

# LMHA DISCIPLINE POLICY

## PREFACE

1. LMHA members are expected to conduct themselves in a respectful manner which is in keeping with the standards of behaviour as outlined in the LMHA Constitution, Bylaws, Code(s) of Conduct, policies, guidelines, and rules and regulations, in addition to those of Hockey Canada, BC Hockey and PCAHA.
2. The **LMHA Codes of Conduct** (Appendix A) identifies the standards of behaviour which is expected of members of the LMHA. This policy provides guidelines which further outline member conduct expectations and how instances of member misconduct may be addressed.
3. While LMHA acknowledges its role in the investigation and resolution of disputes between members and/or complaints of member misconduct, LMHA encourages members to resolve disputes informally at the individual and/or team level before advancing formal complaints to the LMHA Board of Directors.

## DEFINITIONS

4. The following terms have these meanings in this Policy:
  - a. "LMHA" – Langley Minor Hockey Association.
  - b. "Discipline Sub-committee" – The person and/or sub-committee appointed by the LMHA President, in accordance with the LMHA Bylaws, to oversee the management, investigation and administration of formal complaints.
  - c. "Complainant" – The party alleging misconduct on the part of an LMHA member.
  - d. "Days" – Days including weekends and holidays.
  - e. "In Writing" – A letter, fax or email sent directly to or by the Association.
  - f. "Member" – All categories of membership defined in the LMHA Bylaws, as well as all individuals employed by or engaged in activities with LMHA, including but not limited to, players, coaches, officials, parents, volunteers, directors, officers, team officials, administrators, contractors and employees.
  - g. "Misconduct" - An act or omission on the part of any member of LMHA which results in a breach of the LMHA Constitution and Bylaws, rules or regulations of the Association, Pacific Coast Amateur Hockey Association (PCAHA), BC Hockey, and/or Hockey Canada.
  - h. "Subject Of Complaint" – the coach, manager, official, rostered volunteer, community volunteers, player, parent and/or team whose action or omission has resulted in a complaint of misconduct.
  - i. "Respondent" – a party responding to alleged misconduct.
  - j. "Parties" – those persons involved in, or sometimes with first-hand knowledge of, an occurrence which gives rise to a misconduct complaint.

## GENERAL

5. The LMHA Discipline Policy and Codes of Conduct serve as basic guidelines by which instances/allegations of member misconduct are resolved by LMHA.
6. It is important to note that depending on the circumstances and/or seriousness of the misconduct, the LMHA Board of Directors may elect to impose disciplinary sanctions which are not suggested in this policy, including expulsion from the Association.
7. The following policy applies to ALL members of LMHA, including but not limited to, teams, players, parents, team officials, contractors, employees and referees while representing LMHA at any LMHA related event or location including, but not limited to; games, practices, team functions, dryland/workout sessions, and tournaments.

8. As outlined in the LMHA Bylaws, upon witnessing or receiving an allegation of misconduct, the LMHA President may suspend any LMHA member(s) until an investigation by an appointed Discipline Sub-Committee is executed and concluded.
9. Discipline matters arising within any activities or events of provincial/territorial hockey associations, teams, or affiliated organizations of LMHA shall be dealt with using the discipline policies and mechanisms of LMHA.
10. This Policy also applies to individuals' conduct outside of LMHA's activities and events when such conduct may adversely affect relationships between LMHA members or otherwise brings the reputation of LMHA into disrepute. The jurisdiction of this Policy will be determined by the LMHA Board of Directors at their sole discretion.
11. Further, this Policy does not prevent an appropriate person having authority (coach, team official, trainer, on ice official, etc.) from taking immediate, informal or corrective action. Further sanctions may be applied in accordance with the procedures set out in this Policy.

### **MISCONDUCT COMPLAINTS**

12. As per the LMHA Bylaws, upon receipt of a written complaint, the LMHA President has a responsibility to:
  - a. Determine whether the complaint is frivolous or vexatious and within the jurisdiction of this Policy; and/or
  - b. Appoint a discipline sub-committee to investigate the validity of the complaint and make recommendations regarding an appropriate sanction if applicable.
13. The President's decision to accept or dismiss the complaint may not be appealed.
14. Note that any reported misconduct involving physical abuse or violence must also be referred to the police.
15. If the President, as outlined in the LMHA Bylaws, determines the complaint to be frivolous or outside the jurisdiction of LMHA Bylaws and/or LMHA policy, the complaint will be dismissed immediately.
16. If the President, as per the LMHA Bylaws, determines that the complaint is not frivolous and is within the jurisdiction of the LMHA Bylaws and/or LMHA policy, the appointed Discipline Sub-Committee chairperson will:
  - a. notify the involved Parties that LMHA will move to resolve the complaint; and
  - b. provide a letter of allegation (and temporary suspension, as applicable) to the subject of the complaint which outlines the nature of the misconduct allegation.
17. Where the Respondent validates the complaint by way of an acknowledgement of the fact(s) of the incident in response to a letter of allegation, the Discipline Sub-Committee Chairperson may, at their sole discretion, elect to waive the remainder of the misconduct complaint investigation process and direct the Discipline Sub-Committee to proceed immediately to recommending an appropriate sanction for presentation to the Board of Directors.
18. Where the Respondent elects not to:
  - a. respond to a letter of allegation within the prescribed time frame;
  - b. participate in a mediation or an investigation; or
  - c. participate in a scheduled hearing;
  - d. the investigation and/or hearing will proceed regardless and without the benefit of the information which might have been provided by the Respondent.
19. Once the complaint has been accepted, a letter of allegation issued, and a reasonable time period has elapsed to allow the subject of complaint to respond in writing to the letter of allegation, the Discipline Sub-Committee Chairperson, President, and Vice Presidents will jointly evaluate the circumstances and severity of the alleged misconduct and determine if the complaint resolution process will:
  - a. proceed first via attempts at informal mediation; or
  - b. proceed immediately via the formal complaint investigation and resolution process.
20. The final decision with respect to resolving a complaint by way of informal mediation or formal investigation will rest with the President and Vice Presidents jointly and is not subject to appeal.
21. Regardless of the process used to resolve the complaint, the Discipline Sub-Committee Chair will make every effort to ensure procedural fairness and to ensure that the matter is heard in a timely fashion, recognizing that the LMHA Board of Directors is made up of volunteers and respecting that they may have commitments outside of their roles with LMHA.

