

MONTAGUE RINGETTE ASSOCIATION

Policy Manual



www.montagueringette.com

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1. Code of Conduct

This code of conduct identifies the behaviour expected of all members and participants of the Montague Ringette Association (MRA). This applies to players, parents, on-ice helpers, coaches, officials, volunteers, directors, officers, committee members, team managers, and anyone involved in MRA activities.

- MRA is committed to providing an environment in which all people are treated with respect.
- MRA members and participants must demonstrate adequate and courteous behaviour at all times.
- During all MRA activities and events, members must avoid behaviour that could harm the reputation of MRA or the sport (such as alcohol or drug abuse, or underage drinking/drug use).
- MRA members and participants must at all times respect the policies and procedures of MRA, and the rules and regulations that govern MRA events and activities in which the member participates on behalf of MRA.
- MRA members must refrain from comments or behaviour that is disrespectful, offensive, abusive, racist, or sexual.
- Harassment or abuse will not be tolerated.

1.1 Player Code of Conduct

To support team success, safety, and individual development, all players are expected to demonstrate commitment, respect, and responsibility at all times. This policy outlines expectations for attendance, conduct, and safety during all ringette activities.

By representing Montague Ringette, players agree to uphold the Code of Conduct as part of their commitment to the team and the sport.

1.1.1 Player Behaviour Standards

All players are expected to:

- Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete.
- Participate and appear on time and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events.
- Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or any other reason.
- Adhere to the Organization's rules and requirements regarding clothing and equipment.
- Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures toward other athletes, officials, coaches, or spectators.

- Act in accordance with Ringette PEI and Montague Ringette Association policies and procedures and, when applicable, additional rules as outlined by coaches or managers.

Unacceptable behaviour may result in warnings, a parent/guardian meeting, suspension, or removal from the team, depending on the severity and frequency of the actions.

1.1.2 Attendance Expectations

Attendance helps build strong teams, promote fairness and equal opportunity, and support a safe and fun playing environment for all. All players are expected to have consistent attendance:

- Players are expected to attend all scheduled practices, games, and team events.
- Arrive for practice with enough time to dress for the ice, and be ready to go on as soon as the Zamboni doors have closed and the coaching staff directs.
- Arrive 30 minutes before games, unless otherwise directed by the coaching staff.
- Notify the coach or team manager of absences as early as possible, ideally 24 hours in advance.

1.1.3 Repeated / Patterned Absences

Repeated or patterned absences affect development, team chemistry, and game readiness. Frequent attendance builds skills, trust, and consistency. Missing practice on a regular basis disrupts the team's progress and, as a result, affects every individual.

Repeated absences, no matter the team level, may lead to:

- A parent/guardian meeting to discuss solutions
- Reduced playing time
- Temporary removal from the game roster

The Montague Ringette Association is committed to providing a safe, positive, and supportive environment to allow all participants — including athletes, coaches, and parents — to have a positive ringette season.

2. Preventing Bullying, Harassment and Abuse

Within MRA there shall be no abuse or neglect — whether physical, emotional, or sexual — of any participant in any of its programs. The Montague Ringette Association expects every parent, volunteer, and staff member to take all reasonable steps to safeguard the welfare of its participants and protect them from any form of maltreatment.

Within MRA, harassment and bullying in all of its forms will not be tolerated during the course of any MRA activity or program. Accordingly, MRA personnel (staff, volunteers, team or on-ice officials) and partners (parents, guardians) are responsible for making every reasonable effort to uphold this commitment. This includes refraining from harassing or bullying behaviour, responding promptly and informally to minor incidents of harassment or bullying, and following local, branch, or national policy guidelines for reporting or responding to more serious complaints of harassment or bullying. Players and

other participants are expected to refrain from harassing or bullying behaviour and are encouraged to report incidents of harassment or bullying.

2.1 Disciplinary Policy

The Montague Ringette Association fully adheres to the Disciplinary Policy laid out by Ringette PEI. Full explanations of infractions, the reporting process, and the appeal process are located in the Ringette PEI League Handbook.

