



BRACKNELL ICE HOCKEY CLUB

DISCIPLINARY POLICY

1. INTRODUCTION

In order to assist in the promotion and development of honourable sporting standards; team ethics; and player safety; in what can be a very rough sport, under the terms of the Bracknell Ice Hockey Club Constitution; members of the BIHC may be subject to disciplinary action against which they may have a right of appeal. This document describes the Disciplinary Policy of the Bracknell Ice Hockey Club, and the associated procedures for both disciplinary action and any appeals against such actions.

This document does not supersede or modify the application of disciplinary action initiated by any of the governing bodies of the sport who have their own rules; policies; procedures and rights of appeal. The club is often asked to assist in the implementation and/or policing of these policies so it is each members responsibility to ensure they are aware of their duties to such bodies as well as their additional obligations to the BIHC.

Neither does this document define the bases on which disciplinary action may be taken as these may vary but, for the sake of clarity, a list is provided below:-

- i) Behaviour contrary to the published Rules; Policies; Procedures; Codes of Conduct of the sport, the rink, the club, or the team.
- ii) Behaviour needlessly prejudicial to safety and good health.
- iii) Behaviour needlessly prejudicial to the well-being, education, enjoyment or performance of others.
- iv) Behaviour likely to bring the sport, the rink, the club, the team or any of their respective officers or representatives into disrepute.
- v) Behaviour of a needlessly irresponsible or negligent nature.

Juveniles

In the case of a member being below the age of eighteen years at the time of any alleged offence, where reference is made to a “member” or “members” of the BIHC, then this shall also mean an appropriate adult or guardian. Such a representative will be determined at the earliest possible moment after the alleged offence to accompany and act on behalf of the alleged offender.

2. DISCIPLINARY ACTION

Disciplinary action may only be initiated by current members of the Executive of the BIHC, or their appointed Representatives, (e.g.: Team Managers; Assistant Managers; Team Coaches; Assistant Coaches; Co-opted members of the Executive) against current members of the club.

Such actions are divided into Minor and Major Punishments. A right of appeal only applies to Major Punishments. Any punishment not covered in the following lists must be classified as Minor or Major at the time of issue to the accused member.

No fines may be applied by the club other than those published in writing by the Club from time to time.

2.1 Minor Punishments

There is no right of appeal against Minor Punishments unless the punishment is suspension, see note below.

Minor Punishments may include (but are not exclusively limited to) the following:-

- A) On-ice or team punishments set by the coach or his assistant (chores; additional exercises; etc)
- B) Enforced attendance at rehabilitative and/or educational courses (Anger management; Drugs education; Referees training; Coach training) N.B. Fees may be payable.
- C) Club fines

Note: If the punishment set under the heading of a minor punishment is a suspension from either training or playing the accused may appeal to the coaching co-ordinator who will review the decision and either confirm or refer the decision back to the initiator. The coaching co-ordinators decision will be final.

Any suspension will be notified, in writing, to the accused player within seven days of the offence being committed.

2.2 Major offences

This list of major offences is provided as a guide and is not limited to the items contained in the list. It is the responsibility of the initiator of any punishment to define whether the offence is minor or major.

Major offences

- i) Serious verbal abuse of club official or appointed representative
- ii) Physical abuse or threats of physical abuse to a club official or appointed representative, off ice officials, team mates and Third Parties

- iii) Damage to property of a club, official or appointed representative, off ice officials, team mates and Third Parties
- iv) Theft
- v) Taking/Supply of drugs
- vi) Taking/Supply of alcohol to anyone under the legal age for consumption

2.3 Major Punishments

A right of appeal exists against all instances of Major Punishment

Major punishments may include (but are not exclusively limited to) the following:-

- A) Training suspensions (without refund)
- B) Playing suspensions (without refund)
- C) Membership suspensions (without refund)
- D) Membership expulsion (without refund)
- E) Rink premises exclusion

3. NOTIFICATION

Upon the initiation of an action relating to a perceived major offence the club official or representative initiating the action will suspend the player from all team activities and inform the Club Executive. The accused member will be made aware that the offence is perceived to be of a major nature and will be informed that confirmation or otherwise of the punishment relating to the offence will be notified to them, in writing, within two weeks. Any suspension relating to disciplinary action is effective immediately upon verbal notification to the accused member by a club officer or representative.