22. In fulfilling its duties, the Discipline Sub-Committee and/or LMHA Board of Directors may at any time obtain independent legal advice at their discretion.

### **INFORMAL MEDIATION**

23. When proceeding by way of informal mediation to resolve a complaint, the Discipline Sub-Committee Chairperson will contact the Parties involved in the matter to determine if they wish to meet to collectively discuss and resolve the issue or alleged misconduct giving rise to the complaint.
24. Informal mediation will not be attempted unless all parties involved in the issue giving rise to the complaint agree to participate.
25. Upon receiving the agreement of the Parties participating in an informal mediation, the Discipline Sub-Committee Chairperson will arrange for a mutually agreed upon location and time for all Parties to meet with the Discipline Sub-Committee to collectively discuss and resolve the complaint.
26. The Discipline Sub-Committee Chairperson will preside over all mediation meetings.
27. The Discipline Sub-Committee Chairperson will designate one of the Sub-Committee members to make notes regarding the discussions which take place during the mediation meeting.
28. At the end of the mediation meeting, all Parties should review the meeting notes and initial each page to acknowledge that the notes accurately reflect the discussions which took place.
29. Should a collectively agreed upon resolution to the complaint be arrived at during the mediation meeting, participants are to sign the last page of the meeting notes which will serve as the LMHA record(s) of decision(s) with respect to resolution of the complaint.
30. Records of decisions stemming from informal mediations will be submitted after the fact for review by the President to ensure consistency with applicable Bylaws, policies, and regulations.
31. Mediation decisions need not be submitted to the Board of Directors for ratification.
32. Misconduct complaints resolved by way of an informal mediation record of decision will be kept on file by LMHA for as long as the subject of complaint remains an LMHA member.
33. Informal mediation records of decisions kept on file by LMHA may be used to inform the President's and Vice President's decision making with respect to a proceeding by way of a mediation or investigation process to resolve a misconduct complaint.
34. Unless otherwise prescribed, informal mediation decisions should not be considered by a Discipline Sub-Committee or the Board of Directors with respect to disciplinary sanctions which might be imposed as a result of a formal investigation into a complaint.
35. The Discipline Sub-Committee Chairperson may decide to terminate a mediation meeting at any time if the participants are not communicating in a respectful or productive manner.

### **FORMAL INVESTIGATION**

36. When addressing a misconduct complaint by way of a formal investigation, the activities and interactions of the Discipline Sub-Committee with the involved Parties will be recorded in writing, whether it be in the form of detailed notes, emails, or other reports.
37. The Discipline Sub-Committee may collect as evidence any interview, oral account, document or other item relevant to the subject matter of the complaint.
38. The Discipline Sub-Committee may exclude such evidence that is unduly repetitious and may place weight on certain evidence as it deems appropriate.
39. Some examples of the types of information/evidence the Discipline Sub-Committee may gather and consider may include, but not be limited to:
  - a. direct communications with involved Parties;
  - b. oral in-person interviews or hearings;
  - c. oral interviews or hearings by telephone or other telecommunications;
  - d. emails;
  - e. letters;
  - f. notes made by any of the Parties or other witnesses;

- g. audio, photos and/or video recordings;
  - h. game sheets; and
  - i. reports made by on-ice or other officials.
40. At its discretion, the Discipline Sub-Committee may request that any other individual participate and give evidence as part of the investigation if it is deemed that such evidence or account be relevant to the matter under investigation.
  41. Once the Discipline Sub-Committee is satisfied that it has gathered the necessary information required to either substantiate or invalidate the misconduct complaint, it will submit a written summary of its findings to the President along with its final recommendation concerning the validity of the complaint and with recommendation of any appropriate disciplinary sanctions which might be imposed by the Board of Directors.
  42. With respect to disciplinary sanctions, the Discipline Sub-Committee will take into account, but not be limited by, information such as:
    - a. LMHA Bylaws and policies guiding such matters;
    - b. the nature and severity of the misconduct; and
    - c. any previous findings of misconduct and disciplinary sanctions previously imposed on the subject(s) of the complaint.
  43. Upon receipt of the Discipline Sub-Committee's findings, the President will review the investigation and recommendations for consistency with the LMHA Bylaws and policies.
  44. Once satisfied that the investigation is complete and the recommendations of the Discipline Sub-Committee are consistent with LMHA Bylaws and policies, the recommendation of the Discipline Sub-Committee will be presented by the President to the LMHA Board of Directors at the next scheduled meeting for a concluding decision.

### INVESTIGATION HEARINGS

45. A formal hearing may be convened solely at the discretion of an LMHA Discipline Sub-Committee and/or the Board of Directors to provide further clarity and aid in the resolution of a formal investigation into an allegation of misconduct.
46. Hearings held for the purpose of furthering misconduct investigations are not to be confused with hearings held for the purpose of appeals.
47. If a hearing is deemed necessary it will occur at a time and location that will be confirmed by LMHA, considering the schedules of the Parties involved.
48. The Discipline Sub-Committee may ask questions regarding the incident or complaint or questions otherwise relevant to their investigation, however no LMHA decision(s) will be provided at the hearing. Any decision will be conveyed as per the decision section below, or in the case of a hearing convened to address severe and excessive penalties (*see Appendix E – LMHA Severe/Excessive Penalty Guidelines*), the Decision of the Discipline Sub-Committee with respect to an imposed sanction will be final and delivered at the conclusion of the hearing.

### DECISION

49. The matter will be concluded by way of final decision which will be determined by a majority vote of the Board of Directors confirming what sanctions (if any) are to be imposed.
50. The decision of the Board of Directors will be recorded in the Minutes for that meeting, a copy of which will kept on the Respondent member's file for the duration of their membership with the LMHA.
51. The outcome decision will be communicated to the appropriate parties by the Discipline Sub-Committee Chair, or their delegate, via written communication pursuant to section 10.7(d) and (f) of the LMHA Bylaws, the Personal Information Protection Act and the Privacy Act.
52. Once the decision of the Board of Directors has been rendered and communicated, the matter will be considered complete and no further information will be considered.