Any incident requiring investigation that may lead to disciplinary action must be reported to the MRA Director of Coaching, President, or, if necessary, any other member of the executive team. MRA will adhere to any applicable policies currently in place or that may be adopted.

Behaviours and actions that would lead to disciplinary action include, but are not limited to, the categories below.

2.2 Bullying

Bullying is a unique phenomenon. It involves a person expressing their power through the humiliation of another person. Bullying describes behaviours similar to harassment — or behaviours between youth, or between adults, that are not linked to a prohibited ground of discrimination and therefore are not addressed under federal, provincial, or territorial human rights laws. Bullying is offensive, cruel, intimidating, insulting, or humiliating behaviour combined with the misuse of power or position. It can be physical or verbal; direct or indirect. Bullies are typically cruel, demeaning, and hostile towards the targets of their bullying. The issue of bullying between youth under 12 years of age is not addressed by law; however, bullying behaviour is similar to harassment in that it is defined as hurtful interpersonal mistreatment of a person.

2.3 Harassment

“Harassment” means any inappropriate conduct, comment, display, action, or gesture, or any bullying, that the person responsible knows — or ought reasonably to know — could have a harmful effect on a person's psychological or physical health or safety, including:

- Conduct that is based on any personal characteristic, such as, but not limited to, race, creed, religion, colour, sex, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry or place of origin, gender identity, or pregnancy; and
- Inappropriate sexual conduct that is known, or ought reasonably to be known, to be unwelcome, including, but not limited to, sexual solicitations or advances, sexually suggestive remarks, jokes or gestures, or circulating inappropriate material via online platforms.

Harassment can take many forms — physical, verbal, sexual, or emotional — and most often involves a combination of these elements. Harassment may occur between anyone: between peers (player to player, parent to official, coach to coach), or between someone in a position of authority and a person in a subordinate position (coach to player, sports administrator to employee). It does not matter that a

person did not mean their behaviour to be harassing, or did not intend to abuse their position of power or trust — it is the effect of the behaviour that is most critical.

2.4 Abuse

Abuse is any form of physical, emotional, and/or sexual mistreatment or lack of care that causes physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust.

2.4.1 Emotional Abuse

Emotional abuse is an attack on a child's self-esteem; it is psychologically destructive behaviour by a person in a position of power, authority, or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing, or ignoring the child's needs. Emotional abuse can be categorized into seven areas: rejecting, degrading, isolating, terrorizing, corrupting, ignoring, and exploiting.

2.4.2 Physical Abuse

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. Examples include: threatening to use unreasonable physical force as punishment; use of physical force such as hitting, slapping, punching, pinching, kicking, hair-pulling, hitting with an object, shaking, pushing, burning, biting, tying up, or restraining; using excessive exercise as punishment; forcing an athlete to work out until they vomit or pass out from exhaustion; throwing equipment at an athlete (such as rings, helmets, balls, or clipboards); pushing or throwing athletes against walls, boards, or nets; and encouraging or allowing team members to physically assault another athlete.

2.4.3 Neglect

Neglect is inattention to the basic necessities of life, such as clothing, shelter, a nutritious diet, education, good hygiene, supervision, medical and dental care, adequate rest, a safe environment, moral guidance, exercise, and fresh air.

2.4.4 Sexual Abuse

Sexual abuse is when a young or less powerful person is used by an older or more powerful child, adolescent, or adult for sexual gratification. There are two categories: contact and non-contact.

