



DISCIPLINE GUIDELINES

The Discipline Guidelines are in place to ensure Porcupine Minor Hockey Association (PMHA) continues to provide a safe, healthy and enjoyable experience for our children while respecting the interests of our many coaches and managers that unselfishly volunteer their time to the great game of hockey.

The guidelines outlined within this document will ensure a consistent means for all teams in PMHA and the PMHA Board of Directors to deal with disciplinary matters that arise during the course of a hockey season.

All teams will be asked to review the Discipline Guidelines with their team executives and proceed with presenting the guidelines to all parents and players prior to the start of each hockey season. It will be the responsibility of team executives to implement the PMHA Discipline Guidelines.

PMHA fully endorses the Discipline Guidelines and asks all PMHA teams to follow the process of disciplinary matters as outlined in the document to circumvent matters reaching a level to which the board of directors need to intervene.

Should team executives not be able to resolve matters, PMHA has a discipline committee in place to review issues that are brought forward to the board of directors. The process to bring a matter forward is:

- Contact the PMHA President
- PMHA President will advise the discipline committee
- Discipline Committee reviews and makes recommendations to the PMHA President
- PMHA President will provide direction to the parties involved

The PMHA President and/or the discipline committee has the right not to review a matter should the guidelines in this document not be followed or it is a matter that should be addressed by team executives.

PLAYERS

It should be noted that the best way to avoid disciplinary actions is through the application of positive reinforcement. This guide should only be used when other avenues have been exhausted. Please note that the age of the players involved will determine the perceived seriousness of the offence.

FIRST LEVEL OFFENCES:

First level offences should be dealt with at the team level unless the Coach deems it necessary in the case of multiple or repeat offenders to bring forward to PMHA. Examples of first level offences include but not limited to the following:

- excessive horseplay
- refusing to participate without valid cause
- tardiness without valid cause
- unexcused absences
- lack of dressing room etiquette
- swearing
- other similar actions

For these offences team officials will use the theory of progressive discipline as a guiding principal.

- 1st offence: 1 period
- 2nd offence: 2 periods
- 3rd offence: 1 game

Multiple or repeat offenders will be reviewed by the team executives and further discipline levied.

SECOND LEVEL OFFENCES:

Second level offences should be dealt with at the team level unless the Coach deems it necessary in the case of multiple or repeat offenders to bring forward to PMHA. Examples of second level offences include but not limited to the following:

- Fighting (off-ice, practices, dressing rooms)
- Insubordination to coaching staff, officials, fans
- Harassment or abuse of anyone while at the hockey activity - Bullying
- Interfering with others desire to participate
- other similar actions

These offences will be reviewed and again progressive discipline will be levied.

- 1st offence: dismissal from ice and minimum one week ice time suspension
- 2nd offence: dismissal from ice and minimum two week ice time suspension
- 3rd offence: dismissal from ice and minimum one month ice time suspension

THIRD LEVEL OFFENCES:

Drugs & Alcohol

Any player found with drugs and/or alcohol in their possession, or any player suspected to be under the influence of drugs or alcohol while participating in a Porcupine Minor Hockey Association sponsored activity, will be suspended from further play and practices as follows;

- 1st offence: dismissal from ice and a minimum of one month suspension
- 2nd offence: dismissal from ice and a minimum two month suspension
- 3rd offence: dismissal from ice and suspended for remainder of the season

Theft

Any player proven to have engaged in thievery while participating in a Porcupine Minor Hockey Association activity will be suspended as follows;

- 1st offence: dismissal from ice and minimum one month suspension
- 2nd offence: dismissal from ice and minimum one year suspension

Before reinstatement, the player must make full restitution to the parties involved and offer a written apology.

Vandalism

Any player proven to have engaged in vandalism or other similar illegal activities while participating in a Porcupine Minor Hockey Association activity will be suspended as follows;

- 1st offence: dismissal from ice and a minimum of one month suspension
- 2nd offence: dismissal from ice and a minimum of one year suspension

The cost of any damages done by players will be recovered from those involved. Amounts outstanding will result in the person(s) not being accepted as a member the following season.

Suspensions

Team executives may add a one game suspension to a suspension issued by NOHA to either a player or team official from PMHA. The onus falls on the Coach to ensure this procedure is followed.

* If necessary, suspensions will be carried over from one season to the next, depending on the offence and upon investigation and review by the discipline committee.

HABITUAL OFFENDERS:

Those players that habitually offend regardless of the offence level will face expulsion from hockey and re-entry only on the approval of the Discipline Committee by unanimous decision. A probationary period determined by the disciplinary is mandatory and will need to adhere to “Zero Tolerance” of the Discipline Guidelines.

