



LMHA 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 small issues dealt with *before* they become larger 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 the VP of HR and Risk prior to applying so that LMHA can support and keep resolution processes consistent throughout LMHA.

MINOR CONFLICTS

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 behavior 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. All complaints should be dealt with between the involved parties to resolve the issue of the complaint made. The 24-Hour Rule between the parties does apply.
- b. The issue may be brought to the attention of the team manager and/or parent liaison for support in the resolution.
- c. Following the observance of the 24-Hour Rule between parties, a meeting should be arranged through the team manager and/or parent liaison 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 their Division Manager and the VP of HR and Risk, in writing. The Division Manager and the VP of HR and Risk, at their discretion, must deal with the complaint and attempt to work towards a resolution between the parties.
- e. If the Division Manager and the VP of HR and Risk are 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 of the LMHA Discipline Policy.

PLAYERS

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
7. Not listening to coaching staff
8. Angry outbursts

For these offences 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 offence – 1 shift to a couple of shifts
2. 2nd offence – 1 period
3. 3rd offence – a couple of periods

Second Level Offences include:

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

For these offences team officials will use the theory of progressive discipline as a guiding principal. 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 offence – dismissal from ice and minimum one week ice time suspension
2. 2nd offence – dismissal from ice and minimum two weeks ice time suspension
3. 3rd offence – dismissal from ice and minimum one month ice time suspension

Third Level Offences include:

1. Drugs and Alcohol
2. Theft
3. Vandalism
4. Police file
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.

PARENTS AND SPECTATORS

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 ruling of an official.
4. Not abiding by the 24-Hour Rule.
5. Circumventing communicable disease screening at ANY indoor facilities.

For these offences, 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 offence, the suspensions may include your player as part of the discipline for the parents' actions.

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

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 you 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 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](#)