## DISCIPLINARY SANCTIONS

53. The Discipline Sub-Committee may recommend the following disciplinary sanctions singly or in combination;
  - a. Written reprimand to be placed in individual's file;
  - b. Hand-delivered written apology;
  - c. Completion of the appropriate on-line Respect in Sport course, at the Respondents expense;
  - d. A determined suspension from a team's game(s), practice(s) and/or team event(s) for a designated period of time;
  - e. Suspension from certain LMHA activities (i.e. coaching, playing or officiating) for a designated period of time;
  - f. Payment of the cost of repairs for property damage;
  - g. Other sanctions as may be considered appropriate for the misconduct; and/or
  - h. Expulsion from LMHA.
54. The preceding sanctions may be modified, or added to, as required by the provisions of any other pertinent LMHA policy such as those dealing with harassment, personnel or event-specific matters or by way of a formal vote of the Board of Directors.
55. Unless the LMHA Board of Directors decides otherwise, any disciplinary sanctions shall commence immediately.
56. Failure to comply with a sanction as determined by the Board of Directors will result in automatic suspension of membership in LMHA until such time as compliance occurs.
57. A written record will be maintained by LMHA for infractions that result in a sanction.
58. In applying sanctions, the Board of Directors may have regard to the following aggravating or mitigating circumstances:
  - a. The nature and severity of the offense;
  - b. Whether the incident is a first offense or has occurred repeatedly;
  - c. The individual's acknowledgment of responsibility;
  - d. The individual's extent of remorse; and
  - e. The age, maturity or experience of the individual.
59. Notwithstanding the procedures set out in this policy, any member who is convicted of a criminal offense may be subject to an automatic suspension from LMHA and may face further disciplinary action by LMHA in accordance with this policy.

## RECURRING MISCONDUCT

60. All previous discipline history on file with LMHA may be considered when deciding discipline sanctions.

## CONFIDENTIALITY

61. The discipline and complaints process is confidential involving only the Parties, the Discipline Sub-Committee and appropriate members of the Board of Directors. Once initiated and until a decision is released, none of the Parties will disclose confidential information relating to the discipline or complaint to any person not involved in the proceedings.

## APPEALS

62. A Member may appeal the discipline decision of the LMHA Board of Directors by making a written submission to the President.
63. Any notice of appeal must be in-writing and must be received by the President within 48 hours of the decision that is the subject of the appeal.
64. In exceptional circumstances, a Member may apply to the President for an extension of time to file the notice of appeal. The President must decide whether or not to approve an extension. That decision is final.
65. Grounds for appeal will only be considered on one or more of the following grounds:
  - a. that a procedural error occurred of sufficient magnitude that it may reasonably be said to have affected the fairness of the process or altered the outcome of the case;

- b. that a factual error occurred of sufficient magnitude that it may reasonably be said to have altered the outcome of the case;
  - c. that the penalty imposed is excessive in all circumstances of the case; or
  - d. that new, material evidence is available which, despite the exercise of due diligence by the Party wishing to appeal, could not have been made available at the time of the hearing giving rise to the appeal.
66. The implementation of any disciplinary decisions is held in abeyance pending determination of the President regarding referral of the appeal for a LMHA Discipline Appeals Committee (the Appeals Committee) hearing.
67. In the event an Appeals Committee hearing is convened, the discipline decision will be held in abeyance pending a final decision by the Appeals Committee.

### **APPEALS COMMITTEE HEARING**

68. The Appeals Committee will be chaired by the LMHA President, and further comprised of the Vice President In Charge of Administration, and one of either the Secretary or Treasurer.
69. The Respondent must appear in-person and represent themselves, but they may be accompanied by one support person of their choosing.
70. If the Respondent fails to appear before the Appeals Committee at the appointed time, the Appeals Committee may, without further notice, proceed in such absence to determine the outcome of the appeal.
71. If there are medical or other exceptional reasons for non-appearance, the President must be notified immediately. The President, at their sole discretion, will determine the acceptability of such reasons and whether the appeal should be postponed.
72. Any deliberations and votes of the Appeals Committee will be in private with no record being kept.
73. The President must cast the deciding vote in the event of a tie. No committee member hearing the appeal may abstain.
74. Having heard the appeal, the Committee may find:
- a. in favour of the Respondent and substitute its own finding or order a new investigation;
  - b. in favour of the Respondent and vary the penalty;
  - c. against the Respondent, confirming that the original decision and sanction remains unchanged.
75. The decision on an appeal may be communicated verbally to the Respondent at the conclusion of the hearing.
76. The decision on appeal must be communicated in-writing to the Respondent and the Board of Directors as soon as practicable after the decision has been made, with reasons.
77. The decision of the Appeals Committee is final.



## APPENDIX A: LMHA CODE OF CONDUCT

### DEFINITIONS

78. The following terms have these meanings in this Code:
- a. "Association" – LMHA
  - b. "Individuals" – All categories of membership defined in the LMHA Bylaws, as well as to all individuals engaged in activities with or employed by LMHA, including, but not limited to, players, coaches, officials, volunteers, directors, officers, team officials, administrators and employees (including contract personnel).
  - c. "Arena" – Any place where hockey/team activities are conducted. Arena is meant to include, but is not limited to, the Association's office, any location of team games, practices or functions, including tournament travel.

### PURPOSE

79. The purpose of this Code is to ensure a safe and positive environment (within the Association's programs, activities, and events) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour. The Association supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

### APPLICATION OF THIS POLICY

80. This policy applies to Individuals relating to conduct that may arise during the course of LMHA games, practices, activities and events.
81. This policy applies to conduct that may occur outside of LMHA events when such conduct adversely affects relationships within LMHA and its sport environment and is detrimental to the image and reputation of LMHA or its members.
82. An Individual who violates this Code may be subject to sanctions pursuant to the Association's Discipline Policy. In addition to facing possible sanction(s) pursuant to the Association's Discipline Policy, an Individual who violates this Code during a game, practice or otherwise may be suspended and the Individual may be subject to any additional disciplinary action.
83. Any member of the Association found to have engaged in acts of violence or harassment against any other member (player, coach, parent, official, team official) or other third party at any Association event, will be subject to appropriate disciplinary action.
84. All players, parents and team officials must sign or electronically acknowledge the appropriate Code of Conduct agreement no later than October 1<sup>st</sup> of any given season with the exception of any late registrants who will sign the Code of Conduct upon registration.