Contact:

- Kissing or holding a young athlete in a sexual manner
- Touching a young athlete's sexual body parts, or forcing a young athlete to touch another person's sexual parts
- Penetrating a young athlete anally or vaginally with objects or fingers
- Having vaginal, anal, or oral intercourse with a young athlete

Non-Contact:

- Flashing or exposing one's body parts to a young athlete
- Watching intrusively as a young athlete changes or showers
- Speaking or communicating sexually or seductively with a young athlete
- Showing pornographic films, magazines, or photographs to young athletes
- Having young athletes participate in the creation of pornographic materials
- Forcing a young athlete to watch a sexual act performed by others
- Objectifying or ridiculing a young athlete's sexual body parts

3. Dressing Rooms

- Male coaches **MUST** be accompanied by an adult female when entering the dressing room. It is recommended, when possible, that no adult be alone in the dressing room with players.
- Only designated, criminally checked team staff are permitted in the dressing room; this must include at least one criminally checked female.
- Should a U12 or above player require help with skates being tied, that player should exit the dressing room for assistance.
- Exception: U8 and U10 parents are permitted in the dressing room.
- No male players are permitted in dressing rooms from the U12 age group and up. Male players may be allowed to enter only when team staff are present.

4. Bench Staff

A criminal-record-checked, certified female coach must be on the bench during every game, or the game will be forfeited. If a team's first-aid person is not female, the female bench staff must accompany the first aider while assessing the player.

5. Registration of Players

No player may participate in MRA activities unless they are properly registered.

- Registration is available online via the link on the association's website, www.montagueringette.com. By registering with MRA, you agree to adhere to the Policies and Procedures, as well as the Constitution and Bylaws.
- Registration may be canceled if fees are not paid in full by October 31 of the current season, unless payment arrangements have been made. Registration will not be accepted until the previous year's and current year's fees are paid.
- No new registrations will be accepted after September 30, unless approved by the Board.

- Refunds will be prorated, with the exception of a fixed amount for insurance and administration fees. No refunds are allowed after December 15 for new players, or November 15 for returning players. Exceptions will be considered by the Board on a case-by-case basis.
- Refunds for a season-ending injury will be prorated, with the exception of a fixed amount for insurance and administration fees, with a medical note from the player's doctor, unless otherwise approved by the Board.
- Where the ringette season is affected by any exceptional circumstance, a refund will be offered on a prorated basis. Exceptional circumstances that arise after February 15 will not result in any refunds for that current ringette season.

6. Evaluations and Team Selections

Once registration is complete and team coaches have been selected, they will be provided with a list of players for their respective divisions.

6.1 Evaluation Process

Evaluators will include the Coaching Director and one or more impartial members of the association. Evaluators will rate and rank players on a 1–5 scale (or similar), with “5” being the highest skill level. Differences of opinion in the assessment of a player's skills will go through mediation by the director and coaches, who may consult with other ringette coaches familiar with the player's potential. The goal is to have skills as balanced as possible between teams. Youth evaluation is even more important than team selection itself, and evaluators must remain impartial. Ice hours will be made available for the evaluation process.

6.2 Team Selection Process

Team selection is important to ensure a well-balanced league that serves the best interests of players, coaches, officials, parents, and the MRA.

Special requests are considered for first-time players only and are not guaranteed. No special requests will be allowed beyond the Under 8 level, except for exceptional reasons approved by the President or Vice-President of the association (for example, an unauthorized request such as being placed with a friend on a specific team).

Irrespective of age group, siblings will be paired together, even where the ranking process does not naturally produce a pairing. Rankings will be adjusted among the coaches involved where appropriate.

6.2.1 U8

Coaches will confer with the goal of making relatively equal teams that respect friendships and relationships as well as talent. As this is primarily a skills-development program, the goal is to teach the fundamentals of the game in a fun, non-competitive environment, with special attention to skating development and the fundamentals of passing and ring reception.

6.2.2 U10, U12, U14

The goal is to make teams as even as possible through an objective process. All players are required to complete two assessments before any team composition process: a skating assessment and a gameplay assessment.

- **Skating assessment:** a series of timed skating skills — forward, backward, agility, stops/starts, forward/backward pivots — generating a numeric rating for each player.
- **Game-play assessment:** focused on personal drive/aggressiveness, game sense (rules, ability to play multiple positions, on-ice positioning), and overall ringette skills (ring handling, passing, receiving, shooting).

