



Vancouver Female Ice Hockey Association

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DISCIPLINE POLICY

Interpretation

References in this policy to “parent” will include both parents and / or guardians.

References in this policy to “coaching staff” will mean the Head Coach, or a person designated by the Head Coach, when there is a difference in opinion between or among members of the coaching staff.

References in this policy to “Executive Board Member” include Past-President, President, Vice-President, Secretary, Treasurer, and Registrar.

The refusal or neglect of a parent to attend a meeting set up pursuant to this policy will not invalidate a decision made at the meeting. Similarly, if for good reason a parent cannot be notified of a meeting, the absence of that parent from a meeting will not invalidate a decision made at the meeting.

This policy does not apply to situations falling within the scope of the VFIHA Harassment and Abuse Policy, except that in the case of preliminary efforts by a team official to resolve matters, the Team Discipline Section of this Policy will apply.

Overview

VFIHA teams are expected to be well disciplined, exhibit good sportsmanship and avoid incurring penalty minutes in general.

VFIHA team officials and parents are expected to demonstrate high levels of sportsmanship and treat others within the VFIHA, as well as all others involved in minor hockey, with respect.

Players, parents and team officials are expected to observe the letter and spirit of the [VFIHA Codes of Conduct](#), as well as the rules of playing hockey and the rules, regulations and policies of the PCAHA, BC Hockey and Hockey Canada.



The coaching staff is responsible for establishing a team culture that promotes a high level of sportsmanship and maintains team discipline and, when appropriate, taking disciplinary action.

Coaches are expected to teach players to respect the rules of the game and play in a manner that does not create unreasonable risks for the player or for their teammates or opponents. In appropriate circumstances, coaches are expected to further discipline players who have received, or should have received, a penalty during a game. In particular, coaches are expected to take further action in connection with instances of checking from behind and other dangerous on-ice conduct.

The VFIHA Board administers this policy requiring players, team officials, parents and all other representatives of the VFIHA respect the rules of the game and exhibit good sportsmanship.

Team Discipline

A coach may suspend a player for disciplinary reasons, whether the conduct for which the player is being suspended occurs on or off the ice, but such a suspension will be imposed only in accordance with this policy. The coach must report the suspension to the President immediately in writing for review.

Team discipline will be administered in a manner which is procedurally fair, the more serious the discipline and / or penalty, the higher the standard of procedural fairness. Such procedural fairness will include:

- a) A right to know why one is to be disciplined;
- b) A right to offer a defence or explanation or to dispute the appropriateness of the discipline meted out;
- c) Except in the case of minor disciplinary matters, the right of a parent to be informed of the reason for discipline and to be given an opportunity to comment;
- d) A right to have a disciplinary decision reviewed pursuant to the VFIHA Dispute Resolution Policy;
- e) A right of persons in addition to the coach and player to be involved in the disciplinary process when the issue significantly affects those other persons;
- f) An expectation that similar conduct will merit similar disciplinary consequences.



Where appropriate, a parent may be invited to become involved in the disciplinary process.

The coaching staff may, at its sole discretion, suspend a player for one game.

If the coaching staff wishes to suspend a player for more than one game or impose a second one-game suspension during the season, the following procedure will be followed:

- a) One or more members of the coaching staff will immediately meet with the player and a parent to review the reasons for the proposed suspension;
- b) The coaching staff will then decide either to:
 - i) Seek a further suspension, or
 - ii) Permit the player to continue to play on such condition(s) as the coaching staff may decide;
- c) If the decision is to permit the player to continue to play conditionally and the coaching staff is of the opinion that the player has failed to satisfy the condition, the coaching staff may then suspend the player for one or two games;
- d) If the decision is to seek a further suspension, the coaching staff will immediately inform the player and a parent and then refer the matter to the VFIHA Coach Coordinator who will immediately convene a meeting with the player, their parent and the Head Coach;
- e) Following the meeting a majority of the VFIHA Coach Coordinator, VFIHA Director of Risk & Safety, and Head Coach will decide whether to impose a further suspension and will advise the player and parent accordingly.

A request to suspend a player for the balance of the season must be referred to the VFIHA Executive Board for a decision.

Unless otherwise decided by the coaching staff, a player under suspension pursuant to this section is expected to attend all practices.

A decision to suspend a player for more than one game may be reviewed under the VFIHA Dispute Resolution Policy. However, a decision to suspend a player for one game only is not reviewable under that policy.



Automatic Review of Game, Match, and Gross Misconduct Penalties

PENALTIES (“C” AND REP)

All penalties shall be governed by the official rules as published by Hockey Canada, BC Hockey, PCAHA, or as varied by VFIHA.

Upon notification of a game, match, gross misconduct, or other game ejection penalty, a team manager should immediately inform the Division Manager who will inform the VFIHA President and the Director of Risk & Safety, who will initiate the Discipline process below.

The Board may impose penalties and/or suspensions in addition to any assessed by BC Hockey or PCAHA through a formal hearing with the player, VFIHA President, Director, Coaching, and/or Director, Risk & Safety. This may include excessive player/team penalties. It is the responsibility of the team officials to ensure that all player penalties and suspensions are duly served. Team officials must notify their Division Manager, who must notify the President, Director, Risk & Safety and Director, Coaching, of each misconduct or match penalty assessed against a player, within 48 hours of the penalty or suspension being incurred. A meeting will be held with the player, parent(s), the head coach with the Director of Coaching and Director of Risk and Safety within seven (7) days.

