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## Overview

Oshawa Minor Hockey Association (Oshawa MHA) expects its Coaching Staffs to maintain discipline on their teams. The coach and team members (coaching staff, players and parents) are representatives of Oshawa Minor Hockey Association and must comport themselves accordingly at all times. This document outlines progressive disciplinary measures under three levels of “infractions” (Levels 1, 2, 3).

Penalties, as noted in the Hockey Canada rulebook as well as further guidelines/policies from Ontario Hockey Federation (OHF) and Ontario Minor Hockey Association (OMHA), are to be strictly enforced. It is the Head Coach’s responsibility to be aware of rules and ensure that parents and players are also aware of them. A list of OHF Policies is contained at the end of this document.

Oshawa Minor will not accept the excuse from a member of the coaching staff, player or parent that they were unaware of a rule.



Matters dealing with the discipline of coaches, parents and players over and above suspensions set out by Hockey Canada, OHF and OMHA may be referred to the Oshawa MHA *Discipline Committee*, depending on the nature and severity of the infraction. This committee may hand out further disciplinary action as necessary.

Also note that Oshawa MHA has a formal Dispute Resolution Process ([link](#)) for the handling of all complaints related to bullying, harassment, abuse and code of conduct issues. It does not pertain to complaints relating to team operations (i.e. ice time, player position etc.).

## **Discipline Committee**

The Discipline Committee shall be comprised of the following members: the Rep Teams Chair, Convenors and two OMHA Directors. They may invite other Members as appropriate.

The purpose of the committee is to review Level 3 discipline issues as brought forward by any of the following:

- Convenor, Rep Teams Chair, Referee-in-chief, formal complaint by a parent or player, Mentor, Technical Director, or Other (eg. a motel manager at a tournament)
- To determine what, if any, steps should be taken to discipline the player or coaching staff member beyond what has already been done.
- To determine the exact nature of these steps, eg. type or length of suspension, censuring, referral to other bodies

Level 1 offences may be dealt with by the team, in conjunction with the player and parent(s), although the appropriate Division Convenor must be notified and the nature of the measure(s) taken must be documented.

The *Discipline Committee* will maintain minutes of any and all meetings called.

- The President will hold the minutes, in confidence.
- The minutes may be used at subsequent hearings for the same individual.
- Minutes are to be held for safekeeping for 7 years.



The *Discipline Committee* will hear evidence and will review each case on an individual basis, taking into account any unique circumstances. All decisions of the *Discipline Committee* can be appealed through the Association's Appeal Protocol.

## **Player Discipline**

There are three (3) levels of offences: Levels 1, 2, 3. Since behaviour is not a purely "black and white" issue, most offences must be considered in that light, taking into consideration the age group of the players and circumstances. As a result, all breaches of rules or codes of conduct are to be dealt with in a **progressive** manner.

In this competitive hockey program, players are expected to give their best effort at all times. Poor performance **CANNOT** be used for disciplinary action. For instance, player X, who is normally a goal scorer, goes a month without scoring. This is NOT grounds for disciplinary action.

Coaches are given some latitude in their application of discipline so long as proper **progressive** steps have been taken and the "punishment" fits the "crime."

**Attendance.** Any player that misses a practice or game for whatever reason will be subject to the Level 1/2 Offense sanctions.

**Dress Code.** Players are expected to arrive and leave each game as per the dress code outlined in the Oshawa MHA Manual of Operations (Section 5.8).

**Punctuality.** Players are expected to adhere to the coach's requirements for arrival and readiness times that have been communicated to players and parents prior to the season's start.

**Behaviour.** Players, coaches and parents must treat teammates, opponents, referees, spectators, and everyone else involved with respect. Players are also expected to conduct themselves in the dressing room in a proper manner so as to maintain a safe environment, including using proper language at all times.

**Preparedness.** Players must come with all the appropriate equipment for each team function. Players are expected to be prepared for all team functions as per the team's directions.