Players receive an aggregate score, which is combined with the skating assessment score to generate an overall ranking. Players are then paired and distributed to teams to create as equal a distribution as possible. For example, with 6 teams in an age group, after a random draw determines composition order: Team 1 receives the 1st- and 12th-ranked players overall, Team 2 receives the 2nd- and 11th-ranked players, Team 3 receives the 3rd- and 10th-ranked players, Team 4 receives the 4th- and 9th-ranked players, Team 5 receives the 5th- and 8th-ranked players, and Team 6 receives the 6th- and 7th-ranked players.

For U12 and U14, it is important to identify and separate forwards and defense to ensure a relatively equal distribution of position players across teams. Forwards may also be split between centers and wingers, as this may also be an important criterion for team composition.

Coaches with children in these age groups will automatically be assigned the team-composition slot corresponding to their daughter's ranking (for example, a 5th-ranked child places the coach in the 5th pairing position). Where a ranking conflict arises — for instance, the 5th-ranked player would be paired with the 8th-ranked player, who is the child of another coach — a slight adjustment to the rankings will be made to resolve the conflict. Selection order is therefore generally pre-determined by the ranked positions of players involved in a coach/child relationship; otherwise, a random draw determines selection position.

6.2.3 U16 / U19

Given the strong likelihood of familiarity among players in these age groups, a formal skating assessment will not be conducted. Instead, game-play assessments and historical information will be used to rank players into Defense, Center, and Forward groups. Coaches will apply the same pairing principle to ensure teams have similar talent at all positions.

6.2.4 18+

Players are more likely to be distributed based on friendships and familiarity with other players. Every effort should be made to keep teams as equally talented as possible.

7. Reclassification of a Player

The most important person in the community sport experience is the participant. MRA is responsible for protecting the safety of players and ensuring their well-being. To do this, MRA must make decisions in the best interests of all participants; any decision regarding the reclassification of a player will take into account all aspects of the player's development. One of the primary goals of ringette is to develop positive self-esteem. MRA is committed to managing player registration in line with Ringette Canada's age levels, and it is important for players to practice the sport with athletes of the same age group.

The reclassification of a player will not be allowed. In almost all cases, it is better to challenge a player through leadership opportunities than to place them in a higher age group. Notwithstanding the above, MRA may, in exceptional circumstances, recommend that a player advance to the next age group in accordance with the guidelines below.

7.1 Procedure

In all cases recommending the reclassification of a player to the next age group, MRA's decision will be based on the following evaluation criteria to ensure the decision is in the best interest of the association and the player.

Criteria for assessing the association:

- The number of players in the older age group and the similar age group
- The impact on teams in both age groups — is the change good for both age groups?
- Is this change good for MRA?

Criteria for evaluating the player:

- The player must be in the last year of their age group.
- The player must rank in the top 20% of players in the older age group, based on the current MRA player evaluation model and Ringette Canada's Long-Term Athlete Development framework (for example, if moving from U12 to U14 with 40 U14 players, the player must rank among the top 10 U14 players).
- All concerns related to risk management should be assessed on an individual basis.
- Movement to the older age group is valid for one (1) year only.

MRA may also, in exceptional circumstances, recommend that a player move to a lower age group where it is decided that doing so is in the best interest of the association and the player. In any case, the player's point of view will be respected before finalizing the decision, and coaching feedback will also be considered as part of the player's assessment. The decision of MRA is final and binding, and there is no appeal process to the MRA executive.

7.2 Coaching Selection

The association insists that its coaching staff follow exemplary standards of conduct in discussions with other coaches, referees, and officials, and project a positive image to participants and parents of MRA. The coaching staff is an integral part of the association and is expected to support the decisions of the executive and respect the policies and Code of Conduct of the association. Those interested in becoming coaches may apply via the registration process.

Coaches are selected by the executive committee on the following basis:

- Certification
- Experience
- Ability to work with and develop athletes
- Philosophy of fair play

Where two or more equally qualified coaches are interested in a sole Head Coach position for a particular division or level, preference will be given in the following order:

- Coaches over the age of 18
- A coach with playing experience in the sport of ringette
- The coach who has contributed the most to the organization/age group as a whole
- A female coach

The Director of Coaching, accompanied by two members of the Board of Directors, will interview each candidate for a Head Coach position, and each candidate will be informed of the decision on their application within 48 hours of the interview.

