

DISCIPLINARY POLICY

1. MEMBERS

The following applies to all those representing JDFMHA at any event or location (a “Member”).

1.1 The Board of Directors shall have the authority to suspend and/or ask for the resignation of any Member for “conduct unbecoming a Member” of JDFMHA, which includes a matter, conduct or thing that is considered, in the judgment of the Disciplinary Committee, the Board or any other committee thereof, (a) to be unsportsmanlike, abusive, threatening, slanderous, libelous, or inappropriate, (b) contrary to the best interest of the Association, or (c) harmful to the standing of minor hockey. Suspension entails exclusion from the arena for a set time period.

1.2 Any Member, or person, acting in an unsportsmanlike or inappropriate or abusive manner during any team gathering (pre-game, game, post-game, practice, special event) may be subject to disciplinary action by the Board of Directors.

1.3 Disciplinary action by the Board may include expulsion from the arena for a set time period or expulsion from the Association.

2. PLAYERS AND TEAM OFFICIALS

The following applies to all players and team officials, representing or working for JDFMHA at any event or location.

2.1 Hockey is to be played on the ice, not in hallways, dressing rooms or spectator areas at any arena. Abuse or damage of arena property or equipment shall result in an immediate suspension of the team or player involved until the responsibility of the cost of the damage incurred is determined and/or resolved to the satisfaction of the Board of Directors.

2.2 JDFMHA will uphold any suspensions imposed by Hockey Canada, BC Hockey or VIAHA. The JDFMHA Board of Directors has the authority to impose additional disciplinary action as determined by the Board.

2.3 JDFMHA strictly prohibits the use of tobacco, vaping, drugs, or alcohol in any hockey related activity. Any player, bench official or JDFMHA member who is impaired or who is vaping or found using tobacco, drugs or alcohol at any JDFMHA game, practice or other hockey related activity will be subject to disciplinary action.

2.4 Abusive language or explicit music in dressing rooms, hallways, player benches, penalty box or on the ice will not be tolerated and may result in disciplinary action.

2.5 Fighting anywhere in or outside an arena complex, before or after a game will result in disciplinary action by the Board.

2.6 Referees are not to be approached before, during or after a game by any individual other than the Referee in Chief.

3. SUSPENSIONS

3.1 When suspensions are being considered they must equal or exceed the guidelines as set out by Hockey Canada, BC Hockey or VIAHA.

3.2 A coach may suspend, for discipline, any player for up to one (1) game at their sole discretion. A suspension of more than one (1) game must have approval from the Disciplinary Committee. All suspensions must be reported to the applicable Division Manager, and VP-Operations.

4. TEAM OFFICIALS

4.1 All matters relating to discipline of team officials will be first handled by the JDFMHA President or VP-Operations and the Division Manager responsible for the Division involved. All matters relating to discipline of players will be first handled by the VP-Operations and Division Manager, in consultation with the players' team officials.

5. PENALTIES ("C" AND REP)

5.1 All penalties shall be governed by the official rules as published by Hockey Canada, BC Hockey, VIAHA, or as varied by JDFMHA.

5.2 The Board may impose penalties and/or suspensions in addition to any assessed by BC Hockey or VIAHA through a formal hearing with the player, Association VP-Operations and Disciplinary Committee.

5.3 It is the responsibility of the team officials to ensure that all player penalties and suspensions are duly served. Team officials must notify their applicable Division Manager, and each Division Manager must notify the VP-Operations, of each misconduct or match penalty assessed against a player, within 48 hours of the penalty or suspension being incurred.

6. TEAM OFFICIALS' RESPONSIBILITIES

6.1 It is the responsibility of coaches and managers to enforce procedures and instructions as published by JDFMHA. Team officials will be held accountable to a higher standard and will be expected to set a proper example by their conduct. Unsportsmanlike, inappropriate, or abusive behavior will not be tolerated and will result in disciplinary action by the JDFMHA Board and/or Disciplinary Committee.

6.2 A Coach is responsible to JDFMHA for the conduct of their players immediately before, during and after games, practices and other hockey related activities. Parents will be held responsible for their own actions. The Board of Directors reserves the right to suspend a Player for inappropriate parental action.

6.3 Players should change in their assigned dressing rooms. The Two Deep Rule, as outlined by Hockey Canada shall be abided by at all times for adults entering a dressing room.

6.4 Each team must have parents to act in the capacity of off-ice officials, (timekeeper/scorekeeper) and only assigned personnel should be in the players box, penalty box and time box.

6.5 In the event of an injury the team coach or safety shall be responsible for directing all necessary action. A Hockey Canada Injury report must be completed and forwarded to the Division Manager and the Association Risk Manager immediately after an injury.

7. COMPLAINTS

7.1 Game Protests and Game Complaints. All game protests and appeals shall be dealt with in accordance with VIAHA Rules and Regulations. All game protests during the regular season shall be transmitted in writing to the VIAHA Commissioner or Managing Director within 72 hours, on Association letterhead signed by the Association President. All other game complaints must be dealt firstly with team officials (coaches and managers), and secondly with the applicable JDFMHA Division Manager and/or applicable JDFMHA President. The Division Manager and Vice Presidents may: (i) deal with the matter in such manner as they consider reasonable; (ii) seek the recommendation from the Coach Mentor; or (iii) refer the matter to the Board of Directors for a decision.