### RESPONSIBILITIES

85. Individuals have a responsibility to:
- a. Maintain and respect the dignity and self-esteem of the Association members and others by:
    - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation;
    - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members;
    - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
    - iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;
    - v. Consistently treating individuals fairly and reasonably; and

- vi. Ensuring adherence to the rules of the sport and the intended spirit of those rules.
- b. Refrain from any behaviour that constitutes bullying or harassment as defined in **Appendix C – Bullying & Harassment**.
- c. Refrain from any behaviour that constitutes violence, where violence is defined as the exercise of physical force by a person against a member that is intended to cause physical injury to the member; an attempt to exercise physical force against a member that intends to cause physical injury to the member; or a statement or behaviour that it is reasonable for a member to interpret as a threat to exercise physical force against the member that is intended to cause physical injury to the member. Types of behaviour that constitute violence could include, but may not be limited to:
  - i. Verbal threats to attack a member;
  - ii. Sending to or leaving threatening notes or emails;
  - iii. Making threatening or obscene physical gestures;
  - iv. Wielding a weapon;
  - v. Hitting, pinching or unwanted touching which is not accidental
  - vi. Throwing an object at a member;
  - vii. Blocking normal movement or physical interference, with or without the use of equipment;
  - viii. Sexual violence; and
  - ix. Any attempt to engage in the type of conduct outlined above.
- d. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment may include, but may not be limited to:
  - i. Sexist jokes;
  - ii. Display of sexually offensive material;
  - iii. Sexually degrading words used to describe a person;
  - iv. Inquiries or comments about a person's sex life;
  - v. Unwelcome sexual flirtations, advances, or propositions; and
  - vi. Persistent unwanted contact.
- e. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. Any infraction shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction, pursuant to the Association's Discipline and Complaints Policy.
- f. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- g. Refrain from consuming tobacco products, vaping, or recreational drugs while participating in the Association's programs, activities, games, practice or events.
- h. In the case of minors and adults, avoid consuming alcohol at games and practices and situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with the Association's events.
- i. Respect the property of others and not wilfully cause damage.
- j. Promote the sport in the most constructive and positive manner possible.
- k. Adhere to all federal, provincial, municipal and host countries laws.
- l. Comply, at all times, with the Association's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time including those of PCAHA, BC Hockey and Hockey Canada.

### **COACHES & TEAM OFFICIALS**

86. In addition to section 85 (above), coaches and team officials have many additional responsibilities. The coach-player relationship is a privileged one and plays a critical role in the personal, sport, and development of the player. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches and team officials will:
- a. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes.

- b. Prepare players systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may knowingly harm players.
  - c. Avoid compromising the present and future health of players by communicating and cooperating with medical professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments.
  - d. Reasonably provide players (and the parents/guardians of minor players) with the information necessary to be involved in the decisions that affect the player.
  - e. Act in the best interest of the player's development as a whole person.
  - f. Respect other Coaches.
  - g. Respect, and demonstrate respect for on-ice officials.
  - h. Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by the Association's Coach Selection Process.
  - i. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol, vaping and/or tobacco.
  - j. Respect players playing with other teams.
  - k. Not engage in a sexual relationship with an athlete under eighteen (18) years old, or an intimate or sexual relationship with an athlete over the age of eighteen (18) if the coach is in a position of power, trust, or authority over the player.
  - l. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
  - m. Dress professionally, neatly, and inoffensively.
  - n. Use appropriate language, taking into account the audience being addressed.
87. Coaches and team officials represent LMHA and are considered the leaders of their team thus they are required to act in a professional manner before, during and after all hockey related activities.
88. Every season, all team officials must sign the "LMHA Code of Conduct for Team Officials" agreement as directed by the Board of Directors. Failure to do so will result in that team official being removed for their role on the team.
89. Team officials are responsible for their own behaviour as well as that of their team. As such, they are also responsible for supervising and controlling the conduct of their team before, during and after team events. Team officials who breach the terms of the LMHA Code of Conduct agreement or fail to behave in a professional manner and/or control the conduct of their team may be reprimanded or sanctioned by LMHA.

## PLAYERS

90. In addition to section 85 (above), players will have additional responsibilities to:
- a. Report any medical problems to a team official in a timely fashion, when such problems may limit their ability to practice, play or travel.
  - b. Participate and appear on-time, prepared to participate to the best of their abilities in all games, practices, dryland sessions, evaluations, tournaments, and team events.
  - c. Properly represent themselves.
  - d. Adhere to the Association and team rules and requirements.
  - e. Never ridicule a participant for a poor performance or practice.
  - f. Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators.
  - g. Dress to represent the sport and themselves in keeping with team expectations.

- h. Play a good hockey game and be cognisant of not taking excessive penalties and/or repeat offenses. See **Appendix B - LMHA Penalty Guidelines**
- i. Act in accordance with the Association's Bylaws, policies and procedures and, when applicable, additional rules as outlined by coaches or managers.

## PARENTS

- 91. In addition to section 85 (above), parents will have additional responsibilities to:
  - a. Not force their children to participate in hockey.
  - b. Encourage players to play by the rules and to resolve conflict without resorting to hostility or violence.
  - c. Properly represent themselves by not exhibiting any disorderly, abusive, harassing or disrespectful conduct before, during or after any Association event.
  - d. Respect their players' coach(es) and team officials; including the coach(es) of any opposing teams.
  - e. Respect the on-ice officials' judgement and calls as most officials are also minors and developing just like our players.
  - f. Adhere to the Association's policies and procedures and bylaws.
  - g. Never ridicule a participant for a poor performance in a game or practice.
  - h. Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators.
  - i. Act in accordance with the Association's policies and procedures and, when applicable, additional rules as outlined by coaches or managers.
- 92. It is mandatory that parents, should they have any issue with coaching or otherwise, respect the **24-Hour Rule**. This requires that, if you have any issue or concern with any coaching decision, you wait a minimum of twenty-four (24) hours before contacting the coach to voice your concern. Further, when you do approach the coach, please ensure that your conduct is respectful. If you feel that you have not received a fair resolution from your coach, you may make your concern known to the appropriate LMHA Division Manager. Failure to respect the **24-Hour Rule** may result in suspension or other sanctions.
- 93. The following situations may be dealt with by way of an immediate suspension by LMHA;
  - a. Not respecting the **24-Hour Rule**;
  - b. Interfering with the team before, during or after games, practices or team events;
  - c. Confronting or yelling at coaching staff during any team related activity;
  - d. Making threats towards any team officials or on-ice official; and
  - e. Damaging property belonging to the Association, team officials, players or arenas.

