



# DISCIPLINE AND APPEAL PROCESS

- A. Any player, coach, manager, trainer, referee, linesman, volunteer, member, parent or spectator that is guilty of unacceptable conduct on or off the ice or violates or breaks a Bylaw, Policy, Procedure or ruling of the Board is subject to discipline or suspension.
- B. The WMHA executive has the power to impose suspensions and discipline as set out in the Bylaws.
- C. Any player, team or team official who knowingly supplies false information to a representative of the WMHA will be subject to being suspended or disciplined and the matter referred to the WMHA executive.
- D. The WMHA can suspend any WMHA member if the member is in serious violation of the WMHA Policies and Procedures.
- E. WMHA will establish a "Discipline Committee" when required to review a serious violation.
  - a. This committee will consist of the Discipline Chair and five (5) WMHA Members without any conflict of interest.
  - b. The Discipline Chair will not participate in the vote, they will facilitate by collecting and presenting information as well as communicating all findings in writing.
  - c. All communication and contributions will be collected and provided in writing and kept confidential.
  - d. Any suspension imposed by the Discipline Committee shall take effect immediately.
- F. Suspended persons may appeal to the WMHA Executive any suspension imposed by the Discipline Committee by giving signed written notice within ten (10) days of the date of suspension. Such appeal shall be heard by the WMHA Executive within ten (10) days of receiving the appeal accompanied by payment of \$100.
- G. The WMHA Executive decision on appeals is final.

- H. If a WMHA member is not satisfied with the WMHA executive decision, the member may appeal to Hockey Alberta. If a WMHA member appeals to Hockey Alberta, WMHA surrenders all authority regarding this appeal to Hockey Alberta. It is then the responsibility of Hockey Alberta to resolve the member's appeal as quickly as possible.

## Spectator Abuse to Referees or Coaches

- A. If spectator abuse towards a referee or coach is founded by the WMHA executive, the following infractions will be assessed:
  - a. A letter of apology will be written, directed to the subject to which the inappropriate conduct occurred. This letter will be given to the president of WMHA.
  - b. Respect in Sport will be taken, regardless of expiry if the course has already been taken.
  - c. A 3 game suspension will be appointed.
- B. Subsequent infractions will lead to more serious consequences that may limit your ability to watch players in the future.

## Reporting Spectator Abuse

- A. Any player, coach, manager, trainer, referee, linesman, volunteer, member, parent or spectator can report spectator abuse directly to an executive member. Your name will be kept confidential. You do not have to go through the parent liaison of your team. Please ensure you can provide details of the date, age group, details of the abuse and name of the person if possible.
  - a. Abuse by a member of WMHA will be dealt with using the discipline process.
  - b. Abuse by a non-member of WMHA will be dealt with by the president of WMHA writing a letter to the association in question.