



SDMHA Disciplinary/ Conflict Resolution Policy and Process Updated October 2022

1. Introduction

In accordance with our mission and mandate, and following the direction of Hockey Canada, the SDMHA executive has adopted a formal code of conduct and disciplinary process for players, parents, and team officials.

All players, parents, and team officials are expected to demonstrate high levels of kindness, respect and healthy competition, to observe the letter and the spirit of the SDMHA Codes of Conduct, as well as the playing rules, regulations and policies of the PCAHA, BC Hockey and Hockey Canada.

The disciplinary/ conflict resolution process is designed to create a fair, unbiased, and objective process for disciplining behavior that violates our codes of conduct. The intent is to ensure that any disciplinary actions carried out by the SDMHA executive with support from the Risk Manager are consistent regardless of who is being disciplined or who is making the ruling on behalf of the executive.

SDMHA reserves the right to discipline players, parents (including related spectators/fans when necessary) or team officials in addition to, and regardless of, any discipline that may have occurred through PCAHA or BC Hockey if they have violated SDMHA codes of conduct.

To ensure a safe space to raise ALL hockey related maltreatment, sexual violence, harrasment, abuse or discrimination complaints/ concerns by someone affiliated with Hockey Canada, Hockey Canada has established a new, fully independent and confidential reporting mechanism known as the [Independent Safe Sport Complaint Process](#). The new [Hockey Canada Discipline and Complaint Policy](#) outlines the role of the Independent Third Party (ITP) and the applicable process. ALL complaints of serious misconduct and/or in violation of [Universal Code of Conduct to Prevent and Address Maltreatment in Sport](#) should be submitted directly to the Independent Safe

Sport Complaint process via email to complaints@sportcomplaints.ca. If a complaint of this nature is received directly by a SDMHA team official, Division Manager, Division Director, the SDMHA Risk Manager or any SDMHA Executive member it will immediately refer the matter to the ITP for handling.

Note: References in this policy and process to 'parent' shall include both parents and/or legal guardians. References to 'team officials' in this policy and process shall include Head Coaches, Assistant Coaches, Team Manager and HCSP as rostered.

2. Policy Expectations

- 2.1 All players, parents and team officials must sign the appropriate SDMHA Code of Conduct prior to their first ice time.
- 2.2 The team officials are primarily responsible for ensuring a high level team conduct and discipline for all members of their team community, and for taking/ initiating disciplinary action when appropriate or required.

- 2.3 The coaching staff are expected to ensure that their team players respect the rules of the game and play in a manner that does not create unreasonable risks for the player or for their teammates or opponents. In particular they are expected to take further action in connection with any instances of dangerous on-ice conduct such as discrimination, head contact or checking from behind.
- 2.3.1 For divisions U11 and above the team officials should attempt to resolve any code of conduct or dangerous on-ice conduct violation(s). Further action that may be taken include; missing shifts in a game, time out on the bench in a practice, meeting with team officials, team meeting, verbal or written warning, one game suspension or any other possible pre authorized actions. Violation dependent, other actions may be acceptable but will require prior approval of SDMHA Executive.
 - 2.3.2 Team official disciplinary action is expected to follow procedural fairness including;
 - a) A right to know why one is being disciplined
 - b) A right to offer a defence or explanation
 - c) The right of a parent to be informed and given the opportunity to comment at the first opportunity
 - d) A right to have the team official disciplinary action referred to the SDMHA Disciplinary/ Conflict Resolution Process
 - e) An expectation that similar conduct shall merit similar disciplinary action
 - 2.3.3 The team officials may at their sole discretion, per player per season, suspend a player for one game for any disciplinary reasons, whether the violation occurred on or off the ice and regardless of any other disciplinary action faced. If the player faces a second violation or commits a violation that the team officials may feel is deserving of more than a one game suspension, then any disciplinary action will be referred to the respective Division Manager for consideration in consultation with the Division Director and/ or Risk Manager and following the disciplinary/ conflict resolution process.
 - 2.3.4 Specifically any player cited for an Rule 11.4 - Discrimination infraction (and one of their parents) will be required to complete the appropriate version of the on-line Respect in Sport course at their own expense, in addition to any other discipline that may have occurred through BC Hockey, before resuming any and all team activities.
 - 2.3.5 For divisions U9 and below code of conduct or dangerous on-ice violations are to be investigated by the appropriate Division Manager and any further action determined in consultation with the Division Director and/or Risk Manager.
- 2.4 Code of Conduct violations by team parents or related spectators or fans are to be immediately referred to the team officials and are to follow the same process as players outlined above in 2.3.
- 2.5 The Division Manager, Division Director and/or Risk Manager can be requested to participate upon the request of the team official or any involved parties at any point provided there is no conflict of interest.
- 2.6 Code of Conduct violations by Team Officials are to be immediately referred to the appropriate Division Manager and/ or Risk Manager to investigate and take/ initiate disciplinary action when appropriate or required following the disciplinary/ conflict resolution process.