## ON-ICE OFFICIALS

- 94. In addition to section 85 (above), officials will have additional responsibilities to:
  - a. Maintain and update their knowledge of the rules and rule changes.
  - b. Work within the boundaries of their position's description while supporting the work of other officials.
  - c. Act as an ambassador of the Association by agreeing to enforce and abide by Hockey Canada, BC Hockey and PCAHA rules and regulations.
  - d. Take ownership of actions and decisions made while officiating.
  - e. Respect the rights, dignity, and worth of all individuals.
  - f. Not publicly criticize other officials or any club or association.
  - g. Assist with the development of less-experienced officials and minor officials.
  - h. Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of the Association, players, coaches, other officials, and parents.
  - i. Be fair, equitable, considerate, independent, honest, respectful, and impartial in all dealings with others.
  - j. Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals.

- k. Honor all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or Association at the earliest possible time.
- l. When writing reports, set out only the true facts.
- m. Dress in proper attire for officiating.

#### **BOARD OF DIRECTORS, COMMITTEE MEMBERS, CONTRACTORS AND STAFF**

95. In addition to section 85 (above), the Association's Board of Directors, Committee Members, Contractors and Staff will have additional responsibilities to:
- a. Function primarily as a member of the board and/or committee(s) of the Association.
  - b. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the Association's operation and the maintenance of Individuals' confidence.
  - c. Ensure that the Association's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities in keeping with the Association's Bylaws and the BC Societies Act.
  - d. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of the Association.
  - e. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
  - f. Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others.
  - g. Keep informed about the Association's activities, PCAHA, BC Hockey and Hockey Canada.
  - h. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which the Association is incorporated.
  - i. Respect the confidentiality appropriate to issues of a sensitive nature.
  - j. Ensure that all Individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight.
  - k. Respect the decisions of the majority and resign if unable to do so.
  - l. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
  - m. Have a thorough knowledge and understanding of all the Association governance documents.
  - n. Conform to the Bylaws and policies approved by the Association.



## APPENDIX B: TEAM-BASED CONFLICT RESOLUTION PROCEDURE

### MINOR CONFLICTS

96. LMHA recognizes and understands that throughout the hockey season, minor issues will arise on teams that may lead to minor conflicts or complaints; such as ice time or coach/parent/player behaviour issues. LMHA encourages Team Officials to address minor conflicts at the team level before escalating these issues to LMHA. The following are some guidelines to deal with minor team related issues:
- a. Initially, all complaints should be dealt with between the involved parties in an effort to resolve the issue of the complaint. The 24-Hour Rule between the parties does apply.
  - b. The issue may be brought to the attention of the team manager for support.
  - c. Following the observance of the 24-Hour Rule between parties, a meeting should be arranged through the team manager to discuss and attempt to resolve the issue. The team manager should participate in the discussion as a neutral facilitator and observer. Note: If the team manager is one of the parties involved in the complaint, then the head coach should act as the neutral facilitator and observer.
  - d. If the discussion between the parties does not resolve the issue, the party making the complaint may reach out to the Division Manager, in writing. The Division Manager, at their discretion, must deal with the complaint and attempt to work towards a resolution between the parties.
  - e. If the Division Manager is unable to resolve the issue to the satisfaction of the party making the complaint, then the complainant may escalate the complaint to the LMHA President following the "Reporting a Complaint" procedure, section 14 -16.

### MAJOR CONFLICTS

97. LMHA recognizes and understands that throughout the hockey season, issues may arise on some teams that may lead to major conflicts; such as coach's negative behaviour on or off the bench, lack of discipline on the team or parents repeatedly using abusive language towards a game official . The following are some guidelines to deal with major team related issues:
- a. The party making the complaint should contact the Division Manager, in writing, and provide information regarding the matter at hand. The Division Manager will assist the team in its attempt to work towards a resolution between the parties.
  - b. If the Division Manager is unable to resolve the issue to the satisfaction of the party making the complaint, then they will escalate the complaint to the appropriate Director. The Director will then review the issue and make a determination regarding the need to invoke LMHA's formal complaint process.

### REPORTING A COMPLAINT TO LMHA

98. Notwithstanding points 96 and 97 above, but keeping those points in mind, any Member may initiate a formal complaint to LMHA's Board of Directors with respect to a violation of LMHA's Codes of Conduct. Such a complaint must be in writing and filed within seven (7) days of the alleged incident. The complaint must be factual and provide dates, location and names as well as a detailed description of the allegation. Anonymous complaints may or may not be accepted at the sole discretion of the LMHA President in consultation with the Vice President of Human Resources and Risk Management. This decision may not be appealed.
99. A Complainant wishing to file a complaint beyond the seven (7) days must provide a written explanation giving reasons for an exemption to this limitation. The decision to accept, or not accept, the notice of complaint outside the seven (7) day period will be at the sole discretion of the LMHA President. This decision may not be appealed.
100. At LMHA's discretion, LMHA may act as the complainant and initiate the complaint process under the terms of this Policy. In such cases, the President will identify an individual or committee to represent LMHA.

## APPENDIX C: BULLYING, HARASSMENT AND CHILD ABUSE

### HARASSMENT AND BULLYING

101. It is the policy of Hockey Canada, BC Hockey, and therefore LMHA, that harassment and bullying in all its forms will not be tolerated during the course of any LMHA activity or program. Accordingly, all LMHA personnel (staff, volunteers, team or on-ice officials) and partners (parents, guardians) are responsible for making every reasonable effort to uphold this commitment. Specifically, this includes refraining from harassing or bullying behaviour, responding promptly and informally to minor incidents of harassment or bullying and following local 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.

### DEFINITION OF HARASSMENT

Harassment is defined as an offensive behavior – emotional, physical, and or sexual – that involves discrimination against a person because of their race, national or ethnic origin, age, colour, religion, family status, sexual orientation, sex or gender, disability, marital status, or pardoned conviction. Harassment occurs when someone attempts to negatively control, influence or embarrass another person based on a prohibited ground of discrimination.

