



EAST LAMBTON MINOR HOCKEY ASSOCIATION

“Home of the Eagles”

Procedure for Discipline of Players with Severe and/or Chronic Misbehaviour

The East Lambton Minor Hockey Association is dedicated to organizing and implementing programming which allows youth in our community to discover, learn, and experience hockey in safe, positive, and encouraging environment. It is the role of each coaching staff to strive to create a positive team culture and environment. It is the role of the ELMHA board to support each coaching staff, as needed, to this end.

The ELMHA Progressive Discipline Flow Chart outlines a three-phase process to guide the prevention and intervention of discipline. The purpose of this document is to outline a multi-step, progressive discipline procedure that can be employed within Phase 2 (Resolution Committee Level) to discipline players exhibiting severe and/or chronic misbehaviour. It is considered acceptable for a coach to limit ice time for short periods of time, as a form of discipline. Several shifts, and nothing more than a period, is considered reasonable. However, in some cases of chronic or extreme behaviour problems, a more structured directive must be employed, to ensure that these cases are handled in a unified manner and keeps the executive and parents informed. The following steps are guidelines to be used to resolve such cases:

STEP	DESCRIPTION
1	Proceeding to Phase 2 of the ELMHA Progressive Discipline Flow Chart is an indication that team level prevention and intervention continues to be unsuccessful and that the team coaching staff is seeking the support of the Resolution Committee. Before Phase 2 is initiated, the head coach is required to inform the player and parents that reasonable means of resolving the issue are not working and that if the misbehaviour persists, step 2 will be employed. This step should ensure that coach, player and parent understand the issue.
2	The Head Coach informs the Resolution Committee Chair (First Vice-President) of the situation, who then will review the circumstances leading to this point and determine if further actions are appropriate. The executive member must agree that action is warranted, before proceeding to the next step. The executive member must contact the parent, at this point, to ensure that they understand the issue and discuss potential resolutions. Also at this point, the player and parents will sign a copy of this procedure indicating they have read and understand the next steps that can be taken by the association if the misbehaviour persists. Please note: If an executive member is present during step 1, and this document is signed by each party, this step (2) is considered complete.
3	If the previous steps have not resolved the issue and problems persists, the coach may not dress the player for one (1) complete game. Player must be present (off ice) during this game. Coach must inform player and parent that step 3 is imminent. Coach must inform the executive that step 3 is possible and when step 3 is to take place.
4	If the previous steps have not resolved the issue and misbehaviour persists, the coach may not dress the player for three (3) complete games. Player must be present (off ice) during these games. Coach must inform the player and parent that step 4 is imminent. Coach must inform the executive that step 4 is possible and when step 4 is to take place.
5	If the previous steps have not resolved the issue and problems persist, it is determined that the player has no intention in changing. Permanent suspension occurs immediately. The Resolution Committee Chair must inform the player and parents and executive that step 5 is imminent. Step 5 is vocalized to everyone involved before it is implemented, by the executive.

Executive must contact the player and parents to inform them of the permanent suspension. Executive must determine a resolution.

Examples of resolutions:

- a) Player may go directly to house league, if executive feels that no disruption will occur.
- b) Player may be removed from all rosters and executive will determine fair repayment of registration cost. (No repayment of fees paid to team shall be expected.)
- c) Player may be removed from all rosters and NO repayment of registration cost will occur.

Executive member must contact parent and/or player and inform them of the executive's decision of resolution.

Note: The resolution must be to the benefit of the association and its members.

ALL OF THE ABOVE STEPS MAY BE BY-PASSED TO STEP 5, BY THE EXECUTIVE, IN CASES OF VIOLENCE.

Player Name

Parent Signature

Executive Member Signature

Date