



I. Purpose

SYHA is committed to providing a safe, respectful, and positive environment for all players, parents, and coaches. The disciplinary process is designed to:

- Ensure accountability for behavior that violates the Code of Conduct or undermines the values of SYHA.
- Provide parents and players with a clear understanding of how disciplinary matters are handled.
- Support positive development by pairing consequences with opportunities for learning and restoration.
- Share responsibility through a Disciplinary Committee that works independently but under Board oversight.

II. Code of Conduct

At the start of each season, all players, parents, and coaches must sign the SYHA Code of Conduct. This agreement includes:

- Respect for teammates, opponents, coaches, officials, and fans.
- Zero tolerance for bullying, harassment, discrimination, threats, fighting, or substance use.
- Commitment to punctuality, effort, and team rules.
- Acknowledgment that violations may result in discipline, including suspension or removal from SYHA.

For clarity, Players, players' parents and family members (including siblings) are subject to review and discipline for on-ice and off-ice violations of the Code of Conduct under this Disciplinary Committee.

III. The Disciplinary Committee

- The Committee consists of **3–5 members**, including up to two Board members and a rotating pool of trained volunteers. The two Board members are the Secretary and Development Director by default, unless there is a conflict of interest.
- Members chosen for a specific case must have **no conflict of interest** (e.g., not a coach or parent directly connected to the player involved).
- The Committee reviews cases, investigates when necessary, and makes a disciplinary recommendation to the Board.
- The Board has final authority to approve, modify, or reject recommendations.

IV. Process Overview

1. Incident Report

- *Any coach, parent, player, or official may report a potential violation.*
- *Reports should be submitted promptly to the Hockey Director or a Board member via email.*
- *After receiving an incident report, the Secretary or President will notify parties involved within 48 hours of receipt.*



2. Initial Review

- *Minor, routine issues may be addressed directly by the Coach and/or Hockey Director.*
- *More serious issues (or repeated conduct) are to be referred to the Disciplinary Committee.*
- *For the avoidance of doubt, SYHA reserves the right to suspend any member or player at any time for any violation of the Code of Conduct (per Section 6 of the SYHA Bylaws).*

3. Committee Investigation

- *The Committee will review the incident, gather facts, and may interview the parties involved.*
- *Families will be informed by the Secretary or President that the process is underway, and a best-efforts estimate of the investigation timeline will be provided.*

4. Governing Body Jurisdiction

- *Certain incidents may fall under the authority of CHC, USA Hockey, or SafeSport. In these cases, SYHA does not control the investigation, disciplinary process, or timeline.*
- *SYHA will promptly notify families that the matter has been referred to the appropriate governing body and will share updates on process and timelines as they are communicated to us.*
- *SYHA may also impose additional local discipline, if necessary, to protect the safety and integrity of the program.*

5. Decision & Notification

- *For matters under SYHA review, a decision is reached by simple majority of the Committee and reviewed by the Board.*
- *Written notice of the decision will be provided within 5 business days of the report, unless the case is under the jurisdiction of an external governing body.*

V. Disciplinary Outcomes

Disciplinary action depends on the seriousness of the conduct and whether it is repeated. Possible outcomes include:

- **Verbal or Written Warning** – For less serious issues, often paired with education.
- **Suspension** – Removal from practices, games, or events for a set period.
- **Probation** – Continued participation allowed under specific conditions.
- **Restorative Requirements** – Such as written reflection, community service, or sportsmanship workshops.
- **Season or Permanent Removal** – Reserved for the most severe or repeated misconduct.

VI. Appeals Process

- Any suspension or disciplinary action issued **by SYHA** beyond a warning may be appealed.
- Appeals must be submitted in writing, emailed to board@syha.org within **7 days** of the decision.

SYHA Disciplinary Committee Process Document



- Filing an appeal does not postpone or stay the suspension; the suspension remains in effect during the appeal process.
- The Board (excluding any conflicted members) will review the appeal and issue a final decision within **5 business days**.
- Verbal or Written Warnings that do not include a suspension are not subject to appeal.

Governing Body Decisions

- **If a matter is handled by CHC, USA Hockey, or SafeSport, their disciplinary and appeals processes apply.**
- SYHA does not control those timelines or outcomes. Families will be directed to the appropriate governing body for appeal procedures.

VII. Documentation & Confidentiality

- All reports, investigations, and outcomes are documented by SYHA Secretary and kept confidential.
- Records are maintained by SYHA to track repeat conduct across seasons.
- Information is only shared with those directly involved in the process.

VIII. Parent Involvement

- Parents are required to participate in meetings if their child is subject to discipline beyond a warning.
- Parents are expected to model positive behavior at all SYHA events.

IX. Annual Review

The policy will be reviewed annually and updated as needed. The Board reserves the right to amend the policy at any time to ensure fairness, transparency, and alignment with USA Hockey, CHC, and SafeSport standards.