102. Harassment may occur among anyone between peers (e.g.: player to player of the same age group, parent to official, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (e.g.: coach to player, sports administrator to employee). ***In addition, harassment can be undertaken in person or through social media.***
103. The following is a non-exhaustive list of examples of harassment:
- a. Unwelcome remarks, slurs, jokes, taunts, or suggestions about a person's body, clothing, race, national or ethnic origin, colour, religion, age, sex, marital status, family status, physical or mental disability, sexual orientation, pardoned conviction, or other personal characteristics;
  - b. Unwelcome sexual remarks, invitations, or requests;
  - c. Displays of sexually explicit, sexist, racist, or other offensive or derogatory material; Written or verbal abuse or threats;
  - d. Practical jokes that embarrass or insult someone;
  - e. Any form of hazing;
  - f. Leering (suggestive staring) or other offensive gestures;
  - g. Unwelcome physical contact, such as patting, touching, pinching, or hitting; Patronizing or condescending behavior;
  - h. Humiliating someone;
  - i. Abuse of authority that undermines someone's performance or threatens his or her position;
  - j. Physical or sexual assault.

### DEFINITION OF BULLYING

104. Bullying describes behaviors that are similar to harassment, but occur between children under the age of twelve or behaviors between youth or between adults that are not addressed under human rights laws. Bullying is intentionally hurting someone in order to insult, humiliate, degrade or exclude him or her. Bullying can be broken down into four categories: physical, verbal, relational (ie, trying to cut off victims from social connection by convincing peers to exclude or reject a certain person), and reactive (i.e., engaging in bullying as well as provoking bullies to attack by taunting them).
105. Bullying can be broken down into four types:
- a. Physical (hit or kick victims; take/damage personal property)

- b. Verbal (name calling; insults; constant teasing)
  - c. Relational (try to cut off victims from social connection by convincing peers to exclude or reject a certain person)
  - d. Cyber bullying (social media and otherwise)
106. The following is a non-exhaustive list of tactics used by bullies to control their targets:
- a. Unwarranted yelling and screaming directed at the target
  - b. Continually criticizing the target's abilities
  - c. Blaming the target of the bullying for mistakes
  - d. Making unreasonable demands related to performance
  - e. Repeated insults or put downs of the target
  - f. Repeated threats to remove or restrict opportunities or privileges
  - g. Denying or discounting the targets accomplishment
  - h. Threats of and actual physical violence

### **HARASSMENT AND BULLYING DISCIPLINE PROCEDURE**

107. Allegations of bullying and harassment will be addressed by way of a formal investigation as outlined in LMHA's Discipline Policy.
108. If after investigation, the LMHA Board believes that an instance of bullying or harassment has occurred, the offending member will be suspended for a minimum of three (3) games plus any other sanction as deemed applicable by the Board.
109. If after investigation into a second allegation of bullying or harassment LMHA Board believes that a second violation of LMHA's Bullying and Harassment policy has occurred, the offending individual will be suspended for the remainder of the season in which the second infraction occurred plus any other sanction as deemed applicable by the Board.
110. Prior to re-instatement of a member following their suspension for bullying or harassment, LMHA must receive confirmation in writing that the member has met the return to play provisions outlined in any additional disciplinary sanctions imposed by the LMHA Board.

### **DEFINITION OF CHILD ABUSE AND NEGLECT**

111. Child abuse is any form of physical, emotional and/or sexual mistreatment or lack of care which 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. Abuse is an issue of child protection. Protection refers to provincial, territorial or Aboriginal band- appointed child protective services. A child may be need of protection from harm if abuse or neglect is suspected. Information about one's legal duty to report and circumstances under which reporting must occur according to child protection legislation is available at [www.hockeycanada.ca](http://www.hockeycanada.ca).
112. Some examples of Child Abuse include:
- a. Physical abuse;
  - b. Emotional abuse;
  - c. Sexual abuse;
  - d. Neglect.
113. Abuse and neglect are community problems requiring urgent attention. LMHA, in accordance with BC Hockey, is committed to help reduce and prevent the abuse and neglect of participants. LMHA realizes that persons working closely with children and youths have a special awareness of abusive situations. Therefore, these people have a particular reporting responsibility to ensure the safety of Canada's young, by knowing their provincial protection acts and following through as required. The Province of BC has mandatory reporting laws regarding the abuse and neglect of children and youth. Consequently it is the policy of BC Hockey that any BC Hockey personnel (part-time and full time staff, volunteer, participant, team official, on-ice official) or BC Hockey partner (parent, guardian) who has reasonable grounds to suspect that a participant is or may be or may have suffered from emotional, physical abuse and neglect and / or sexual abuse shall immediately report the suspicion and the information on which it is based to the local child protection agency and/or the local police detachment. In BC a

person is concerned to be a child until s/he has reached the age of nineteen. The local child protection agency and / or the local police detachment may request the local Association to deal with the matter reported. Those involved with BC Hockey in providing hockey opportunities for participants understand and agree that abuse or neglect, as defined above, may be the subject of a criminal investigation and / or disciplinary procedures. Failure to report an offence and thereby failure to provide safety for participants may render the adult who keeps silent legally liable for conviction under the provincial child protection acts.

114. In any case of bullying, harassment and/or child abuse or neglect, LMHA may rely on definitions, policies and protocols as outlined by both Hockey Canada and BC Hockey in addition to their own internal policies.



## APPENDIX D: SOCIAL MEDIA AND NETWORKING

### INTRODUCTION

115. For the purpose of this Social Media and Networking Policy, the policy will encompass public communications through such internet mass-mediums and websites including, but not limited to; Snapchat, Instagram, Twitter, Facebook, LinkedIn, Tik Tok, Whats App, Teamsnap, YouTube, Blogs and any other social media network that allows users to communicate online. The policy will be applicable to all members of the LMHA Community, including Directors, Teams, LMHA members and staff, on-ice and off-ice officials, billets, players, players' family members and supporters.
116. LMHA recognizes and appreciates the value of social media and the importance of social networking to all of its stakeholders. LMHA also respects the right of all members and affiliates to express their views publicly. At the same time, we must be aware of the dangers social media and networking can present.
117. The purpose of this policy is to educate the LMHA Community on the risks of social media and to ensure all members and affiliates are aware that conduct deemed to be inappropriate may be subject to disciplinary action by team officials and/or LMHA.
118. LMHA supports participation and involvement with social media communities and will view comments/posts as public information.