Where possible, non-parent coaches with less than 2 years of experience will be paired with an experienced parent assistant coach, who will provide mentorship on coaching responsibilities beyond the on-ice role. It is hoped that the head coach will reciprocate with mentorship on the more technical aspects of ringette, and that this pairing will also help maintain balance across teams.

8. Coaches' Responsibilities

All coaching staff — head coach or assistant — must be informed of their duties and responsibilities. All coaches must follow the National Coaching Certification Program (NCCP) Ethical Standards and the Coaching Association of Canada's (CAC) Code of Conduct. All coaches must complete the CSI course prior to December 31 of the current season.

All coaches and team staff members are representatives of MRA and must be approved and appointed by the executive. Duties and responsibilities include:

- Full participation in, and promotion of, the MRA Fair Play Policy as outlined in this manual.

- Training that includes teaching and improving ringette skills, and promoting teamwork and sportsmanship among players.
- Ensuring each player is properly protected and that parents are informed of the need for properly fitted, approved equipment. Players must wear helmets, properly fastened, at all times from the moment they leave the locker room — during warm-up, and while on the bench or penalty bench.
- Displaying a mutual show of respect and sportsmanship at the completion of each game.
- Maintaining a respectful attitude toward referees. A lack of self-control will not be tolerated; the MRA executive will investigate and may pursue disciplinary action. The use of foul language by a team staff member is unacceptable and will not be tolerated.
- Appointing one or more competent assistant coaches and a manager. All volunteers must complete the necessary Criminal Record Check and may be required to complete a Vulnerable Sector Check.
- Maintaining reasonable control over players and parents at all times, on and off the ice (e.g., in locker rooms, at tournaments, in hotels, and at all MRA events).

MRA supports and encourages coaches to continue improving their skills and certification through ongoing education. All coaches must complete ISA Level 1 (Introduction to Community Sport), including ethics training. The Association will cover the full cost of all mandatory clinics; other courses must be pre-approved by the Board for reimbursement.

9. Player Call Up

Ringette PEI covers the regulations for the periodic call-up of players from one division to an older age group in order to have an appropriate number of players for game situations. For the purpose of Montague Ringette Association teams requiring affiliated players to complete a roster, please refer to the appropriate Ringette PEI policy.

Although MRA does not govern the number of games an individual player can be called up for, the Association requires its teams and coaches to adhere to the following protocol when call-up players are required:

- The coach for the team requesting a player **MUST** contact the player's current coach before the player is contacted.
- The player's current coach may then: contact the parent/player to inform them of the request; give permission for the requesting team to make direct contact; or deny the request.

Failure to follow this protocol could lead to disciplinary action by the MRA Executive.

10. Complaints

10.1 Rules of Conduct

MRA may, from time to time, pass rules of conduct prescribing standards of competency, fitness, moral character, and conduct for its Board Members, members, volunteers, or athletes. No such rule, or amendment to it, takes effect until approved at a general meeting of the Association, or at a special general meeting called to consider it. Such rules are not an exhaustive codification of the standards expected of Board Members, members, volunteers, or athletes.

Board Members, members, volunteers, and athletes shall comply with the by-laws, rules of conduct, and policies of the Association.

10.2 Expressing a Concern — the 24-Hour Rule

When an issue occurs and a party has a concern to express or an issue to be resolved, they are asked to wait 24 hours, then put the issue in writing and submit it to the appropriate party (see below). Whether the issue involves a coaching error, teammate interference, parent conflict, or any other situation, it is important that all parties take the full 24 hours to let the emotional element settle, so the actual issue can be resolved quickly, civilly, and to everyone's satisfaction.

For team-level issues:

- The appropriate party is normally the team manager.
- If the issue is with the team manager, the coach is the appropriate party.
- Teams may also designate an alternate party, such as a parent representative, to hear concerns.
- Issues that cannot be settled at the team level are to be forwarded to the Association in compliance with the Complaints section below.

