



## DISCIPLINE/COMPLAINT POLICY

<i>Policy:</i> <b>Discipline/Complaint Policy</b>	<i>Policy no.</i> <b>2012-2013-07</b>	<i>Date</i> <b>June 2012</b>	<i>Date Revised</i> <b>July 2023</b>
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The West Nipissing Minor Hockey Association shall hereby be known as WNMHA. The Nipissing District Hockey League shall hereby be known as NDHL.

The Northern Ontario Hockey Association Shall hereby be known as NOHA.

### 1. Objective

- To ensure that all WNMHA members are treated fairly and respectfully during the review and or hearing process.
- To act in the best interest of the WNMHA and all Coaching Staff, Team Officials, Parents, Guardians and Players.
- To handle and act upon all complaints and disciplinary matters in a fair, confidential and expedient manner.
- This policy shall not supersede any decisions and or disciplinary matters as decided by on ice officials or handed down by the NOHA and or NDHL.

### 2. Discipline Committee

- The Discipline Committee shall consist of a minimum of three (3) members.
- The members will include a chair and two (2) additional West Nipissing Minor Hockey Association Executive members.
- The Discipline Committee shall have the Guardian, reprimand, or suspend any Coaching Staff, Team Official, Parent, Guardian, or Player.

### 3. Policy Review Guidelines

#### 3.1 Internet & social media

WNMHA understands the importance of social media and social networking. However social media also allows for inappropriate unsupervised conduct which may be detrimental to the future of teams, players, staff and WNMHA. WNMHA urges members to be aware of their conduct and how things are perceived on social media.

Members of the WNMHA shall refrain from comments behavior that is bullying, disrespectful, offensive, abusive, racist, or sexist. Behavior that constitutes harassment or abuse will not be tolerated and will be dealt with according to the NOHA social media Policy.

#### 3.2 Members and its Participants.

It is the desire of the West Nipissing Minor Hockey Association to provide a safe environment for our players to ensure they are free of sexual or racial discrimination, consistent with the Charter of Rights and Freedom enshrined in our Canadian Community.



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The structure of our games is intended to be played and enjoyed by participants of all heritages without the risk of abuse or discrimination, verbal or otherwise. Any incidents involved with discrimination, sexual or racial discrimination the WNMHA will move swiftly to investigate and discipline where necessary offenders acting in any way contrary to this ideal before or during or after a game as reported by a Game Official, Supervisor or WNMHA Executive.

### 3.3 Duty of Care

The legal concept of Duty of Care is defined as the WNMHA is obligated to protect their players, coaches, trainers, managers, and executives from harm. It is our duty to investigate complaints or harmful acts that are reported to keep everyone safe and able to enjoy the sport of hockey for years to come.

### 3.4 Harassment, Abuse, Bullying, Misconduct and Maltreatment

WNMHA states that Harassment, Abuse, Bullying and misconduct in any of its levels will not be tolerated. The WNMHA expects all their players, parents, coaches, officials, volunteers, directors, committee members, team managers, trainers are expected to take necessary steps to safeguard the participants against harassment, abuse, and bullying.

#### (b) Abuse

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 forms of abuse against children and youth is an abuse of power or authority and or a 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 need 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 available at [www.hockeycanada.ca](http://www.hockeycanada.ca).

#### (c) Emotional Abuse

Emotional abuse is a chronic attack on a child's self-esteem. It is psychological, destructive behavior by a person in a position of power, authority, or trust. It can take the form of name calling, threatening, ridiculing, berating, intimidating, isolating, hazing, or ignoring the child's needs.

#### (d) Physical Abuse

Physical abuse is when a person in a position of trust or power purposefully injures or threatens to injure a child or a youth. This may take the form of slapping, hitting, shaking, kicking, pulling of hair and ears, throwing, shoving, grabbing, hazing or excessive

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exercise as a form of punishment.

**(e) Harassment**

Harassment is offensive behavior – emotional, physical, and or sexual – that. Involves discrimination against a person because of their race , national or ethnicity. Background, age, color, religion, family status , sexual orientation, sex, or gender, disability, marital status or pardoned conviction, harassment may happen when someone attempts to negatively control, influence or embarrass another person, based on prohibited grounds of discrimination.

