



TEAM LEVEL DISCIPLINE GUIDELINES

The intention of this document is to empower our team coaching staff with tools to support a successful season. LMHA would like to see minor issues dealt with *before* they become major issues. In many situations, team level discipline is faster and more efficient, getting players/parents back to the rink sooner than informal mediation or a formal investigation by LMHA.

Team level discipline should be applied by the Head Coach in consultation with the coaching staff. Proper documentation is important. Please review any team level discipline with your Division Manager and/or the VP of HR and Risk prior to applying so that LMHA can support and keep resolution processes consistent throughout LMHA.

PLAYER EXAMPLES OF OFFENCES AND CONSEQUENCES

First level Offences include:

1. Excessive horseplay.
2. Refusing to participate without valid cause.
3. Tardiness without valid cause.
4. Lack of dressing room etiquette.
5. Swearing.
6. Not supporting team values or team rules.
7. Not listening to the coaching staff.
8. Angry outbursts.
9. Social Media Policy infractions.

For these offenses team officials will use the theory of progressive discipline as a guiding principle. These are guidelines and are at the Head Coach's discretion. The player should understand the consequences of their actions and why they are being disciplined.

1. 1st offense – sit for one shift or a couple of shifts.
2. 2nd offense – sit for one period.
3. 3rd offense – sit for a couple of periods.

Second Level Offences include:

1. Fighting (off ice, practices, and dressing rooms).
2. Insubordination to coaching staff, officials, fans.
3. Harassment or abuse of anyone while at the hockey activity – bullying.

4. Harassment or abuse of anyone using social media.
5. Interfering with others desire to participate.

For these offenses team officials will use the theory of progressive discipline as a guiding principle. These are guidelines and are at the Head Coach's discretion. The player should understand the consequences of their actions and why they are being disciplined.

1. 1st offense – dismissal from ice and minimum of one week ice time suspension.
2. 2nd offense – dismissal from ice and minimum of two weeks ice time suspension.
3. 3rd offense – dismissal from ice and minimum of one month ice time suspension.

Third Level Offences include:

1. Drugs or Alcohol.
2. Theft.
3. Vandalism.
4. Police Incident.
5. Safety issues.
6. Threats of violence.

Any discipline matters that fall into these categories should NOT be dealt with at the team level. Please escalate and report any such actions to your Division Manager and VP of HR and Risk immediately.

PARENT AND SPECTATOR OFFENCES AND CONSEQUENCES

Parents and spectators at LMHA functions are responsible for their own conduct. They must endeavor NOT to exhibit any disorderly conduct before, during, or after any activities involving LMHA teams or events. Parents or spectators may cause themselves to be removed if they act in a manner that an on-ice official views as unacceptable. Examples of unacceptable behavior may include:

1. Use of obscene language or abusive behavior to any person on or off the ice.
2. Continual disruptions which may cause a delay of game.
3. Repeated disrespect for the ruling of an official.
4. Not abiding by the 24-Hour Rule.
5. Circumventing communicable disease screening at ANY indoor facilities.
6. Social media policy infractions

For these offenses, team officials will use the theory of progressive discipline as a guiding principle. These are guidelines and are at the Head Coach's discretion. Depending on the offense, the suspensions may include your player as part of the discipline for the parents' actions.

1. 1st offense – game ejection and minimum of one game suspension to a maximum of a two-week suspension
2. 2nd offense – game ejection and minimum of one-month suspension.

PARENT CONCERNS – Reporting process

LMHA recognizes and understands that throughout the hockey season, issues may arise that could lead to minor conflicts or complaints regarding topics such as ice time or coach/player/parent conduct. LMHA requires that parents attempt to address these minor conflicts at the team level prior to escalating their concerns to LMHA. **In all cases, any parent's first point of contact should be the Teams' PARENT LIAISON.**

The following outlines the process of dealing with minor team related issues:

1. In all cases, the 24-Hour Rule between all parties applies. Failure to respect this rule may result in an interim suspension from all LMHA activities.
2. As a first step, any issue must be brought to the attention of the team's Parent Liaison with the intention of finding an amicable resolution.
3. If a resolution cannot be reached, the Parent Liaison will reach out to the Head Coach. The Head Coach then will decide the next course of action. This may include involving the team officials where applicable. A meeting may be setup by the head coach with the parties involved. At this stage the head coach may want the division manager and the VP of HR and Risk Management to attend.
4. If the discussion between the parties does not result in a resolution, the Head Coach, in conjunction with the Parent Liaison, must reach out to their Division Manager and the VP of Hr and Risk Management. The Division Manager, and the VP of HR and Risk, at their discretion, will assist and attempt to work towards a resolution between the parties.
5. If the involvement of the Division Manager, and the VP of HR and Risk, are unable to result in a resolution to the satisfaction of all parties, the complainant may escalate the issue to the LMHA President following the "Reporting a Complaint" procedure found within Section 12-16 (Misconduct Complaints) of the [LMHA Discipline Policy](#).

At any point in any discipline matter, if a parent, team official, or player requires clarification on team level discipline and how our LMHA Discipline Policy applies, please email your Division Manager and VP of HR and Risk. Confidentiality will be maintained in that email.

In any situation, the VP of HR and Risk has the right to gather additional information from all the parties involved, as required, to provide appropriate support in any situation.

For all discipline matters, please refer to LMHA's Discipline Policy for full details and procedures: [LMHA Discipline Policy](#).