For issues with officiating, the appropriate party is the Ringette PEI Officials Director. All in-person conversations should take place in private, away from any children, with a neutral third-party present.

10.3 Complaints Process

If MRA receives a complaint that a Board Member, member, volunteer, or athlete has engaged in misconduct or violated the by-laws, rules of conduct, or policies of the Association, the complaint shall be referred to the President. A complaint must be in writing and signed by the complainant. The President shall give the individual complained against written notice of the complaint.

The President shall conduct an initial review of the complaint and may require the complainant to answer inquiries or provide records or other relevant information. On completing the initial review, the President must refer the complaint and the review results to the Discipline Committee. Depending on the nature of the complaint, the President and/or the Discipline Committee may immediately and indefinitely suspend the individual complained against, pending the outcome of the investigation.

The Discipline Committee shall investigate the complaint by taking any steps it considers necessary, including summoning before it the individual whose conduct is the subject of the complaint. The individual complained against shall provide all information requested by the Discipline Committee and shall otherwise cooperate fully with the investigation.

On completion of its investigation, the Discipline Committee shall submit a written report to the President recommending either that action be taken against the individual complained against, or that no further action be taken.

If the Discipline Committee concludes there is sufficient evidence to support a finding of misconduct or a policy violation, it shall notify the complainant and the individual complained against of this result, along with the action the Committee considers necessary or advisable in light of the evidence.

10.3.1 Sanctions

The Discipline Panel may apply the following sanctions, singularly or in combination:

- Verbal or written reprimand
- Verbal or written apology
- Service or other contribution to the Organization
- Removal of certain privileges
- Suspension from certain teams, events, and/or activities
- Suspension from all of the Organization's activities for a designated period
- Payment of the cost of repairs for property damage
- Suspension of funding from the Organization or from other sources
- Expulsion from the Organization
- Any other sanction considered appropriate for the offence.

Unless the Discipline Committee decides otherwise, disciplinary sanctions begin immediately, notwithstanding an appeal. Failure to comply with a sanction results in an automatic suspension until compliance occurs. Records of all decisions will be maintained by the Organization.

The individual complained against may, notwithstanding the Discipline Committee's conclusion, request that the complaint be referred to Ringette PEI for further review, within thirty days of being notified of the Committee's conclusion. If the Discipline Committee concludes there is not sufficient evidence to support a finding, it shall report that conclusion to the complainant and the individual complained against; the complainant may likewise request referral to Ringette PEI for further review within thirty days of notification.

10.4 Appeal Process

Any coach may appeal a suspension by following the process below.

10.4.1 Filing an Appeal

The coach must submit their appeal in writing to the Director of Coaching no sooner than 24 hours and no later than 48 hours following the incident. In the event of a weekend, the appeal is due one full working day after the incident occurred (for example, if a coach is removed from the bench after 5 p.m. on a Friday, or at any point over the weekend, the appeal must reach the Director of Coaching on Tuesday). Failure to comply with these guidelines will render an appeal null.

10.4.2 Decision

The Disciplinary Committee will convene to review the complaint filed by the coach, the report filed by the official, and any information discovered during the meeting with the coach, before rendering a decision. The decision of the Disciplinary Committee is final; no further appeals may be filed regarding the incident. The Committee will report its findings to the Director of Coaching in writing within 24 hours of the decision. The Board of Directors will receive a brief overview of the situation, the findings, and the duration of any suspension. The Director of Coaching will communicate the findings to the coach, and the local Associations will be advised of the Committee's findings.

10.4.3 Disciplinary Board Composition

- MRA President or Vice President
- Referee-in-Chief (unless they issued the suspension)
- Director of Coaching
- 2–3 members-at-large (must include a minimum of one female and one male, to allow for alternate members to be seated)

Members listed above may only sit on matters that do not involve themselves, family members, or any team they coach or manage, in order to avoid a conflict of interest (see Ringette Canada Policy 27).

