

ST. ALBANS SKATING ASSOCIATION (SASA)

Discipline Policy FINAL

Adopted 8/10/2026

I. Purpose

The purpose of this Discipline Policy is to establish clear expectations for conduct and to define consistent, enforceable consequences for violations of Association rules.

The St. Albans Skating Association (“SASA”) operates in accordance with the rules and standards established by USA Hockey, the USA Hockey SafeSport Program, and the Vermont State Amateur Hockey Association (VSAHA).

Participation in SASA is a privilege, not a right. All players and families agree, as a condition of participation, to abide by the expectations outlined in this policy.

SASA reserves the right to impose disciplinary action beyond the minimum standards required by governing bodies when deemed necessary to protect the integrity of the program.

II. Authority

The SASA Board of Directors retains full authority to discipline, suspend, or remove any participant whose conduct is determined to be detrimental to:

- Player safety
 - Team environment and culture
 - Coaches, officials, volunteers, or spectators
 - The reputation of the Association
 - Compliance with USA Hockey, VSAHA, and SafeSport standards
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Coach Immediate Authority

Coaches are authorized to take immediate and reasonable disciplinary action at any time in response to player conduct during practices, games, or team activities when necessary to:

- Maintain safety

- Preserve order
- Uphold team and Association standards

Such actions may include:

- Temporary removal from play
- Benching
- Dismissal from a practice or game

All significant disciplinary actions must be reported to the Board of Directors or designated Director/Head Coach as soon as practicable.

The SASA Board of Directors retains final authority over all suspensions, extended discipline, and program-level decisions.

III. USA Hockey Bylaw 10 Compliance

All disciplinary proceedings shall comply with **USA Hockey Bylaw 10**, which governs hearings, suspensions, and appeals. Player, Coaches, Parents/Guardians, and Locker Room Monitors violating or failing to comply with the rules, regulations, policies and procedures of USA Hockey, VSAHA, and SASA, including all those set forth in this complete document may be subject to disciplinary action by SASA including suspension or dismissal.

A. Right to a Hearing/ Resolution in Lieu of Hearing

Any member subject to suspension or removal has the right to request a hearing **or to accept the proposed suspension or disciplinary action and waive the right to a hearing.** If the Party subject to the discipline accepts such terms and waives their right to a hearing and any appeals in writing, then the hearing and appeal procedures under Bylaws 10.C.(4) and 10.E. shall not be necessary, and such decision cannot be later challenged or appealed.

B. Fair Process Requirements

All hearings shall:

- Be conducted in a timely manner
- Provide written notice of allegations
- Allow the individual an opportunity to present their case
- Be conducted by an impartial decision-making body

D. Determination of Hearing Outcome

The Disciplinary Committee must use reasonable efforts to render a decision within 5 business days of the hearing, and prepare and deliver a written decision within 10 business days of the hearing. Following a hearing, the SASA directors decision-making body may:

- Uphold the disciplinary action
- Reduce the penalty
- Increase the penalty, if warranted
- Dismiss the violation

E. Right to Appeal

Any decision issued following a hearing may be appealed through USA Hockey in accordance with Bylaw 10 procedures.

F. Immediate Suspension Authority

SASA reserves the right to impose an immediate suspension prior to a hearing when:

- Player safety is at risk
 - Program integrity is compromised
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IV. Classification of Violations

Violations are categorized into three levels based on severity, frequency, and impact on safety and program integrity.

Level I Violations

Penalty: 1–5 day suspension from all team activities

Level I violations involve inappropriate conduct that undermines respect, sportsmanship, or team authority.

Examples include:

- Use of abusive or disrespectful language toward any participant
- Taunting, ridiculing, or harassing behavior
- Disrespectful communication toward coaches, officials, or volunteers

- Failure or refusal to follow reasonable coaching instructions
 - Disrespectful questioning of coaching decisions
 - Directly confronting officials instead of utilizing proper communication channels
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Level II Violations

Penalty: 5–15 day suspension from all team activities

Level II violations involve behavior that presents a heightened risk to safety or represents escalation or repetition of misconduct.

Examples include:

- Credible threats of physical harm
 - Intentional, non-incidental physical contact (e.g., shoving, striking, tripping) outside normal and scheduled gameplay
 - Throwing objects in any area creating a safety hazard
 - Repeated Level I violations
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Level III Violations

Penalty: 30 days to one year suspension; may include termination

Level III violations involve serious misconduct, including violations of law, safety standards, or SafeSport requirements.

Examples include:

- Use or possession of alcohol, tobacco, or drugs at SASA activities
 - Significant physical abuse/contact
 - Violations of SafeSport policies
 - Conduct violating state or federal law that impacts participant safety
 - Actions that endanger player safety or compromise program integrity
 - Repeated or chronic Level II violations
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IV. Discipline Process

SASA follows a structured discipline process aligned with USA Hockey Bylaw 10.

Standard Procedure

1. Incident is reported using an official Incident Report Form or through a VASHA playing rules report
2. Initial review conducted by Coach, Head Coach, and/or Director (s)
3. Board notified when appropriate
4. Player and parent/guardian are informed
5. Disciplinary action is issued
6. Hearing is conducted if required and/or requested

The Board reserves the right to impose immediate suspension when warranted by safety or program concerns. Suspensions that occur at the end of a season will carry over to the following season after the end of try-outs.

V. Parent and Guardian Responsibility

Parents and guardians are expected to model and reinforce appropriate behavior. Misconduct by a parent or guardian may result in a Disciplinary Review/hearing to include the following consequences, in no particular order and subject to the nature of the offense:

- Formal warning, meeting with Disciplinary Board, and review of parental code of conduct
- Removal of the parent from rink facilities
- Removal from the Association

Examples include:

- Abuse of officials
 - Harassment of coaches, players, or volunteers
 - Inappropriate social media conduct
 - Disruptive or unsafe behavior at SASA events
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VI. Right to Refuse Registration

The SASA Board of Directors reserves the right to deny registration to any player based on:

- Prior conduct of the player
- Prior conduct of the player's parent(s) or guardian(s)

This decision will be made in the best interest of the Association.

VII. Association Standards and Culture

SASA is built upon the principles of:

- Respect
- Sportsmanship
- Volunteerism
- Development of both players and people

Conduct that undermines these principles will not be tolerated.

The Board retains full authority to act in the best interest of the Association at all times.