

Hamilton Inline Hockey Club

Disciplinary Process Policy

June 2013

The Hamilton Inline Hockey Club is committed to ensuring the safety and well-being of all its members through upholding the behaviours in the Code of Conduct.

Disciplinary action may be taken against any Hamilton Inline Hockey Club member in relation to infringements of the Code of Conduct or if the member has been involved in acts that may bring the Club or sport into disrepute.

Initiating the Disciplinary Process

- All allegations must be in writing to the Hamilton Inline Hockey Club executive (President, Vice President or Secretary) within five (5) days of the alleged incident. No verbal complaint will be accepted.
- Any disciplinary action taken by coaching staff or managers (during a game) will be reported to the Hamilton Inline Hockey Club Executive to ensure consistency and that the person receiving the sanction has been treated fairly, and to determine whether any further disciplinary process should be considered.
- If during the disciplinary process another club member is implicated in a breach of the Code of Conduct, the Disciplinary Panel may initiate that process for that other member.
- Any such allegations must give specific information on the allegations, and should preferably be from the person affected by the alleged breach. It is at the discretion of the executive whether to pursue a complaint from an uninvolved third party if the parties involved in an incident believe they have resolved the issue.

Disciplinary Panel

The Disciplinary Panel will be formed of the Committee's Disciplinary Chairperson and two (2) other Committee representatives, or three (3) Committee representatives appointed by the Club President.

Panel members will be chosen on the basis of impartiality.

Purpose

- To consider any alleged breaches of the Code of Conduct, and if the allegations are proven, to determine any penalty
- To consider any alleged acts that may bring the Club or Sport into disrepute, and if the allegations are proven, to determine any penalty

Categorisation

(Minor or Serious Misconduct)

The alleged breach of the Code of Conduct will be categorised by the members of the Disciplinary Panel. The nature of the incident, victims of the breach, and the reputation of the Hamilton Inline Hockey Club will all be factored into the determination of the categorisation.

The Disciplinary Panel's categorisation of the allegation is final.

If there is a pattern of Minor Misconduct breaches by the same club member, the Disciplinary Panel may choose to escalate a Minor Misconduct matter to Serious Misconduct due to the Club member's previous history.

Powers

Disciplinary Panels are empowered to impose penalties on any member, player, or team official. Such penalties may include disqualification, suspension, fines, and/or other penalties or measures as the Disciplinary Panel deems appropriate.

Disciplinary Quorum

- In any proceedings the Disciplinary Panel shall have a minimum of three (3) persons including the Chairperson.
- If a properly constituted Disciplinary Panel cannot be convened to hear the allegation within 30 days following the receipt of the written complaint by the Executive, the charged player(s) may resume playing. However the disciplinary process relating to the alleged offence will still take place and any resulting suspensions shall apply from the date of the hearing.

Disciplinary Panel Secretary

A Disciplinary Panel Secretary shall be present to record the panel, attendees, evidence and the outcome. A Disciplinary Panel Secretary shall not have a vote in determining the outcome of any particular report/charge. A copy of the written decision is forwarded to the charged person/s.

The Right to Defend

If the Disciplinary Panel identifies a Breach of the Code of Conduct and categorises it as either Minor or Serious Misconduct the member will have the right to present their case to the Panel.

Decisions

The decision of the Disciplinary Panel shall be final, other than by appeal to the President as described below. Further penalties may be imposed at the discretion of the NZIHA and particularly in respect of multiple offences.

A copy of the Disciplinary Panel’s findings will be held on file and taken into consideration if the member receives any allegations against them in the future.

If the Disciplinary Panel finds the actions of the member to be Serious Misconduct and recommends termination of the member’s membership, the affected member may ask the Club President (in writing) for him/her to review the findings. The President’s decision is final and there will be no further appeals.

Should a member have their membership terminated, their membership fees will not be refunded.

Disciplinary Process Flowchart

