



Edmonton Ringette Disciplinary Procedure

Edmonton Ringette, through its elected or appointed officials, has the authority to discipline any member, defined as a player, team official, parent or guardian, board member, or regular member for behavior which is contrary to the objectives/principles (including rules of fair play) of Edmonton Ringette or Ringette Alberta.

Incidents may arise, which warrant the application of disciplinary measures against a member of Edmonton Ringette. Any actions taken by coaches towards players should always reflect the Objectives of Edmonton Ringette and the interests of all concerned. Coaches may not discipline players by suspending them from team activities without the approval of the Division Director (e.g. U14 - Tween).

Division Directors, when approving of disciplinary measures, shall always base decisions upon past precedent or the direction of the Commissioner. Division Directors must request that the details of complaints/incidents be presented to them or the Edmonton Ringette Executive in writing. The nature of written complaints must be considered serious enough by the Division Director to warrant review by the Disciplinary Committee. The Disciplinary Committee has the authority to determine which stage a written complaint will be dealt with based on the seriousness of the matter.

The intent of this policy is not to be used to deal with inner team conflicts or parent bickering.

The President will appoint a Disciplinary Committee consisting of the Commissioner, Division Director and a board member to preside over disciplinary matters on behalf of Edmonton Ringette. The President has to be an ex-officio member of the committee in accordance with the Bylaws of Edmonton Ringette.

The Disciplinary Committee shall convene a hearing and invite such persons it may deem necessary to properly represent the issue being investigated. Without undue delay, the Disciplinary Committee shall render a decision on the issue with due respect for the well being of the offending party and Edmonton Ringette.

The decision of the Disciplinary Committee shall stand, subject only to a right of appeal, in writing (within 7 days of notification), by the offending member to the Executive of Edmonton Ringette. Any decision by the Executive on the issue shall be final.

There will be three (3) stages of the discipline procedures:

1. Initial Complaint

- A written complaint regarding the behavior of a member shall be initially given to the Division Director. The Division Director will contact the offending member to discuss the nature of the complaint.
- The complaint may be reviewed by the Disciplinary Committee to determine appropriate follow-up action, and if determined necessary, disciplinary action.
- The offending member and/or parent may be called to discuss the complaint before the Disciplinary Committee. This could be to obtain information, or to present the disciplinary action, directly with the offending member.



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- If the offending member is not called before the Disciplinary Committee, they will be contacted by the Division Director who will explain the actions taken.
- A copy of the written decision will be forwarded to the member and one filed with the Disciplinary Committee. 2. Second Complaint

2. Second Complaint

- If a second written complaint is received by the Division Director regarding a member, the complaint shall be reviewed by the Disciplinary Committee to determine appropriate follow-up action.
- This may not relate to the first complaint. The first complaint will be reviewed and may be considered in determining the appropriate follow-up action, or if necessary, disciplinary action.
- The offending member and/or parent will be called to discuss the complaint before the Disciplinary Committee. This could be to obtain information, or to present the disciplinary action, directly, with the offending member.
- The offending member and/or parent will be contacted by the Disciplinary Committee who will explain the actions taken. A copy of the written decision will be forwarded to the member and one filed with the Disciplinary Committee.

3. Third Complaint

- A third written complaint against a member will be viewed as a serious infraction that will carry a severe disciplinary action, which may include up to permanent suspension from Edmonton Ringette. The offending member will be called to discuss the complaint before the Disciplinary Committee. This could be to obtain information, or to present the disciplinary action, directly with the offending member.
- The Disciplinary Committee will issue a written decision regarding the disciplinary action imposed on the offending member.

Examples of incidents (but not limited to) that may warrant disciplinary actions are as follows:

- Profanity
- Showing disrespect to any volunteer member of Edmonton Ringette who gives their time to provide support to the association (e.g. board member, coach)
- Game misconduct, gross or match penalty
- A coach or an assistant who is ejected from a game
- A member who repeatedly brings discredit to the team and Edmonton Ringette, through violent, abusive, or gross behavior, on or off the ice
- A member who exhibits conduct unbecoming to the integrity of Edmonton Ringette
- Abuse of officials by a member