**(f) Bullying**

Bullying is intentionally hurting someone to insult, humiliate, degrade or exclude him or her. Bullying can be broken down into four categories: physical, verbal, relational ( for example, trying to cut off victims from social connection by convincing peers to exclude or reject a certain person), and reactive ( for example engaging in bullying as well as provoking bullies to attack by taunting them).

**(g) Misconduct**

Misconduct refers to the behavior or pattern of behavior that is found, by a formal Or informal process to be contrary to the WNMHA Code of Conduct and this it is not Harassment, abuse or bullying.

**(h) Maltreatment**

Maltreatment includes volitional acts that result in harm or the potential for physical or psychological harm. Maltreatment in all its forms is a serious issue that undermines the health, well-being performance and security of everyone associated with the game of hockey and is incompatible with the core values that lie at the heart of Canadian sport. Participants in Hockey Canada's programming should have the reasonable expectation that it will be in an environment that is accessible, inclusive and is free from all forms of Maltreatment.

**(i) Fan Abuse towards Officials**

**4. Review Process**

- a. Concerns and complaints must be submitted to the WNMHA appointed Division



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Convenor in writing.

- b. All complaints must be submitted no later than one week after the end of the season or one week after any sanctioned hockey activities that occur after the end of the season.
- c. The Division Convenor shall forward any written complaint received to the Discipline Committee Chair within forty-eight (48) hours.
- d. The Discipline Chair shall forward the complaint to the Discipline Committee members within twenty-four (24) hours.
- e. The Disciplinary Committee shall review and discuss the complaint within seventy-two (72) hours.
- f. The Disciplinary Committee shall request a meeting with the required parties involved if required.
- g. A first, second or third offence letter may be issued to the parties involved stating the Disciplinary Committees decision in the form of, but not limited to the following.
  - Verbal – documented to file.
  - Warning – written warning documenting infraction
  - Suspension – Suspension of play from regular season play, playoffs or Tournaments.
  - Termination of Play – Final warning due to a consecutive infraction or a severe Infraction that warrants termination of play for remaining of season.
  - Termination of association with WNMHA – Final step following every step has been followed and documented.
  - Trespass Notice – to be utilized when situations are escalated to prevent involved parties to be present at any rink activities.
- h. All decisions made by the Disciplinary Committee are final.

The committee may choose to move to more severe discipline depending on the circumstances and will be evaluated on a case-by-case basis. It will look investigate by looking at all the facts, interview when required to get to the best resolution for the issue at hand.

In the case of maltreatment cases the committee will request an information session to be scheduled in person to review the Hockey Canada and governing body Maltreatment rules and policies. This will be done for repeat offenders following their second offence. Due to Maltreatment being a serious offence the discipline committee will enforce additional suspensions to players,



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coaches, parents, board members or guardians following their third offence. The committee will double the applied suspension from its governing body and a meeting will be requested with person involved to deliver the additional suspensions due to repeated maltreatment offences during the course of the current season.

WNMHA will not review or recommend additional suspension for on-ice calls. If teams and or parents which to question the calls on the ice they are encouraged to follow the NOHA video review policy in order for a call in question be reviewed by a review panel to see if the penalty is warranted or additional consequences be added to the current suspensions.

### 5. Conflict of Interest

- a. A member of the Disciplinary Committee is in a conflict of interest if they are named in any complaint either as an accused, complainant, or witness.
- b. The member shall inform the Disciplinary Committee Chair of the conflict of interest when it immediately becomes known.
- c. The Disciplinary Chair shall notify the Disciplinary Committee and a new member of the WNMHA Executive shall be appointed to the Committee if required on a case-by-case basis.
- d. Should the Disciplinary Chair be named in a complaint either as an accused, complainant, or witness, he or she shall remove themselves from the Committee.
- e. Should the Disciplinary Chair be removed from the Committee due to a conflict of interest the next highest-ranking member shall become the Chair. This rule



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### Sample Letter



The WNMHA received a report of an incident regarding a comment and/or behavior made by you towards a certain individual.

The WNMHA supports Hockey Canada's zero tolerance policy.

Consequently, individuals violating the policy will be subject to disciplinary action as set out in the Hockey Canada Fair Play agreement for which all members signed and agreed to at the beginning of the season.

Based on the findings, this letter serves as your \_\_\_\_ Offence.

Disciplinary Consequences as follows:

Respectful

Disciplinary Committee