2.7 Players and/or parents should, with adherence to the SDMHA 24-hour policy, raise any complaints/ concerns directly with their team officials. If it is not possible or appropriate for team officials to initiate the resolution of the violation, then a formal complaint with adherence to the 24-hour policy can be submitted directly to the respective Division Manager and/ or SDMHA Risk Manager to initiate an investigation and when appropriate or required take action following the disciplinary/ conflict resolution process.

3. Disciplinary and Conflict Resolution Process

It is the intent of this process to provide direction in terms of conducting SDMHA disciplinary or conflict resolution hearings. Should it be necessary for South Delta Minor Hockey to conduct a disciplinary or conflict resolution hearing, the following process will go into effect:

3.1 The player, parent/spectator/fan or team official in violation of the SDMHA Codes of Conduct may be indefinitely suspended from any and all SDMHA team activities at the discretion of the Division Manager and/ or Risk Manager until such time as a hearing can be conducted.

3.2 The hearing will be conducted at the earliest convenience within seven to ten (7-10) days from the date the SDMHA Executive is advised of the need for a disciplinary/ conflict resolution hearing by the Division Manager or Risk Manager.

3.3 The hearing committee will ideally be made up of the SDMHA Risk Manager and a minimum of two (2) executive board members appointed by the executive with no known conflict of interest. Executive members with a conflict of interest must recuse themselves. For this reason members may be drawn from other SDMHA positions as required. One of the three hearing committee members will act as the chairperson of the committee.

3.4 Any player, parent/ spectator/ fan or team official in violation must also be engaged in their hearing.

3.5 For the convenience of all parties involved the hearing may be conducted by means of video conference call.

3.6 On completion of the hearing, the committee will have up to 72 hours to consider their disciplinary or conflict resolution decision. The chairperson of the committee will be responsible for contacting all involved parties and the SDMHA President to advise them of the decision and follow up with an emailed written summary.

3.7 Should any involved parties disagree with the ruling of the hearing committee, they shall have the right to appeal the ruling. In this case, the appeal must be submitted to the SDMHA Administrator in writing, with consideration of the 24 Hour Policy within 72 hours of the receipt of the written summary.

3.8 Once received, the administrator will contact the chairperson of the hearing committee who in turn will have seven (7) days in which to schedule the appeal hearing.

3.9 The Appeals Committee will be made up of three members which will include the chairperson of the original hearing committee and two NEW members which may be drawn from SDMHA Executives, other Minor Hockey Associations or the Pacific Coastal Amateur Hockey Association as needed with a new chairperson being appointed.

3.10 On completion of the Appeals Committee hearing, the committee will have 72 hours to consider their decision pertaining to the matter. The chairman of the committee will be responsible for contacting all involved parties and advising them of the decision and follow up with a written summary. This Appeals Committee ruling will be final.