### SOCIAL MEDIA GUIDELINES

119. The following guidelines have been developed for you to follow when posting to any form of social media. General recommendations are as follows:
  - a. Think before you post;
  - b. Respect the community of which you are posting;
  - c. Be enthusiastic;
  - d. Do not post personal information;
  - e. Be accurate;
  - f. Posting inappropriate pictures can cause issues for you, your team and your organization; and
  - g. Double check your privacy/security settings.
120. LMHA holds all members who participate in social media and networking to the same standards as it does for all other forms of media including radio, television and print.
121. Comments or remarks of an inappropriate nature which are detrimental to an individual, a team, or the Association will not be tolerated and will be subject to disciplinary action.
122. It should be recognized that social media and comments such as are a matter of public record and can be instantly replicated and published. Everyone, including Association and/or Team personnel, players, corporate partners and the media can review social media communications. You should conduct yourself in an appropriate and professional manner at all times.
123. Use your best judgment at all times – pause before posting or sending. Once your comments are posted or sent they cannot be retracted. Ultimately, you are solely responsible for your comments.

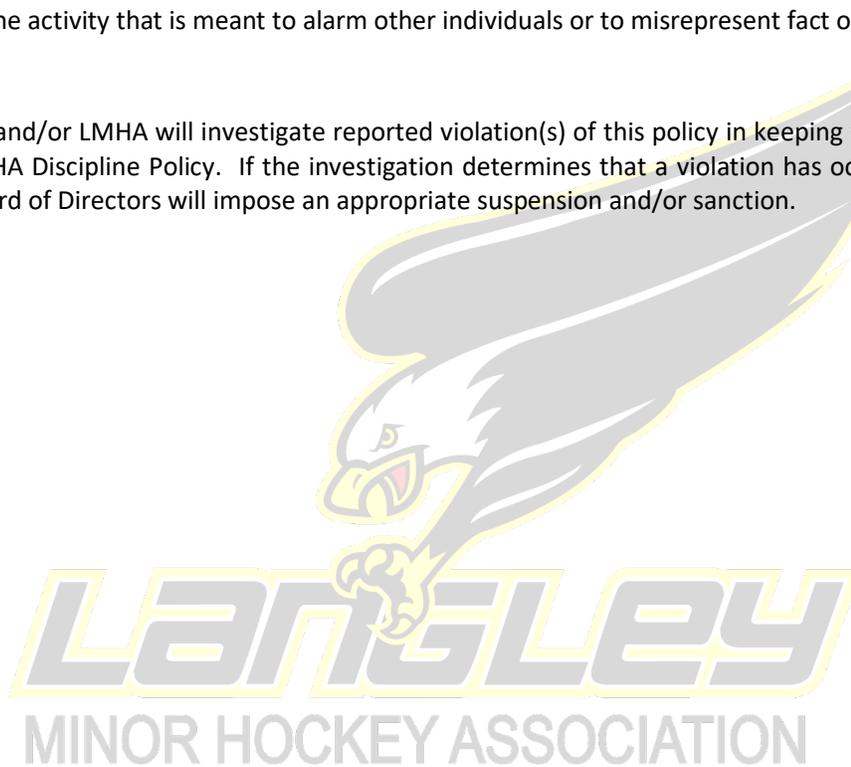
### SOCIAL MEDIA VIOLATIONS

124. The following are examples of conduct through social media and networking mediums that are considered violations of the LMHA Social Media and Networking Policy and may be subject to disciplinary action by your team officials and/or LMHA:
  - a. Any statement deemed to be publicly critical of Association officials or detrimental to the welfare of a member team, the Association or an individual;

- b. Divulging confidential information that may include, but may not be limited to, player injuries, other matters of a sensitive nature, player movements between teams, game strategies, or the private information of a member, team, or the Association;
- c. Negative or derogatory comments about any team and/or LMHA members/officials;
- d. Any form of bullying or harassing comments, intimidation or threats against players or officials;
- e. Photographs, video or comments promoting negative influences or criminal behavior, including but not limited to:
  - i. drug use and/or hazing;
  - ii. alcohol abuse;
  - iii. sexual exploitation;
  - iv. public intoxication;
  - v. Online activity that contradicts the current policies of the LMHA or any of its member Association;
- f. Inappropriate, derogatory, racist, or sexist comments of any kind, in keeping with the LMHA policies and regulations on these matters; and
- g. Online activity that is meant to alarm other individuals or to misrepresent fact or truth.

#### **DISCIPLINE**

125. The team and/or LMHA will investigate reported violation(s) of this policy in keeping with the process outlined in the LMHA Discipline Policy. If the investigation determines that a violation has occurred, the Team and/or LMHA Board of Directors will impose an appropriate suspension and/or sanction.



## APPENDIX E: LMHA SEVERE & EXCESSIVE PENALTY GUIDELINES

126. All penalties and suspensions related to on-ice infractions are governed by Hockey Canada, BC Hockey and PCAHA.
127. In keeping with these governing bodies and the principles of good sportsmanship, LMHA is dedicated to addressing league complaints with respect to excessive and repeated penalties incurred by specific players and teams.
128. It is the responsibility of all team officials, however ultimately the Head Coach, to ensure that any imposed suspensions are properly served and documented.
129. LMHA reserves the right to assess **additional** suspensions to those that are imposed by Hockey Canada, BC Hockey and PCAHA.
130. It is the team officials' responsibility to notify the Division Manager, who will then notify the President, within forty-eight (48) hours of any of the penalties (or combination of penalties) assessed to their players and/or officials as outlined below. Failure to comply may result in disciplinary action at the Boards discretion.

### MATCH PENALTY OR GROSS MISCONDUCT BY A PLAYER

131. Any Player receiving one (1) Match Penalty and/or Gross Misconduct in any season:  
The offending player will be asked to provide, in-writing within time specified, any reason(s) why an additional suspension and/or other disciplinary action should not be assessed. The LMHA Board of Directors may impose additional disciplinary action/suspension sanctions up to and including suspension for the remainder of the season.
132. Any Player receiving any combination of two (2) Match Penalties and/or Gross Misconducts in any season:  
Mandatory in-person meeting with the Disciplinary Sub-Committee. The LMHA Board of Directors may impose additional disciplinary action and/or suspension sanctions up to and including suspension for the remainder of the season.
133. Any Player receiving any combination of three (3) Match Penalties and/or Gross Misconducts in any season:  
Automatic suspension for remainder of season.

