



Upper York Minor Hockey Association

SUSPENSIONS, DISCIPLINE AND APPEALS POLICY

UYMHA - SUSPENSIONS, DISCIPLINE and APPEALS POLICY

- 1) Inappropriate behavior will not be tolerated in any area that a UYMHA event is being held in any arena property which is rented or used by any UYMHA team or any other minor hockey association or team.
- 2) All players, coaches, managers and team officials must adhere to the OMHA Code of Conduct as well as all OMHA policies and procedures.
- 3) The UYMHA Board of Directors shall have the ability to suspend or discipline any, coach, manager, player, trainer or member as defined by UYMHA constitution connected with the association.
- 4) The UYMHA board of directors shall have the ability to suspend or discipline any player, coach, manager, or other team official from their duties and or playing privileges for a minimum of one (1) game to an indefinite period of time, based on the severity of the issue:
 - a) Abusive and or profane language / cursing /swearing;
 - b) Inappropriate cheering / taunting of game officials, players or coaching staff;
 - c) Physical threats to anyone;
 - d) Fighting;
 - e) Destroying and or vandalizing arena property;
 - f) Missing three (3) consecutive games without a valid reason;
 - g) Failure to meet financial obligations incurred by their team;
 - h) Failure to Comply with the intent of the constitution, bylaws and policies of the UYMHA and;
 - i) Any inappropriate conduct or behavior that is done to bring discredit on the reputation of the UYMHA
- 5) The OMHA, OHF, and or Hockey Canada dictate the minimum/mandatory suspension list.
- 6) Suspensions shall remain in effect at the discretion of the UYMHA Board of Directors.
- 7) The Head Coach of any team is responsible for the behavior of all members of their team including UYMHA team supporters.
- 8) Any OMHA/OHF or Hockey Canada suspensions may have additional time added by the UYMHA Board of Directors.
- 9) Any Team Official (coaching staff) may be discharged, by failing to receive a majority vote of confidence by the UYMHA Board of Directors.



- 10) The Disciplinary Committee will consist of the UYMHA board of directors and an appropriate Member at Large.

APPEALS

- 1) Anyone wishing to appeal a disciplinary decision shall have 72 hours from the time at which they received the notice of the decision, to submit written notice of their intention to appeal to the Chair(s) of the UYMHA Board of directors; along with the details of their appeal.
- 2) **Grounds for Appeal:** A decision may be appealed on its merit alone. An appeal may be heard only if there are sufficient grounds for the appeal; such as failing to follow the constitution and/or by-laws; making a decision where bias is defined as lack of neutrality to such extent that the decision makers were unable to consider other views; exercising its discretion for an improper purpose or making a decision which was grossly unreasonable.
- 3) **Appeals Panel:** Either of the UYMHA Chair(s) and a Director not involved in the initial Disciplinary Committee are to appoint an appeals panel comprised of three (3) individuals plus a non-voting appointed individual. All these individuals shall have no significant relationship with the matter being appealed and shall be free of any other actual or perceived bias or conflict. The panel members shall select for themselves a chairperson. The decisions shall be by majority vote where the chairperson carries a vote.

Procedure for Appeal:

- a) The appeal shall be heard within 7 days of the Appeal being received;
- b) The appellant shall be given a minimum of 48 hours written notice of the date, time & place of the appeal hearing;
- c) Decisions shall be a majority vote, where the chairperson only carries a vote in the event of a tie;
- d) A representative may accompany the party/parties who have appealed;
- e) The panel may direct that any other individual relevant to the appeal may participate in the appeal;
- f) In the event that one of the panel's members is unable or unwilling to continue with the appeal, the appointment of an appropriate replacement shall adopt panel members vote and;



- g) The decision of the Appeals Panel shall be accepted as final by, the appellant and the UYMHA.
- 4) A decision in writing must be provided within 48 hours of concluding the appeal hearing. The panel shall issue its decision, in writing, to the Chair(s) of the UYMHA Board of directors with reasons in making the decision. The panel may decide:
- a) To void or confirm the decision being appealed;
 - b) To vary the decision where it is found that an error occurred and such an error cannot be corrected by the original decision maker for reason which include, but not limited to lack of clear procedure, lack of time or lack of neutrality;
 - c) To refer the matter back to the initial decision maker for a new decision and;
 - d) At no time can the decision of the Appeal Panel conflict with the current Constitution of the Upper York Minor Hockey Association.
- 5) A copy of this decision shall be provided to the appellant and the original decision maker.

