



Northeast Eagles Minor Hockey Association

Discipline Policy

Version 1.0

Discipline Policy

All members, players, participants, and fans are expected to abide by NEMHA Player/Parent Agreement. Violation of the Agreement may result in disciplinary action being taken by the Disciplinary Committee.

Prior to reporting and or filing a complaint all members must wait 24 hours then submit their concern. A complaint must be in writing, must identify the Discipline Issue by providing a summary of the incident and must identify the complainant. It should be emailed to president@neeagles.com and a hard copy delivered to the administrator at the minor hockey office.

Once a formal complaint has been received it will be forwarded to the Disciplinary Committee for review. This committee will be comprised of the Vice President and 2 other voting members of the association. The NEMHA secretary will also attend all disciplinary hearings as a neutral party to document all proceedings.

All Formal complaints will be documented and kept on file.

Communication Protocol

Hearing Process

Hearings generally happen for three reasons;

1. A player has established a pattern of negative behavior that has resulted in the need for a hearing
2. An incident(s) has occurred at the team level that has not been able to be resolved to the satisfaction and has therefore been escalated
3. A complaint has been received and found to have merit regarding the behavior of a member that is in violation of the NEMHA Player/Parent Agreement

What happens at a hearing?

If the hearing is based on a member complaint, both the complainant and the person(s) against whom the complaint has been made will get the opportunity to share their version of events along with others who have pertinent information regarding the event.

The committee may ask questions regarding the incident. The committee will then render a decision based on the information they have been presented. They will follow the guidelines outlined below unless otherwise specified by the Disciplinary Committee. Both parties to the complaint will be informed of the decision of the committee in writing.

The committee may;

1. Determine that no further disciplinary action is warranted
2. Determine that disciplinary action is required and what that action will be
3. Remove or change disciplinary action rendered at a lower level in the process

Appeal Process

Should either the complainant or respondent feel that the decision of the Disciplinary Committee has not satisfactorily resolved the issue, the decision may be appealed to the Appeals Committee, which is to be comprised of President, Past President, and a 3rd Party Member. The NEMHA secretary will also attend as a neutral party for documentation. Appeals are to be made in written form within three days of the rendering of the decision of the Disciplinary Committee.

The Appeals Committee shall convene a meeting to hear the appeal within a reasonable period of time.

The Appeals Committee shall determine whether the appeal shall be in the form of a new hearing or whether it can be dealt with based upon the written material and summaries, before the Discipline Committee. The Appeals Committee may request further written material from the complainant and/or respondent or their witnesses.

The Appeals Committee may dismiss the appeal, grant the appeal, or vary the decision of the Discipline Committee to lessen or increase the discipline imposed to ensure that such discipline is fair and reasonable in all of the circumstances.

Disciplinary Action Guidelines

Offences	Verbal Harassment	Physical Harassment	Inappropriate Conduct
1st Offence	Letter of apology Letter of discipline held on file for two (2) years	Letter of apology Possible suspension (period to be determined) Letter of discipline held on file for two (2) years	Removal from all NEMHA events for one year Letter of apology to appropriate parties Letter of discipline held on file for five years
2nd Offence	Removal from all NEMHA events for a period of up to six (6) months Letter of discipline held on file for three (3) years	Removal from all NEMHA events for a period determined by NEMHA Letter of discipline held on file for three (3) years	
3rd Offense	Expulsion for a period to be determined as deemed necessary	Expulsion for a period to be determined as deemed necessary	