## Level 1 Offences - Must be documented by the head coach

- A. "Horseplay"
- B. Refusing to participate with required effort in practices or games.
- C. Being disruptive in the room or on the ice in practice
- D. Chronic lateness or unexcused absence(s).
- E. Lack of respect for the dressing room
- F. Lack of respect for officials, opposing players, parents, or facility staff
- G. Taking repeated penalties of a certain type over a period of time with little or no indication to alter behaviour. This may include infractions that are obvious to the coach(es) though not penalized by game officials. It may also include obvious or deliberate infractions committed in practice (eg. constantly slashing opponents)
- H. Inappropriate language (in the room, on the bench, on the ice, during other team functions)
- I. Not adhering to team/association dress code policy (Oshawa MHA Manual of Operations: Section 5.8)
- J. Repeated lack of preparedness for the team's program (eg. not being ready for pre-game off ice warm-up)
- K. Other minor transgressions with respect to team rules as determined by the coach

### Possible Level 1 Sanctions

- Any of these or combination of these may be applied
- The coach is reminded to document the offence **and** inform the Convenor of it and whatever steps are to be or have been taken

NB. In some situations, the coach may go from Step 1 to Step 3. Example: Practice behaviour issues, such as being disruptive, may first involve a verbal reprimand from the coach. If the player does not alter behaviour, removal from practice may be the next step. Parents must be notified here after the fact.

**Step 1:** Verbal reprimand in the presence of one other team official

**Step 2:** Discussion with one other team official and the player's parent (and player is recommended)

**Step 3:** Minor suspension of a few shifts or removal from practice.

**Step 4:** Suspension of **one** period

**Step 5:** Suspension of **two** periods



**Step 6.** Go to Level 2 offence if coach desires

### ***Repeated Level 1 Offences***

- *Even when the coach has taken the above steps and informed their Convenor, some behaviours may be repeated at another time. In this instance, the coach may choose to go to Level 2 Offences.*

### **Level 2 Offences - Must be documented + referred to Divisional Convenor**

- Repeated Level 1 Offences with little or no effort to improve or alter behaviour
- Fighting (off-ice, in practice, in the dressing room)
- Insubordination to coaching staff, officials, opposing players or coaches, or fans
- One instance of bullying, harassment or abuse of teammates or others

### **Level 2 Sanctions - Must be taken within 72 hours of the alleged offence**

**Step 1:** Verbal reprimand in the presence of one other team official + parent and player with Convenor or Rep Teams Chair present (written reprimand to follow). Continue with Step 2 (ie. Reprimand + Suspension)

**Step 2:** In conjunction with or on the order of the Convenor: Suspension of any of the following:

- Time suspension (eg. 3 days away from the team)
- 2-3 periods in the next game
- 1, 2 or 3 games maximum

**Step 3:** If a level 2 offence is repeated, then it will be referred by Convenor to the *Discipline Committee* as a Level 3 offence

### **Level 3 Offences**

These are the most serious offences and may be dealt with by either the *Discipline Committee* or the board member responsible for Risk and Safety management. In some instances, offences will fall under the Hockey Canada/OHF/OMHA guidelines for abuse, harassment and bullying. Other offences may need to be referred to the OMHA for further instruction as they contravene other Hockey Canada policies. A few will involve local authorities (eg. police).



In every instance, the team official **MUST** immediately report the offence to their Convenor or, if not available, the Rep Teams Chair.

Players accused of these offences are under temporary suspension from all team activities until notified otherwise by the appropriate Oshawa MHA board member. An Oshawa MHA Board member will be in contact with Parent(s) within 24 hours of offence.

**Offences include, but are not limited to:**

- Repeated Level 2 offences
- More than one instance of abuse, harassment or bullying
- Theft
- Vandalism
- Use of, sharing, or selling performance enhancing drugs (PEDs)
- Use of drugs or alcohol or vaping
- Verbal, sexual, or physical assault
- Participation in any other illegal act
- Possession of a weapon or use of an implement (eg. hockey stick) as a weapon
- Abuse of social media platforms to harass, bully, “troll”, etc. others

**Level 3 Sanctions - May include any of the following:**

- Suspension of more than 3 games and/or a time suspension time
- Indefinite or long term suspension
- Removal from the team

**Appeals of Level 1, 2 or 3 Sanctions**

Any player sanctioned at any level of this process may appeal the penalty incurred.

**Fines**

Any team or individual assessed a fine by Hockey Canada, Ontario Hockey Federation, Ontario Minor Hockey Association, ETA or Lakeshore League shall be responsible to pay the same.



If the association is fined or incurs damage costs (ie. arena, hotel) for an incident involving a team or individual of this association, the team or individual shall be responsible for its payment.

Should one of our parent agencies (OHF, OMHA, ETA, Lakeshore) levy a fine or additional penalty on top of the automatic penalties, it may be reviewed upon request and appealed if sufficient grounds exist to merit the appeal.

