

**Shaler Area Inline Hockey
Procedures for the Determination of Misconduct and Disciplinary Penalties**

Adopted February 24, 2015

Statement of Policy and Intent It is the policy of the Shaler Area Inline Hockey (SAIH) that all of its Members, Coaches and any other individual participating in the activities of the Association (referred to collectively as Member(s)) exhibit the qualities of good sportsmanship, civil behavior and abide by the Code of Conduct set forth by SAIH.

It is the intent of SAIH to provide a fair and impartial review procedure to determine whether Members have been involved in misconduct while participating in activities sponsored by SAIH, the PIRHL or any other participating event. An individual is participating in sponsored activity if he or she is a spectator, volunteer, player, or coach on an SAIH team or in attendance at any event sponsored by SAIH or the PIRHL.

When it is found that a Member has violated the Code of Conduct, SAIH will discipline the individual in accordance with the procedures and penalties set forth in this policy and guideline.

Definitions

“Association” means Shaler Area Inline Hockey

“Assistant Coach” means a PIRHL certified coach that serves under the direction of the Coach.

“Board” means the SAIH Board of Directors.

“Coach” means PIRHL certified person primarily responsible for directing and guiding the play of the team. The Coach is responsible for the conduct of the players before, during and after practices and games.

“Discipline Committee” means the SAIH committee responsible for administering this policy and guideline.

“Member” means any individual that is a player, parent, coach, or board member.

“Other Individual Associated with the Association” means an individual that participates in the SAIH activities and programs that is not an “member”, such as an individual that may perform minor official duties at the request of the Association or another game official.

“Taunting or threatening” means to address an individual or individuals in an intimidating, mocking, insulting or contemptuous manner or to verbally or physically express an intention to inflict harm upon another individual or individuals.

Authorization: The Committee has the full power and authority to carry out and administer the provisions of this policy and guideline, as provided by the Board and the By-laws of SAIH.

Shaler Area Inline Hockey Discipline Committee: The Committee will consist of five members. The President will appoint the committee chairperson, which must be a current or incoming board member. The remaining committee will consist of four coaches, one from each level, appointed by the committee chairperson. The President and/or Vice President will be ex-officio members of the committee. The Committee Chairperson will have a term that coincides with the term of his or her elected position on the Board.

Members of the Committee serve at the discretion of the Board and any member may be suspended or removed by the Board for violations of the Code of Conduct or breach of responsibility associated with the duties of the Committee.

Duties of the Committee: The Committee shall:

1. Review allegations of misconduct;
2. Determine if an individual has violated the Code;
3. Issue penalties commensurate with the severity of the offense when the Committee finds that a violation has occurred;
4. Report to the Board regarding its activities; and
5. Conduct other business as necessary to carry out its duties

The Committee will meet as needed during the scheduled season to carry out its duties. Three members of the Committee constitute a quorum and are to be in attendance in order for a meeting to occur.

On matters before the Committee the member from the Board will vote only when a Committee member is absent from a meeting where a decision is being made or when a member of the Committee abstains or recuses themselves from a matter before the Committee.

The Committee will also review all misconducts and game suspension penalties to determine if additional disciplinary action is warranted and to assure games suspensions are appropriately served and documented.

Powers of the Committee: The Committee can receive allegations from Members alleging violations of the Code, initiate reviews of possible misconduct, conduct interviews to collect facts relative to an allegation, meet with Members to determine facts, and perform other duties as necessary to investigate allegations and make determinations as directed by the Board.

The Committee has the power to determine penalties, as described in the section titled Penalties, Terms and Conditions, including the termination of membership.

Procedures: The following procedures are used to review allegations

1. Notice of an Issue: Any Member may notify the Committee about an issue that he or she believes warrants the Committee's attention. Notice is to be provided to the Committee by:
 - a. Communicating through the Discipline Committee Chairperson via phone, email, or in person.
2. Distribution of a Notice: The Committee Chairperson is to distribute all Notices received to all Committee members as soon as possible.
3. Notice to Parties: The parties that are the subject of the Notice will be notified immediately of the Committee's receipt of the Notice and provided the opportunity to defend any allegations.
4. Review Meeting: If requested by either a committee member or the accused, the Committee Chairperson will schedule a review meeting. The purpose of the Review Meeting is to establish the facts relative to the incident being reviewed. At the Review Meeting the Committee will review the Notice and take one or more of the following actions:
 - a. Determine that no violation has occurred and dismiss the matter;
 - b. Determine that a violation of the Code has occurred;
 - c. Determine that additional information needs to be collected to establish facts and make a determination;
5. Issuance of Findings of Fact, Determination and Penalty: Upon conclusion of the Review, the Committee will issue Findings of Fact and the Determination and Notice of Penalty to the Board and the party that is the subject of the Committee's determination. The Committee Chairperson will notify the Board of the Committee's decisions.

Summary Suspension Pending Review: In instances where the alleged infractions are of a serious nature, the Disciplinary Committee Chairperson with the concurrence of another elected Board member of the Association can suspend a Member from participating in any Association activity until the Committee reviews the matter.

Administration and Enforcement of Penalties: The Committee Chairperson as directed by the Committee will administer the penalty, which includes documentation of the penalty, establishment of the calendar for the penalty term, notification of coaches, team managers or other appropriate individuals of the penalty, notice to the Member when the conditions of the penalty have been satisfied and other appropriate duties.

The Discipline Committee and the Board, through its representative on the Discipline Committee, will monitor the penalty. Failure by a Member to honor any penalty or suspension will be punishable up to and including dismissal from the Association.

