



## **Behaviour & Discipline Guidelines**

Minor and major breaches of discipline by players will, whenever possible, be dealt with promptly by the coaches, age group manager and club officials, issuing warnings or sanctions. Please be aware that poor behaviour may also lead the coach to consider that the offending player is unfit for match selection.

An example list of disciplinary offences and sanctions/suspensions are as follows but please note that this is not an exhaustive list.

### **Behaviour**

### **Sanctions**

<b>Minor Offence</b>	
<ul style="list-style-type: none"><li>• Interfering with another player's kit or personal property</li><li>• Playing with sticks, pucks or balls in the rink off ice</li><li>• Accidental damage to property</li><li>• Disruptive behaviour (distracting others, not listening to instructions)</li><li>• Refusal to follow instructions of Coach, Team Manager, rink staff or game officials</li><li>• Rudeness to Coach, Team Manager, rink staff, game officials or other players</li><li>• Poor attitude during training sessions on or off the ice.</li><li>• Un-sportsman like behaviour</li><li>• Being in possession of a mobile phone (or any other device capable of recording images) in the dressing room.</li></ul>	<p>TRAINING – 1<sup>st</sup> warning/2<sup>nd</sup> 5 mins on bench/3<sup>rd</sup> leave training</p> <p>GAMES - 1<sup>st</sup> warning/2<sup>nd</sup> miss 2 shifts/3<sup>rd</sup> Miss Period</p> <p>A record of all offences will be kept by the team manager.</p> <p>If there are 3 minor offences in a 12-month period, the player may be suspended from training (period of time to be decided by the coaches)</p>
<b>Major Offence</b>	
<ul style="list-style-type: none"><li>• Persistent occurrences of minor offences</li><li>• Using a mobile phone or any other device capable of recording images in the dressing room</li><li>• deliberate failure to observe safety instructions</li><li>• Dangerous or violent act towards another person that results in their injury or, or the potential serious injury of another person.</li><li>• Bullying, teasing or name calling</li><li>• Use of abusive or threatening language towards another person</li><li>• Negative, inflammatory or degrading comments about the club, players, coaches,</li></ul>	<p>TRAINING – NO WARNING/2<sup>nd</sup> 5 mins on bench/3<sup>rd</sup> leave training</p> <p>GAMES – NO WARNING/2<sup>nd</sup> miss 2 shifts/3<sup>rd</sup> Miss Period</p> <p>Discussion with player and parent. Discipline will be clear and communicated to both player and parent at the time or after training/game.</p>

managers, club officials or game officials in a public forum including on social media. <ul style="list-style-type: none"> <li>Any use of Nicotine before or after training sessions, match days or while representing the club</li> </ul>	
<b>Gross Misconduct or Major Penalty in a game</b>	
<ul style="list-style-type: none"> <li>Major Penalty in a game as classified by the EIH specific to that age group</li> <li>theft or deliberate damage to property (personal or rink)</li> <li>Alcohol or drug possession, or use before or during training, match days or while representing the club.</li> <li>Possession or use of weapon</li> </ul>	Any major penalty will be discussed by the coaching staff and supplementary discipline might be applied.  If a player receives an Abuse of an Official, Disrespectful Behaviour or Discrimination misconduct will receive a 2x team game suspension and training ban.  All other gross misconduct incidents will be dealt with as per the procedure below

All incidents of gross misconduct will be reviewed by a panel 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.

The panel will hear verbal and any written evidence, if relevant, to determine the level of punishment. They 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.

The panel 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.

**Unacceptable behaviour by a parent of a player will also be dealt with along the above lines.**

Independent of this policy, 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 the management of the rink in investigations into unacceptable behaviour and work alongside to support in decisions made regarding consequences.

### **Club Appeals procedure**

The appeals procedure, for any club issued sanctions, applies to any club member (parent or player) and they have the right to challenge the decisions made by the coaches or the Disciplinary Panel.

The process is as follows:

1. Email your age group manager or the club chairman setting out the grounds for the appeal and submit this within 7 days of the decision including any supporting evidence in support of your appeal.
2. On receiving the email of appeal, receipt will be confirmed within 48 hours.
3. Two independent members of the Executive Committee plus an independent L2 coach, who were not involved in the original decision or the initial offence and with no conflicts of interest relating to the incident/s or the persons involved, will review the appeal, making a decision whether the decision is upheld, or the appeal is successful and will respond in writing within 14 days.

MKJIHC will make every effort to adhere to the above time limits, but these may be extended should the appropriate people be unavailable or additional evidence being required.