATIONS FOR MITIGATING FACTORS

- Harassment (other players | coaching staff)
- Threatening or causing bodily harm to another person
- Chronic Misbehaviour
- Social Media Bullying| Harassment
- Use | possession of illegal drugs
- Sexual Harassment or assault

**NOTE: POTENTIAL RESOLUTIONS OUTLINED IN PROCEDURE FOR DISCIPLINE OF PLAYERS WITH SEVERE AND/OR CHRONIC MISBEHAVIOUR**

Suspendable

RESOLUTION COMMITTEE  
LEVEL

Phase 2

BOARD  
LEVEL

Phase 3