7.2 Dealing with Player, Parent, or Spectator Complaints. Complaints regarding the conduct of a player, parent, or spectator (but not including a coach and/or manager) shall be made to the applicable Division Manager, who shall have primary responsibility for investigating the matter and gathering relevant facts. The Division Manager may: (i) deal with the matter in such manner as they consider reasonable; (ii) seek the recommendation from the JDFMHA President or Vice-President, who may refer it to the Board for discussion or the Disciplinary Committee.

7.3 Dealing with Coach and Team Official Complaints. Complaints about a Coach, Assistant, Safety must first be addressed to the Manager in writing. If the Manager cannot resolve the issue, they will bring it forward to the Division Manager. Complaints about a Manager must first be addressed to the Coach in writing. If the Coach cannot resolve the issue, they will bring it forward to the Division Manager. Fair Play concerns should be directed to the Division Manager in writing.

7.4 Escalation Procedure. If an issue cannot be addressed at the Team level, or by the Division Manager, the VP-Operations and Head Manager shall be notified. Every effort shall be made to resolve issues quickly and at the team level.

7.5 Dealing with Complaints for Other Associations. Any complaint related to another association, or non-JDFMHA home facility shall be directed through the President. Under no circumstance shall a Member directly address another Association, VIAHA or BC Hockey.

7.6 Dealing with Referees and Linesmen Complaints. Any serious concerns and/or complaints by coaching staff or others regarding the conduct of referees and linesmen should be reported in writing to the JDFMHA Referee-in-Chief and a copy to the President. Concerns and complaints about calls made during a particular game, questioning interpretations of judgement calls, and verbal complaints will NOT be heard.

7.7 Disciplinary Committee. The Committee will gather and analyze information. The Disciplinary Committee will be established annually following the Association's annual general meeting. The Disciplinary Committee will be comprised of the VP-Operations as chairperson, or another board member as appointed by the President. All committee members shall be on the Board of Directors or another qualified member in good standing, as appointed by the JDFMHA Board. The Chairperson will nominate at minimum, two other individuals for appointment to the Committee, and such nominations must be approved by the JDFMHA President.

7.8 Disciplinary Committee Procedures. Any person involved in a complaint shall be entitled to make representations in writing to the person(s) or committee reviewing the matter; and at the sole discretion of the committee appear in person or virtually before the Disciplinary Committee on the matter. The Disciplinary Committee may also request any person who was involved in the complaint or who witnessed the matter complained of, to provide the Committee with a written statement or appear in person or virtually. The Chairperson of the Disciplinary Committee (or person designated as such in each instance)

shall conduct all meetings with reasonable fairness, allowing all parties the opportunity to present all relevant information.

7.9 Reporting to the Disciplinary Committee. Any person involved in a complaint shall cooperate with the committee members investigation the claim. This may include providing written statements, attending a meeting in person or virtually. All members shall make themselves available when requested to meet, and shall not unreasonably withhold their attendance. If a member is requested to meet in person or virtually, and does not respond to the request within 7 days, the Chairperson of the Disciplinary Committee has authority to suspend the individual from all team activities until a meeting is held. This includes players, team officials and parents.

8. COACH COMPLAINTS

8.1 Complaints from parents or team members regarding coaches must be made first to the applicable Division Director and Team Manager and follow the Dispute Resolution Process. If the complaint is not resolved or cannot be resolved, or it requires a decision, it must be presented in writing to the JDFMHA Board of Directors for resolution.

8.2 Complaints from on-ice officials regarding coaches must be made to the Referee-in-Chief and official assigner in writing. Any coach who is abusive to officials will receive a letter of reminder regarding their treatment officials from the Disciplinary Committee. If the same coach receives a subsequent complaint the President, VP-Operations or Coach Mentor will address the complaints in person. A third complaint will result in possible non consideration for future coaching positions. All letters will be kept in the coach file.

9. RESOLUTIONS BY THE DISCIPLINE COMMITTEE

9.1 All matters that are escalated to the Discipline Committee will be investigated according to the Committee's discretion. All matters will be dealt with discretely and privately. The Committee shall protect the privacy of everyone involved. The party who initiated the complaint shall not necessarily be advised of the outcome of any particular matter.

9.2 Matters that result in a suspension by the Disciplinary Committee shall be formalized with a Notice of Suspension or Notice of Expulsion. The Notice shall be signed by the President, or delegated Committee Member and shall be distributed to the offending individual, and pertinent team officials.

10. APPEALS

10.1 Decisions made by the Discipline Committee shall be carefully considered and issued with the best interests of the association. There is no appeal process to overturn a suspension.

10.2 A decision to expel a member may be appealed to the JDFMHA Board of Directors by giving written notice providing a description of the matter(s) in question and stating the reasons for the appeal. An appeal shall either be delivered by hand, or electronic mail within 48 hours (including Sundays and public holidays) following notification of the decision referred to in section 9 above. A special Board Meeting shall be held at the earliest opportunity to review the appeal and vote on the appeal. A quorum of 10 Board Members shall be required to hear the appeal.