### **Appeal of Penalties**

OMHA rules state that an appeal may be undertaken only if the suspension exceeds 5 games as a result of a single suspension or Match Penalty (not one that has additional suspension added as per the OMHA rules).

If team wishes to appeal one of these penalties, they must contact their Divisional Convenor for further steps.



## **Member Code of Conduct and Fair Play Code**

A reminder that our Code of Conduct and Fair Play Code are found in the Oshawa MHA Manual of Operations. This is published on the oshawahockey.com website. All members of Oshawa MHA must adhere to this.

Below are a few key points as it relates to Discipline.

### **Alcohol/Drugs**

Use of alcohol or drugs, including cannabis, by any team official while in control of a team or players will not be tolerated.

No team official shall drink alcohol or consume a drug, including cannabis, before a game or practice. This includes between games at a tournament.

Any team official found supplying liquor, drugs or cannabis to a player shall be immediately terminated.

Any player found in possession of or consuming alcohol or drugs, including cannabis, prior to or during a game or practice while in the arena or arena property will have committed a Level 3 offence and will be suspended immediately pending referral to the *Discipline Committee*.

### **Social Media**

All Association members have signed the "OMH\_SocialMedia\_Acknowledgement" form. It is the responsibility of Association members to notify Oshawa Minor Hockey of any abuses of this policy. They must abide by the policies outlined in the Oshawa MHA Manual of Operations (Section 7.11) or the Association member will be suspended as a Level 3 offence. Further review will be completed by the *Discipline Committee*.

### **Photographic Equipment**

All Association members must adhere to the City of Oshawa Photographic Equipment in City Facilities policy (posted on Oshawa MHA website). This bans the use of cellphones or other devices that can take photos or video from arena dressing rooms. The Association member will be suspended as a Level 3 offence if found violating this policy. Further review will be completed by the *Discipline Committee*.





## **Complaints about Coaches or Team Officials**

All written complaints about a coach or team official from a player's parent(s), other player(s) or other team official shall be submitted to the applicable Division Convenor and Rep Team Chair.

The Division Convenor will review the documentation and interview the author(s) of the letter and the coach or other team official named in the letter.

The Convenor will consult with the Rep Teams Chair who will determine if the matter warrants being taken up with the *Discipline Committee*. If the complaint is founded, the Rep Teams Chair may take appropriate action against the Coach or Team official upon notification to the Discipline Committee. The Discipline Committee may request further review.

Any action taken against a coach or other team official may be appealed as per Oshawa Minor policy.

## **OHF Policies related to Discipline**

### **Tobacco Policy**

[http://www.ohf.on.ca/files/uploaded\\_documents/3676/OHF\\_Tobacco\\_Policy\\_2.pdf](http://www.ohf.on.ca/files/uploaded_documents/3676/OHF_Tobacco_Policy_2.pdf)

Any player or bench official found to be using tobacco products, chewing tobacco, smokeless tobacco or ecigarettes during a practice or game will be ejected from that particular practice/game. It will be reported as a Level 2 Offence.

### **Dressing Room Supervision**

[http://www.ohf.on.ca/files/uploaded\\_documents/3676/OHF\\_Policy\\_on\\_Dressing\\_Room\\_Supervision.pdf](http://www.ohf.on.ca/files/uploaded_documents/3676/OHF_Policy_on_Dressing_Room_Supervision.pdf)

Any person found to be in violation of this policy will receive a warning for a first offence, a two week suspension for a second offence, and a one year suspension for a third offence.



## Related Documents and Links

Document/Webpage	Link
Oshawa MHA Manual of Operations	<a href="https://oshawahockey.com/Public/Documents/OshawaMHA/OshawaMHA-ManualofOperations.pdf">https://oshawahockey.com/Public/Documents/OshawaMHA/OshawaMHA-ManualofOperations.pdf</a>
OMHA Manual of Operations	<a href="https://www.omha.net/manualofoperations">https://www.omha.net/manualofoperations</a>
OHF Handbook	<a href="http://www.ohf.on.ca/view/ohfmainsite/ohf-handbook">http://www.ohf.on.ca/view/ohfmainsite/ohf-handbook</a>
Hockey Canada ByLaws (Download page)	<a href="https://www.hockeycanada.ca/en-ca/corporate/about/basics/downloads">https://www.hockeycanada.ca/en-ca/corporate/about/basics/downloads</a>

## Revision History

Date	Change
June 1, 2019	Original document