10.4.4 Officials' Procedure

When a situation warrants issuing a game misconduct to any member of a coaching staff (Head Coach, Assistant Coach, or Manager) or a player, the following must occur:

- Proper documentation of the game misconduct must be completed on the game sheet, preferably at the point the staff member was ejected, without significant loss of time.
- The ejection must be written up on the back of the official game sheet if there is insufficient space on the front; the officials must sign and date the report.
- Details must be called in to the Referee-in-Chief, preferably the same day or night.
- A detailed report must be submitted by email to the Referee-in-Chief within 24 hours for review, and forwarded to the disciplinary committee if necessary.

Officials may be required to appear before a disciplinary committee if the act is considered egregious.

10.4.5 Escalating Sanctions for Game Misconducts / Match Penalties

When a referee issues a coach, assistant coach, and/or manager a Game Misconduct and/or Match Penalty (falling under Sections 15/17), the following applies:

- 1st Offence — Automatic suspension for a minimum of one game; for a Game Misconduct, the recipient is out only for the remainder of the game in which the penalty was assessed.
- 2nd Offence — Automatic 2-game suspension and a meeting with the Disciplinary Board.
- 3rd Offence — Automatic suspension for the remainder of the season.

Before reinstatement the following season, the individual must meet with the Disciplinary Committee to determine next steps, successfully complete sensitivity training and/or anger management, and prepare a report on appropriate bench-staff conduct. Completion of these steps does not guarantee automatic reinstatement.

These are minimum suspensions; additional games and/or sanctions may be imposed by the disciplinary committee. These suspensions are in addition to those stated in Ringette Canada's Policy Manual (page 90, Section 23.1). All offences are kept on file for a minimum of two years; more than two offences within a rolling 24-month period may result in indefinite suspension.

11. Social Media Policy

Montague Ringette Association (MRA) recognizes that interaction occurs frequently on social media platforms. MRA cautions individuals that conversations, comments, and posts can be subject to disciplinary action as outlined in the MRA and Ringette PEI Discipline and Complaints Policy. This applies to all individuals involved in the sport of ringette — players, coaches, officials, volunteers, and parents.

The following social media behaviour may be considered a minor or major infraction, at the discretion of the Discipline Committee:

- Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on social media directed at an individual connected to Montague Ringette or to the Association.
- Posting a picture, altered picture, or video on social media that is harmful, disrespectful, insulting, or otherwise offensive and directed at individuals connected to Montague Ringette.
- Creating or contributing to a Facebook group, webpage, Instagram account, Twitter feed, blog, Snapchat group, or online forum devoted, solely or in part, to promoting negative or disparaging remarks about someone within the Montague Ringette community.
- Any instance of cyber-bullying or cyber-harassment between individuals (including a teammate, coach, opponent, volunteer, or official), on any social medium, via text message, Snapchat, or email — including but not limited to regular insults, negative comments, vexatious behaviour, pranks or jokes, threats, posing as another person, spreading rumours or lies, or other harmful behaviour.

Individuals within the ringette community should understand that their social media activity may be viewed by anyone, including Montague Ringette. Consequences may include, but are not limited to, verbal and/or written apologies, suspension from ringette activities, and expulsion from the ringette organization for an extended period.

Removing content from social media after it has been posted — publicly or privately — does not excuse the individual from being subject to the Montague Ringette and/or Ringette PEI Discipline and Complaints Policy.

Anyone who believes an individual's social media activity is inappropriate or may violate Montague Ringette or Ringette PEI policies and procedures should report the matter to Montague Ringette.

12. Guidance in the Absence of Policy

Where a specific policy or procedure is not addressed in this manual, MRA will consult the Ringette PEI Policy & Procedures Manual for guidance, recognizing Ringette PEI as the provincial governing body for the sport of ringette. Where the matter is not addressed by Ringette PEI, MRA will consult the applicable Ringette Canada Bylaws and Policies for further guidance, recognizing Ringette Canada as the national governing body for the sport of ringette.