The imposition of all Major Punishments must be formally notified in writing to the BIHC Executive by the club officer or representative responsible for initiating the action within three days of the event. Such notification shall include:-

- A) Name of the Club Officer or Representative
- B) Capacity in which they were acting at the time of the offence
- C) Name and membership details of the accused member
- D) Short details of the alleged offence and/or reasons for the actions taken including any relevant precedents
- E) A note of any relevant witnesses or other evidence known
- F) The proposed level of punishment

Upon receipt of this notification the BIHC executive committee will form a discipline subcommittee, of a minimum of three members who have not been connected with the alleged offence, who will meet within seven days of the offence to confirm the level of punishment that will be issued in relation to the offence.

The BIHC Executive will take the recommendation of the subcommittee and produce a notification of punishment, and a copy will be sent to the accused member, together with a copy of this document, within 14 days of the event.

4. APPEALS AGAINST MAJOR PUNISHMENTS

Appeals may only be made against Major Punishments.

Appeals may only be lodged by fully paid-up (including all fines; lone equipment returns; etc) members of the BIHC.

Appeals must be lodged with the BIHC Executive Chairman, in writing within 7 days of the notification having been sent.

On receipt of an Appeal, the BIHC Executive will, within seven days of its receipt, appoint an Appeals Committee, and set a Hearing Date which shall not be more than a further two weeks after receipt of the appeal. Such Appointment and Hearing Date will be immediately notified in writing by the BIHC Executive to all involved parties.

The Appeals Committee will be a minimum of five members who have not been involved with the imposition and confirmation of the original punishment. The Committee will consist of the Coaching Coordinator plus one team coach, two representatives of the Executive and one of the elected officers of the club. The Appeals Committee will require written evidence from all parties concerned and will allow personal presentation of this evidence at the disciplinary hearing. Once evidence has been given, the presenting party will leave the hearing and not return. Once all evidence has been heard the Appeals Committee will consider the case and make a decision.

Note: If the Coaching Co-ordinator has been involved previously then another coach will substitute.

4.1 Functions of the Appeals Committee

The duty of the Appeals Committee is to make recommendations to the BIHC Executive within three days of the hearing.

It is the task of the Appeals Committee to adjudge:-

- A) That all proper notifications have been given
- B) That the initiator of the Punishment has acted responsibly, without prejudice and in line with Club Policies
- C) That the punishment is appropriate to the offence/s
- D) If there is new factual evidence, which would support a requirement for the issue to be referred back to the officer or representative of the Club who had initiated the Major Punishment, for reconsideration in the light of new evidence.

It is **NOT** the task of Appeals Committee to second-guess or re-judge:-

- A) The interpretation of events at the time which led to the initiation of the Major Punishment
- B) The interpretation of existing evidence which led to the initiation of the Major Punishment
- C) Any mitigating circumstances (although these may be referred back to the initiator of the Major Punishment if it is felt appropriate)

On completion of the Hearing, the recommendations which the Appeals Committee may make to the BIHC Executive are confined to the following:-

- A) To grant the appeal on procedural grounds and cancel the Major Punishment
- B) To refuse the appeal and confirm the Major Punishment
- C) To recommend adjustment/s to the Major Punishment if inappropriate (to the offence/s) and to relay this back to the officer or representative of the Club who initiated the Major Punishment for reassessment and communication to the accused member
- D) To adjourn the Appeal and refer any new evidence back to the initiator of the Major Punishment for reconsideration
- E) To recommend action against the Club Officer who initiated the Major Punishment for prejudice or lack of adherence to Club Policies

The decision of the Executive Committee will be communicated in writing to the accused within one week of the Executives decision.

ASSOCIATED DOCUMENTS:

Players code of conduct; Club fines listing