In the event the person(s) membership with the Association is revoked, it will be for a minimum term of one (1) year. After the said time limit expires the person(s) may reapply for membership with the Association. Permission to rejoin the Association is subject to the approval of the Board.

Violation of Rink Rules/Protocol: SAIH, in conjunction with the appropriate rink manager, will carry out penalty enforcement for violation of rink rules. The Association will administer severity and penalty duration. The rink(s) maintain their right to restrict, suspend, or terminate the privileges of persons and/or teams violating any of these rules.

Appeals of the Committee Decision: The Committee's decision regarding determinations of violations of the Code resulting in a warning, a level one, level two or level three penalty cannot be appealed. Determinations resulting in level four or higher penalties can be appealed to the Board. Appeals are to be submitted in writing to the President of the Board within ten days of the issuance of the penalty and state clearly the basis for the appeal.

Penalties, Terms and Conditions: The following penalties can be issued based on example infractions listed:

1. Level 5 may result in termination of membership, indefinite suspension, or suspension of not less than 4 games.
 - a. Taunting or threatening any player, coach, official, association or league representative, arena personnel, spectator, or parent.
 - b. Making physical contact with any player, coach, official, association or league representative, arena personnel, spectator or parent.
 - c. Entering the locker room of any opposing team or obstructing their access or exit from said room or arena.
 - d. Entering the locker room of any official or obstructing their access or exit from said room or arena.
 - e. Being involved with any activity that would warrant the summoning of law enforcement officials.
 - f. Violating the "24 Hour Rule"Any member receiving a Level 5 penalty must obtain approval from the Committee before returning to involvement within the Association.
2. Level 4, a three game suspension. Any other infraction may result termination of membership.
 - a. Taunting any player, coach, official, association or league representative, arena personnel, spectator, or parent.
 - b. Defacing or damaging property belonging to any individual, team, association, or arena.
3. Level 3, a two game suspension. Any other infraction may result in a termination of membership.
 - a. Throwing of any object onto the ice surface, into the player's area, or at another individual.
 - b. Going on to the playing surface for any reason, unless directed by coach or other official.
 - c. Violation of the attached locker room policy
4. Level 2, a one game suspension.
 - a. Inciting other persons to become involved in any of the above listed activities.
 - b. Using profane and/or vulgar language or mannerisms.
5. Level 1, written or verbal warning.
 - a. An action that does not rise to a documented time related penalty and requires no further action. Repeated warnings can lead to an action.
7. A combination of multiple lower level infractions may result in a higher-level disciplinary action. The Disciplinary Committee retains the right to make this determination.
8. The Disciplinary Committee may also issue a letter delineating behavioral expectations of the involved Member. Failure to sign or abide by this agreement may result in termination of membership.

Code of Conduct: This list of words or actions constitutes a violation of the Code of Conduct of the Association and includes, but is not limited to, the following:

1. Making physical contact with any player, coach, an on or off-ice official, an association or league representative, arena personnel, spectator or parent.
2. Taunting or threatening any player, coach, official, association or league representative, arena personnel, spectator, or parent.
3. Going onto the playing surface for any reason, unless directed by a coach or other official.
4. Entering the locker room of any opposing team or obstructing their access or exit from said room or arena.
5. Entering the locker room of any official or obstructing their access or exit from said room or arena.
6. Using profane and/or vulgar language or mannerisms that is offensive to other persons
7. Throwing of any object onto the playing surface, into the player's area, or at another individual.
8. Pounding or climbing on the glass.
9. Defacing or damaging property belonging to any individual, team, association, or arena.
10. Violating posted Rink Rules, including, but not limited to:
 - i. Damage to the facility and / or vandalism of any sort
 - ii. Theft of any kind
11. Being involved with any activity that would warrant the summoning of law enforcement officials.
12. Inciting other persons to become involved in any of the above listed activities.
13. Any other conduct deemed inappropriate by the officials, representatives, and Board members of SAIH, and rink personnel.

24 Hour Rule: Coaches should not discuss a game, a game incident or a situation that occurred during the game that has provoked an adverse emotional response or created a hostile situation until at least 24 hours after the fact. A Member is not to approach a coach to discuss a game, a game incident or a situation that occurred during the game that has provoked an adverse emotional response or a hostile situation until at least 24 hours after the fact.

Note to 24 Hour Rule Hockey is an emotional sport. The physical battles that players fight for control of the puck can spill on to the bench and stands and create strong reactions from coaches. This intense emotional aspect of hockey is one of the reasons it makes exciting entertainment.

For parents, it is important to separate game emotions from the best interests of their child's sports development. For this reason, SAIH has adopted the "24 Hour Rule". The intent of the rule is to move an emotional and confrontational discussion away from the presence of the players, and to allow the parties to "cool off", compose themselves and put the provoking incident or situation that occurred in the game in perspective before meeting to discuss it.

LOCKER ROOM POLICY

1. Parents are not permitted in the locker rooms. If your child needs assistance with equipment, please have them come out into the hallway. **ONLY COACHES ARE PERMITTED IN LOCKER ROOMS.**
2. Valuables – Neither Shaler Inline or Bladerunners are responsible for any items damaged, lost, or stolen.
3. All teams will have a locker room before practices and games. They must only enter that specific locker room.
4. Locker room boxing or any actions that could result in harm to another player or damage to personal/public property **IS PROHIBITED AT ANYTIME**. Any player will receive a 2 game suspension if they are caught participating or watching locker room boxing.