In the event of a game, match, gross misconduct, or any other penalty resulting in a game ejection assigned to any VFIHA participant (player or official), an automatic review will be called for, which will include the Director, Risk & Safety and Director, Coaching. The review is intended to investigate and determine courses of action to prevent further penalties of this kind, and must allow all parties an opportunity to respond before any further disciplinary actions are taken. Further disciplinary actions, including but not limited to suspensions, may result, but the focus should not be punitive, but corrective: other possible outcomes may include a written statement acknowledging dangerous play causing injury, a letter of apology to an injured party, or a notice that further penalties will result in association-specific suspensions. Repeated or severe violations may result in permanent expulsion from the Association.



Discipline involving a VFIHA Response

Disciplinary action may be assessed pursuant to this Policy against any team, team official, parent or any person associated with the team or with the Association for unfair or unsportsmanlike conduct, for conduct which is injurious to hockey or brings discredit to the Association, for failure to comply with the Constitution, Bylaws, Rules and Regulations, or Policies of the Association, of the PCAHA, of BC Hockey or of Hockey Canada.

Any person who is of the view that disciplinary action should be considered against any person described in the paragraph above will report their concern to the VFIHA Executive Board. As well, any person who is of the view that any serious act or omission of a player, parent or team official requires a response other than, or in addition to, the response meted out by the coaching staff will report their concern to the VFIHA President.

The VFIHA President will investigate the matter or refer the matter to such person(s) as would be appropriate for the investigation. The person will be impartial and will not have been directly involved in the matters giving rise to the investigation.

Where an apparent violation has occurred that is of a serious nature, the person(s) conducting the investigation will be authorized to issue a temporary suspension pending the outcome of the disciplinary process outlined in this Policy.

The coach and manager of any team whose player(s), parent(s) or team official(s) are involved in the investigation will be notified of the investigation. The parents of any player who is the subject matter of an investigation will also be notified of the investigation.

As part of each investigation, the person(s) who is (are) the subject of the investigation will be provided an opportunity to present his / her version of the matter in question and to respond to the alleged rule violation(s), prior to consideration of the disciplinary action.

Such investigation will be pursued diligently and the President, or designate, will endeavour to prepare a report with recommendations within a month of receiving notice of the matter.

In the event that the recommendations include further action of a disciplinary nature, the President or other person(s) making the recommendations will immediately convene a meeting of the interested parties, which parties will normally include the player, parents or guardians,



head and / or assistant coach(es), Coach Coordinator and appropriate Executive Board Member(s).

If the Vice-President has been directly involved in the investigation or is not impartial, then the President will direct that another Executive Board Member participate in the meeting and make the determination set out in the subsequent paragraph.

Following the meeting the Executive Board Member will decide on an appropriate penalty, if any, provided that the Executive Board Member will first have sought the opinion of the persons at the meeting.

The Executive Board Member will immediately notify the parties of their decision, such decision to be subject to review under the [Dispute Resolution Policy](#).

All disciplinary investigations will be conducted in a timely fashion and the individuals who are the subject of the investigation, as well as the coach and manager, will be notified as soon as possible of the outcome. The results of any disciplinary action will be communicated in writing.

The President will treat a suspension handed down by the BC Hockey or the PCAHA as a report for purposes of this policy.

Where the conduct giving rise to the investigation is also the subject of a disciplinary review by BC Hockey or the PCAHA, the imposition of any discipline by the VFIHA will await the result of and take into consideration any discipline imposed by those bodies.

Any suspension imposed by the VFIHA will be served in accordance with the PCAHA Suspension Policy, unless otherwise specified by the person(s) assessing disciplinary action.

Notice to Team of Coach Suspension or Resignation

- Team to be notified of Coach Suspension or Coach Resignation by VFIHA Coach Coordinator within 24 hours by way of email
- If Coach is reinstated, the team is notified within 24 hours of reinstatement by way of email. Coach will hold a team meeting at the first practice back with VFIHA Coach Coordinator present.



Alcohol, Drug, and Tobacco

Alcohol, drugs, and tobacco (cigarettes, cigars, chewing tobacco, or vaporizers) have no place in youth sports.

The Association is committed to providing all of our players with an alcohol, drug, and tobacco free environment.

The Association's zero tolerance of Alcohol, Drug, and Tobacco use will be strictly enforced.

VFIHA Players

Any player suspected of being under the influence of alcohol and/or drugs, in the possession of alcohol and/or drugs, attempting to distribute alcohol and/or drugs, will be suspended indefinitely pending a hearing with the Disciplinary Committee. The Disciplinary Committee will be composed of two Executive Board members and at least one qualified member in good standing, as appointed by the VFIHA board.

This will include documented off-ice behaviour related to hockey.

VFIHA On-Ice Officials

Any on-ice official suspected of being under the influence of alcohol and/or drugs, in the possession of alcohol and/or drugs, attempting to distribute alcohol and/or drugs, will be suspended indefinitely pending a hearing with the Disciplinary Committee. This will include documented off-ice behaviour related to hockey.

VFIHA Team Officials

Team Officials are expected to conduct themselves in a professional manner at all times. To lead by example and to set the highest standards, there should be NO alcohol consumption by Team Officials.

Under no circumstances should a Team Official interact with the team or a player if under the influence of alcohol or drugs.

Any Team Official suspected of being under the influence of alcohol and/or drugs, in the possession of alcohol and/or drugs, or attempting to distribute alcohol and/or drugs will be suspended indefinitely pending a hearing with the Disciplinary Committee. This includes documented off-ice behaviour related to hockey.



Additionally, Team Officials should not engage in any alcohol consumption around the players before, during or after any sanctioned hockey events, including at hotels or restaurants during tournament travel.

VFIHA Parents

The Association expects all parents to observe the high standards set forth in the Parent's Code of Conduct at the rink, hotels, and any other VFIHA event.

Consuming alcohol in or around the rink or entering a building in an intoxicated state will not be tolerated.

Violation of this policy will result in disciplinary action and potential serious consequences.