



## Disciplinary procedure

### Disciplinary Procedures

1. Minor breaches of discipline by players will whenever possible be dealt with promptly by the Coaches/Manager and Club Officials, employing sanctions such as benching or suspension from a training session. Undisciplined behaviours may also lead the Coach to consider that the offending player is unfit for match selection.
2. More serious breaches will be referred to the Disciplinary Committee of nominated Executive Committee Members, who have no conflict of interest in the matter. It may also include the age group coach, manager and Director of Coaching where appropriate. [Please see the list of disciplinary offences and possible sanctions/suspensions referred to below.](#)
3. The Disciplinary Committee is empowered to suspend an offending player from all Club activities for as long as it sees fit. In extreme cases the Executive Committee will meet to decide if a player should be expelled from the Club.
4. The Disciplinary Committee will hear verbal evidence and consider written submissions if facts are in dispute or if required to determine the level of punishment. The Disciplinary Committee may consult informally as soon as an incident comes to light, and may decide to impose an immediate suspension until such time as evidence can be fully heard.
5. The Executive Committee will decide on expulsion from the Club. It may also consider appeals against decisions of the Disciplinary Committee, but in such cases may decide to increase rather than reduce any punishment.
6. Unacceptable behaviour by a parent of a player will be dealt with along the above lines.
7. Independent of these Disciplinary Procedures, the management of the rink reserves the right to refuse admission to any player or family member it considers guilty of unacceptable behaviour. [The club will support management of the rink in investigations into unacceptable behaviour and work alongside to support in decisions made regarding consequences.](#)
8. Any incident by the player or parent considered to be gross misconduct will result in instant dismissal. There will be no appeals procedure in this case. [Please see the list of disciplinary offences and possible sanctions/suspensions referred to below.](#)



## Disciplinary procedure

### Appeal Policy

Members have the right to challenge the decisions made by the Disciplinary Panel. This appeals procedure applies to any Milton Keynes junior ice hockey member (parent or player) who may wish to appeal against a disciplinary decision made by the Disciplinary committee.

A member who wishes to appeal against a disciplinary decision may do so following this Appeals Procedure.

### Appeals procedure

Write a letter setting out the grounds for the appeal and submit this to the v Ice Hockey Co-ordinator with 7 days of the Disciplinary Panel's decision.

Include any supporting evidence in support of your appeal.

On receiving the letter of appeal, the GJIHC Ice Hockey Co-ordinator will confirm receipt within 7 days.

Two independent members of the Executive Committee plus an independent L2 coach, who were not involved in the original decision of the Disciplinary Panel or the initial offence and with no conflicts of interest relating to the incident/s or the persons involved, will review the Appeal, make a decision regarding whether the Disciplinary Panel's decision is upheld or whether the appeal is successful and will respond in writing within 14 days.

Additional evidence may be requested to enable a full and fair decision to be made by the Executive Committee members.

GJIHC will make every effort to adhere to the above time limits but these may have to be extended should the appropriate people be unavailable



## Disciplinary procedure

### Non-exhaustive list of what may be considered a Minor Disciplinary Offence:

- Interference with another person's kit or personal property
- Playing with sticks and pucks or balls in the rink
- Accidental damage to property (whether personal property or rink property)
- Disruptive behaviour (e.g. distracting others, not listening to instructions)
- Refusal to follow instructions of Coach, Team Manager, rink staff or game officials
- Rudeness to Coach, Team Manager, rink staff, game officials or other players
- Receiving a Major or Misconduct Penalty (5 or 10 minute) or any action in a training session or game which, in the opinion of the Team Coach, constitutes an offence that would result in a 5 or 10 minute penalty (whether called by the referee or not).
- Being in possession of a mobile phone (or any other device capable of recording images) in the dressing room

### Possible sanctions for Minor offences:

For minor offences the Team Coach can decide what penalty or action against the player should be taken and there is no need for the Disciplinary Panel to review the incident unless there is a written complaint from the player/parents.

A written record of all minor offences is to be kept by the Team Manager.

In the case of persistent minor disciplinary offences (on at least 3 separate occasions during a 12 month period), the Team Coach and/or Team Manager may refer the matter to the Disciplinary Panel. Sanctions can include:-

- Verbal warning
- Benched until the player has calmed down with an apology to those concerned
- Suspension from training from next session
- Suspension from training and 1 game



## Disciplinary procedure

### Non-exhaustive list of what may be considered a Major Disciplinary Offence

- Persistent occurrences of Minor Disciplinary Offences
- Using a mobile phone (or any other device capable of recording images) in the dressing room
- Theft of or deliberate damage to property (whether personal property or rink property)
- Taking of photos or video in the dressing room (No phones are permitted in the changing rooms)
- Deliberate failure to observe safety instructions
- Dangerous or violent act towards another person that results in the injury of, or the potential serious injury of another person
- Bullying
- Use of abusive or threatening language towards another person
- Racial or otherwise discriminatory abuse towards another person
- Receiving a Game or Match Penalty
- Negative, inflammatory, or degrading comments about the club, players, coaches, managers, club officials, or game officials in a public forum, including on social media
- Being under the influence of alcohol or drugs at any training session or game
- Bringing Milton Keynes Junior Ice Hockey Club into disrepute by any other means



## Disciplinary procedure

### Possible sanctions for major offences

Major offences: After reviewing all verbal, written and, where available, video footage from training/game the Disciplinary Panel will decide the sanction to be handed to the player and these may include:-

- Suspension from one training session
- Suspension from one league and/or challenge game
- Suspension for 1,2,3 or 4 training sessions
- Suspension for 1 or 2 weeks (all trainings, games and activities)
- Suspension for 1 month (all trainings, games and team activities)
- Extended suspension which, in severe cases, could result in the player being suspended for rest of the season depending on the severity of the incident and the previous discipline record of the player concerned (all trainings, games and team activities).
- Any player who repeatedly (on at least 3 separate occasions within a 12 month period) disregards the club's disciplinary policies and procedures, shows no signs of remorse, or improvement in relation to their behaviour and is considered by the Disciplinary Panel to be a danger to themselves or other members of MKJIC may, in extreme cases, be asked to leave MKJIHC permanently.

When reviewing which sanction to impose the Team Coach/Head Coach and the Disciplinary Panel will consider all the evidence available as well as considering any mitigating circumstances concerning the incident in question.