

Lacombe Minor Hockey Members in Bad Standing Policy

Adopted September 2026

Purpose

The purpose of this policy is to establish clear expectations for the conduct of members and to define circumstances under which a member may be considered to be in bad standing with the Association.

Application

This policy applies to all members within the Lacombe Minor Hockey Association (LMHA).

Definition of Bad Standing

A member may be determined by the Executive Committee to be in bad standing with LMHA when their conduct is considered detrimental to the Association, its members, volunteers, officials, players, coaches, or its operations.

Examples of conduct that may result in a member being deemed in bad standing include, but are not limited to:

1. Failure to pay registration fees, team fees, fundraising commitments, fines, or other approved Association charges by established deadlines.
2. Harassment, abuse, intimidation, threats, discrimination, or inappropriate conduct directed toward players, coaches, officials, volunteers, Executive members, spectators, or Association representatives.
3. Repeated violations of LMHA bylaws, policies, codes of conduct, or governing body regulations.
4. Conduct that brings the Association into disrepute, including inappropriate public communications including social media activity, public defamation, or dissemination of false or misleading information about the Association or its members.
5. Obstructing, refusing to cooperate with, or knowingly providing false or misleading information during an Association investigation or disciplinary process
6. Retaliating against an individual who raises a concern, participates in an investigation, or supports the enforcement of Association policies
7. Interference with coaching decisions, team operations, player evaluations, team selection processes, or LMHA governance.
8. Failure to comply with disciplinary decisions, sanctions, suspensions, or directives issued by LMHA or its governing bodies.
9. Any conduct determined by the Executive Committee to be harmful to the safe, respectful, and effective operation of the Association.
10. Misuse of position or authority to influence or access LMHA information for the purpose of recruiting, soliciting, encouraging, or facilitating the movement of players to another minor hockey organization. This includes, but is not limited to:
 - a. **Recruitment or Influence:** Using an Association role, resources, communications, events, or confidential information to recruit,

pressure, persuade, or encourage players or families to leave the Association for another sanctioned Hockey Alberta organization.

- b. **Improper Incentives:** Offering or implying preferential treatment, roster placement, ice time, coaching opportunities, or other benefits as an incentive to leave the Association.

Determination of Bad Standing

The Executive Disciplinary Committee may review incidents involving a member and determine whether the individual is in bad standing.

The Executive Disciplinary Committee shall provide the member with notice of the concerns and an opportunity to respond before a decision is made, except where immediate action is required to protect participants or Association operations.

Consequences

A member determined to be in bad standing may be subject to one or more of the following:

- Written warning;
- Suspension from Association activities or facilities;
- Restriction of communication with Association personnel;
- Loss of volunteer privileges;
- Suspension of player(s) participation where permitted under governing regulations;
- Refusal of future registration applications; and/or
- Any other disciplinary action deemed appropriate by the Executive Disciplinary Committee.

A member shall remain in bad standing until all conditions established by the Executive Committee have been satisfied and formally restores the individual's status to good standing.