PARENTS & SPECTATORS

Parents and spectators at Porcupine Minor Hockey Association functions are responsible for their own conduct. They must endeavour NOT to exhibit any disorderly conduct before, during or after any activities involving PMHA teams or events. Parents or spectators may cause themselves to be ejected if they act in a manner that an on-ice official views as unacceptable. Examples of unacceptable behaviour may include but not limited to the following:

- Use of obscene language or abusive behaviour to any person on or off the ice
- Continual disruptions which may cause a delay of game
- Repeated disrespect for rulings of an official

Any parent or spectator, who, after one warning by a game official, persists in an unacceptable conduct, will be ordered to leave the building. The game will be halted as necessary until the person(s) has removed themselves.

If a parent or spectator representing PMHA is ejected by a game official, the official will report the incident to the PMHA President, who will apprise the discipline committee of the incident and may assess further action.

Offences covering the abuse of game officials by a parent or spectator of a PMHA event may result in the following penalties being assessed;

- 1st offence:
game ejection + minimum one game suspension, maximum three months suspension from PMHA ice times
- 2nd offence:
game ejection + minimum three months suspension, maximum two years suspension from all PMHA ice times

TEAM OFFICIALS

Team officials are responsible for supervising and controlling the conduct of their players, before, during and after each game or practice. Failure by team officials to control the conduct of their team (i.e. brawls, vandalism, lobby or parking lot altercations, etc.) may result in suspensions or other disciplinary action with the cost of any damages being paid by those involved.

In the unlikely event a team official is found to have committed a THIRD LEVEL OFFENCE, he or she will have caused themselves to be suspended from participation with a PMHA team for life. The discipline committee will review all other infractions.



APPEALS:

Should a player, team executive, parent or spectator want to appeal a decision of the discipline committee, the following process will take place:

- An appeal committee will be formed that shall consist of appointed members that are not on the discipline committee as appointed by the President
- The duties of the appeal committee shall be to hear appeals from disciplinary decisions made by the discipline committee
- The appeal committee may re-admit any team, player, team official, or uphold or modify the decision made by the discipline committee
- The appeal committee will make a recommendation to the PMHA President and he/she will advise the party appealing the decision
- The appeals procedure is open to any team, player, team official or referee
- Any appeal to the committee by the aggrieved party shall be in writing outlining all particulars pertaining to the case and shall be delivered to PMHA President within seven days of being notified of the decision of the discipline committee
- The Appeal Committee shall deal with the appeal within ten days of receiving the written appeal

COMPLAINTS: (COACHES and TEAM OFFICIALS)

- Complaints about a coach, assistant, trainer, or manager must first be addressed to the coach/manager. The PMHA President may be approached if there is no satisfactory result from this.
- Fair Play concerns should be directed to the PMHA President.
- When necessary, the PMHA President may refer concerns to the discipline committee.
- Any complaints to the PMHA discipline committee regarding minor hockey business or team officials, etc. must be made in writing.

DISCIPLINE PROCEDURES:

- Any team official through the coach of the team can request to apply discipline.
- Any suspensions of more than one ice time must be applied by the discipline committee. (unless levied by NOHA).
- Any coach participating in tournament or out of town play, that encounters a situation that requires Level 2 or Level 3 discipline, that should be handled by the discipline committee, has the ability to suspend the individual(s) involved until the discipline committee can review the incident. Team executives involved in this type of situation should fully document the incident with attention to detail (i.e. date, time, names, witnesses, location, and details of the infraction). It is recommended that the coach attempt to first contact the PMHA President and if he/she is not available, contact the PMHA Coach Coordinator as soon as possible after the incident occurs and submits written documentation to the PMHA President as soon as possible thereafter.
- Incidents to be handled by the discipline committee must be in the form of a written submission, handed to the PMHA President within 3 days of the alleged incident.
- The discipline committee will review the incident and interview people as necessary.
- Minutes will be recorded at each meeting and forwarded to the Secretary of the Association for filing.
- The President will communicate all actions taken by the Executive to those involved, by telephone or in person, within 24 hours and will follow up in writing in five days.
- All written records other than the final decision of the Executive will be held in confidence, on file, and may be reviewed by the President and the discipline committee or the person the discipline applies to.
- NOHA hockey suspensions are minimum and may be added to by the Executive as per the Discipline Guidelines.
- All infractions during a game or when a player is under the direct control of a referee will be dealt with as per NOHA Hockey rules.

*****Under NO circumstances will disciplinary issues be copied or communicated in any way other than what is required to further the process. All attempts must be made to keep the discipline proceedings confidential*****

*****These provisions are for internal PMHA disciplinary measures only and do not supersede any obligations/duty to report according to current legislation and criminal code*****