



BYHC Disciplinary Policy

BYHC Mission: The Baltimore Youth Hockey Club’s (BYHC) mission is to teach the youth of the community the sport of ice hockey and develop team play and individual ice hockey skills through clinics and programs of ice hockey competition emphasizing sportsmanship, cooperation, self discipline, self confidence, and respect for others. Players, officers, directors, coaches, volunteers, off-ice officials, and participating members and families are expected to emphasize the Club’s mission statement. Additionally, BYHC is governed by USA Hockey, which has a published Code of Conduct for all members (see [USA Hockey Code of Conduct](#)), and BYHC is committed to adhering to all league rules and all rules and guidelines established by U.S. Center for SafeSport applicable to the sport of ice hockey. All BYHC members (players, parents, coaches, officers and volunteers) are expected to follow the USA Hockey Code of Conduct, all league rules and all SafeSport rules and guidelines.

The Role of the Board of Directors: The BYHC Board of Directors (the “Board”) has the authority to impose disciplinary sanctions on BYHC members, up to and including expulsion from the club. If any matter comes before the Board pertaining to a team on which a Board member is a head coach, assistant coach or manager, or involving a child of a Board member, the applicable Board member will recuse him/herself from all Board activity with respect to such matter (but may be asked by the Disciplinary Committee or the Board to provide a witness statement).

Disciplinary Committee: The Board has established a Disciplinary Committee to investigate and determine matters concerning the enforcement of BYHC rules and regulations, to include the USA Hockey Code of Conduct. The Committee will also ensure that BYHC teams and members comply with disciplinary action taken by other governing leagues and organizations (e.g. Chesapeake Bay Hockey League) and under SafeSport rules and guidelines. The Disciplinary Committee may impose or recommend additional disciplinary measures to the Board and will bring disciplinary issues to the attention of the Board as needed. The Disciplinary Committee will consist of three to seven members, will be chaired by a Board member and will always include at least one coach and one parent as members. If any matter comes before the Disciplinary Committee pertaining to a team on which a Disciplinary Committee member is a head coach, assistant coach or manager, or involving a child of a Disciplinary Committee member, the applicable Disciplinary Committee member will recuse him/herself from all Disciplinary Committee activity with respect to such matter (but may be



asked by the Disciplinary Committee member to provide a witness statement). In addition, the Disciplinary Committee shall also have the ability to exclude certain members of the Disciplinary Committee from Disciplinary Committee activity with respect to a particular matter in its reasonable discretion to avoid any other actual or perceived conflicts of interest.

The Disciplinary Committee will solicit the input from the Hockey Director or Girls Program Hockey Director, as applicable, on matters occurring within the teams under his/her oversight and will involve him/her in the deliberations, communications and decisions of the Disciplinary Committee, as well as rehabilitative actions deemed necessary for the player, in the Disciplinary Committee's reasonable discretion. The Disciplinary Committee may, in its reasonable discretion, suggest that certain matters be heard by the entire Board.

The Disciplinary Committee will strive for consistency and fairness across incidents occurring within the same age group. The Disciplinary Committee will keep records of its meetings and deliberations, which shall be kept confidential among members of the Disciplinary Committee and the Board who are made privy to such information.

Any appeals to decisions made by the Disciplinary Committee may be granted or denied in the sole discretion of the President of BYHC.

Responsibilities of Coaches and Managers: It is the Board's expectation that BYHC Head Coaches, as the individuals who in most situations have the greatest insight into and influence over our players, will enforce the USA Hockey Code of Conduct, league rules, SafeSport guidelines and the values expressed in the BYHC mission statement. Coaches are also expected to establish and enforce team rules, to include but not limited to attendance policies, dress codes and behavior in the locker rooms and on the ice. Coaches will provide any written team rules that go beyond the USA Hockey Code of Conduct and/or BYHC Mission Statement to the Disciplinary Committee. Coaches are encouraged to take reasonable disciplinary action when needed, but to also weigh all factors involved, such as age, maturity level and any extenuating circumstances. Coaches may sit players for up to two periods of a hockey game as a disciplinary measure; however, missed playing time should be used as a last resort. Sitting a player for more than two periods of a game as a disciplinary measure must be approved by the Disciplinary Committee and/or the Board of Directors. Coaches and Team Managers should document and inform the BYHC Board of significant disciplinary issues and action taken by notifying the BYHC Disciplinary Committee. Without limiting the foregoing, Coaches and Team Managers *must* report to the BYHC Disciplinary Committee all instances of the following within 24 hours: (i) misconduct penalties, (ii) major penalties and (iii) match penalties.