### MATCH PENALTY OR GROSS MISCONDUCT BY A COACH

134. Any Coach receiving one (1) Match Penalty and/or Gross Misconduct in any season:  
The offending Coach will be asked to provide, in-writing within time specified, any reason(s) why an additional suspension and/or other disciplinary action should not be assessed. The LMHA Board of Directors may impose additional disciplinary action/suspension sanctions up to and including suspension for the remainder of the season.
135. Any Coach receiving any combination of two (2) Match Penalties and/or Gross Misconducts in any season:  
Mandatory in-person meeting with the Disciplinary Sub-Committee. LMHA Board of Director's may impose additional disciplinary action/ suspension sanctions up to and including suspension for the remainder of the season.
136. Any Coach receiving any combination of three (3) Match Penalties and/or Gross Misconducts in any season:  
Automatic suspension for remainder of the season.

### MATCH PENALTY OR GROSS MISCONDUCT BY A TEAM

137. Any team that receives two (2) Match penalties in the same game:  
A written plan is to be prepared by the Head Coach and submitted to the appropriate LMHA Division Manager outlining steps that will be taken by the team to prevent repeat in the future of the same incident.
138. For a **2<sup>nd</sup> violation** of a team receiving two (2) Match penalties in the same game:

Mandatory team meeting (Players, Parents and Team Officials) with the appropriate Division Manager and the VP Human Resources and Risk Management. The purpose of the meeting is to ensure all parties understand the severity of the situation with the possibility of additional suspensions for Team Officials.

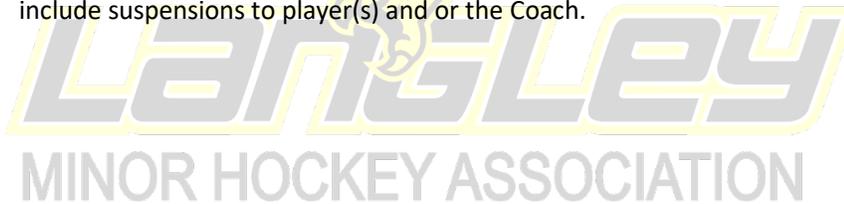
139. For a **3<sup>rd</sup> violation** of a team receiving two (2) Match penalties in the same game:  
Mandatory in-person meeting of the Team Officials and the LMHA Disciplinary Sub-Committee. The LMHA Board of Directors may impose additional disciplinary action/suspension sanctions up to and including suspension(s) for the remainder of the season

#### **ACCUMULATION OF EXCESSIVE PENALTIES BY A PLAYER OR TEAM OFFICIAL**

140. Accumulation of excessive penalties by an individual player or team official:
- Step 1. Upon written notification to the LMHA President from PCAHA, the Division Manager and VP of Human Resources and Risk Management will meet with the team official or player, coach and parents to inform the involved party that they are on-notice and will be monitored by LMHA for remainder of the season.
  - Step 2. If, after a reasonable period of time, the problem persists, a minimum one (1) game suspension will be issued to the player or team official.
  - Step 3. If, after a reasonable period of time, the problem continues to persist, the President of LMHA will initiate a Discipline Sub-Committee to investigate and make recommendations to the LMHA Board of Directors as to appropriate corrective actions and/or disciplinary measures. Disciplinary sanctions may include a further suspension spanning from three (3) games up to the remainder of the season.

#### **ACCUMULATION OF EXCESSIVE PENALTIES BY TEAM**

141. Accumulation of excessive penalties by a team:
- Step 1. Upon written notification to the LMHA President from PCAHA, the Division Manager and VP of Human Resources and Risk Management will meet with the Team Officials and Players to inform them they are on notice and will be monitored by LMHA for remainder of the season.
  - Step 2. If, after a reasonable period of time, the problem persists, the President of LMHA will initiate a Discipline Sub-Committee to investigate and make recommendations to the LMHA Board of Directors as to appropriate corrective actions or disciplinary measures. Disciplinary sanctions may include suspensions to player(s) and or the Coach.



## APPENDIX F: COACH DISCIPLINE GUIDELINES

142. In order to promote good sportsmanship, a positive team environment and a positive image for LMHA, the following procedures should be followed by team officials in addition to their own team discipline protocols:
- a. **Minor Infractions by Player**  
Team Officials are responsible for dealing with situations such as disrespect, conduct, horseplay, lack of participation, repeat unexplainable absences from games or practices, tardiness, dressing room behaviour, swearing and other minor infractions. It is up to the Team Official to set team rules to deal with these situations. Suggested discipline is as follows;
    - i. First offence would be the player receiving a warning or missing a shift.
    - ii. Second offense would be the player sitting for a period.
    - iii. Third offense would be sitting for an entire game.
  - b. **Major Infractions by Players**  
Team Officials must consult with the Division Manager on the appropriate disciplinary action to be used for conduct such as, but not limited to, fighting off ice before or after a game, insubordination, harassment, bullying and any other major offense. If the situation merits an investigation and/or hearing, the Division Manager must advise the LMHA President of the matter, who at their discretion, will provide direction and/or initiate the necessary action (ie. issue a suspension and/or refer the matter to the Discipline Committee). Suggested discipline is as follows;
    - i. First offense would be a one (1) to three (3) game suspension.
    - ii. Second offense would be a three (3) to five (5) game suspension.
    - iii. Third offense would be a five (5) game plus suspension, right up to being suspended for the remainder of the season.
  - c. **Serious Infractions by Players**  
A Team Official must notify the LMHA President, or in their absence any of the Vice-Presidents, within twenty-four (24) hours of any of the following conduct by a player in relation to any Association event (ie. games, practices, tournaments, dryland); use of drugs and/or alcohol, theft, vandalism and/or damage done to any property, vaping, and other serious and/or illegal infractions. The President, or in his absence his delegate, must provide direction and/or initiate appropriate action (ie. issue a suspension and/or refer the matter to the discipline committee or contact the local RCMP). Suggested discipline is as follows;
    - i. First offense would be a minimum two (2) week suspension.
    - ii. Second offense would be a minimum one (1) month suspension.
    - iii. Third offense would be a suspension for the remainder of the season.
143. It is important that our Team Officials, Division Managers and/or the LMHA Board of Directors involve the players parent(s) in the discipline process as it is important that the parent(s) assist in resolving any issue prior to it becoming a larger problem.