

### JDIA SAFE SPORT VIOLATION SANCTION POLICY

The JDIA Board, after due process, has the discretion to impose sanctions on an individual if it finds based on a preponderance of the evidence that any violations of the USA Hockey SafeSport Program Handbook or any violations of the Sexual Abuse, Physical Abuse, Emotional Abuse, Bullying, Threats and Harassment, or Hazing Policies have occurred.

The JDIA Board will communicate its finding to the individual. Its findings shall describe the facts that support any sanctions it concludes are necessary along with a statement of the rule(s) and/or policy(ies) that were found to have been violated by the individual. The Board may impose sanctions on the individual in its findings, which include, but are not limited to:

1. Game or Practice Suspension (day(s), week(s), or month(s) of player and parent);
2. Season Suspension (player or parent); and/or
3. Life Suspension (player or parent).

Any sanctions imposed by the Board must be proportionate and reasonable, relative to the findings and conclusions of the Board as to what has occurred. The decision regarding the appropriate disciplinary action shall be up to the Board. In imposing discipline, the Board shall consider:

1. The legitimate interest of USA Hockey and JDIA in providing a safe environment for its participants;
2. The seriousness of the offense or act and impact on the victim;
3. The age of the accused individual and alleged victim when the offense or act occurred;
4. Any information produced by the accused individual, or produced on behalf of the individual, in regard to the individual's rehabilitation and good conduct;
5. The effect on the reputation of USA Hockey and JDIA;
6. Whether the individual poses an ongoing concern for the safety of participants in USA Hockey and JDIA; and
7. Any other information, which in the determination of the Board, bears on the appropriate sanction.

Appropriate disciplines may range from a warning and a reprimand to suspension from involvement in USA Hockey and JDIA Member Programs for a period of time, or may in some cases be permanent, and may involve a term of probationary conditions upon completion of an imposed suspension, and may involve contacting the proper law enforcement authorities.

The SafeSport Program is intended to address and respond to conduct, and any sanctions or discipline should be directed to that conduct. While participants and their families may have financial or contractual disputes with programs, a SafeSport investigation or hearing regarding allegations of violations of SafeSport policies shall not consider or address any liability or responsibility in a financial or contractual dispute. As it is recognized that a JDIA suspension is only effective with respect to JDIA's program. If JDIA desires that a suspension extend throughout ASHA, JDIA may inform ASHA recognize and enforce the suspension throughout ASHA and its other local programs, and ASHA may request that USA Hockey recognize and enforce the suspension throughout USA Hockey and all other Affiliates.