



Foothills Hockey Association Misconduct and Conflict Resolution Policy

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ARTICLE I. OVERVIEW

Foothills Hockey Association (“FHA” or the “Association”) has a Zero Tolerance Policy with respect to conduct by a player, coach, parent/guardian, or officers & directors of the Association that is detrimental to a rewarding hockey experience. The procedure for reviewing complaints of such conduct, for handling conflict, and the penalties for violation of this policy are as follows.

All members will follow the chain of command and communication procedures as described in this policy after they have observed the **24-Hour Rule**.

The Association Vice-President is responsible for governing these policies and facilitating the resolution of grievances, conflict, and misconduct. The Board, at its discretion, may form a Disciplinary Committee to support the Vice-President in this role.

ARTICLE II. 24-HOUR RULE

Parents may not approach or contact a head coach to voice complaints or displeasure with coaching decisions immediately following a game or practice. Parents and guardians must wait a minimum of 24 hours before arranging a meeting with the coach to address their concerns. Failure to observe the 24-hour Rule may be considered misconduct.

ARTICLE III. GRIEVANCES

All comments, questions, and grievances of parents regarding coaching, players, or the team shall be directed first to the Age Division Director. The Age Division Director shall act as an intermediary between the parent and the Board and will pass all such comments, questions, and grievances to the appropriate board member(s) for resolution per the chain of command defined in Article IV below.

ARTICLE IV. CONFLICT

Conflict may occur between members and between members and non-members and may or may not involve misconduct. In all cases, a member who is involved in or aware of a conflict involving another member should notify the appropriate Age Division Director, who in turn should notify the Board of Directors upon becoming aware of conflict. The Board will determine whether the conflict involves misconduct and whether sanctions will be imposed under this Misconduct and Conflict Resolution Policy.

Guidelines for resolving conflict are listed below:

1. Any conflict involving an Association member and a non-member will be handled under the appropriate Association, USA Hockey and/or league rule(s).
2. Chain of Command. Conflict between Association members will be handled at the lowest level possible but should always be reported to the Age Level Director. Conflict will normally be resolved in the following manner:

Conflict Between	Resolved By
Parents	Age Division Director
Parent and Team Manager	Age Division Director & President
Parent and Coach	Hockey Director & Coaching Director
Coach and Manager	Hockey Director & President
Coach and Coach	Hockey Director & Coaching Director
Coach and Age Division Director	Hockey Director & President
All Others	President and VP

If at any time, a Director or Officer, who is part of the chain of command, or a family member of a Director or Officer that is part of the chain of command is involved in the conflict, the Board member will excuse themselves from the resolution process and the Board at its discretion, will appoint another Director or Officer to handle the conflict.

ARTICLE V. MISCONDUCT

Inappropriate behavior (i.e., behavior that is detrimental to a rewarding hockey experience) includes, without limitation, the following:

1. Giving instruction or otherwise attempting to coach your child or other players from the stands during a game.
2. Pounding on the glass or throwing things onto the ice to express your displeasure.
3. Making disparaging comments to, shouting at, taunting, making inappropriate gestures, arguing with, or making physical contact with a parent, manager, coach, player, referee, linesman, or off-ice officials during a game or as they leave the ice or the arena.
4. Approaching or entering the player's bench area or the scorer's area during a game without proper authorization.
5. Entering or attempting to enter the referee's locker room or the player's locker room before, during or after a game without proper authorization.
6. Entering the facility for games, practices, or other team functions while intoxicated on drugs or alcohol (regardless of the legality of such drugs or alcohol) or becoming intoxicated while at the facility.
7. Using tobacco, including chewing tobacco, e-cigarettes or vaping anywhere in the facility before or during a practice or game.

Section 5.01 Three Strikes Policy

In language that our youth players can understand, the Association has a "3-Strikes" policy as it pertains to appropriate behavior and conduct. The definition of a "strike" in this instance is an incident whereby the Board of Directors and the Disciplinary Committee issues a formal reprimand to a player. Any player receiving a formal reprimand will be informed of this both via a meeting with members of the Board of Directors and/or Disciplinary Committee, as well as a

written letter to document the incident. If the player is issued 3 strikes within a 24-month period, he/she will be removed from the association. If the date of issuance of the strike is beyond the 24-month window, strikes received prior to that period can be expunged from the player's record.

(a) Strike 1

In the event the Board determines that a player, coach, family member of a player or coach, or guest of a player or coach has engaged in behavior that is detrimental to a rewarding hockey experience the Board may:

1. Issue a verbal warning and/or require a face-to-face meeting with the Board.
2. Send a letter or e-mail notifying the person and/or member family that it is in violation of the Association's misconduct policy and inform them that they and/or the member family may be subject to sanction if such behavior is continued,
3. Sanction the offending person, or the member family as provided herein below.

(b) Strike 2

If the behavior of a player, coach, parent or guardian, family member or guest generates a second complaint, and if after providing such person with an opportunity to appear before the Board, and the Board forms an opinion that the actions of such person warrant a second censure by the Board, said person could be:

1. Restricted from entering any facilities rented or leased by the Association for any Association event for a period of 30 days,
2. Immediately receive a sanction as provided herein below.
3. If necessary, a committee will be formed, normally chaired by the Vice President, to investigate the complaint.

(c) Strike 3

If the actions of the player, coach, parent, or guardian require a third censure or a violation of the 30-day restriction occurs, the player, coach, parent or guardian may be:

1. Restricted from entering any facilities rented or leased by the Association during any Association event for a period of one year.
2. Suspended or removed from the Association.

Section 5.02 Suspension

Any member family that has a player, coach, parent or guardian under suspension or restriction at the end of the hockey season may not be considered a member in good standing for the next season. Any player who has been removed from the Association can re-apply again 12-months following the issuance of their third (3rd) strike. The Association Board of Directors has the discretion to reinstate or deny membership after the 12-month period.

Section 5.03 Egregious Acts

In the event the Board determines that the conduct in question involved a deliberate attempt by a player, coach, parent or guardian to physically harm another person, or involved other behavior of an outrageous, dangerous or violent nature, the Board may, in its discretion, forego the procedure outlined herein above and immediately implement such sanctions, including restriction, suspension or termination of the player or member family, as it deems reasonably necessary to protect the interests of the Association and its membership. The Board shall review any action taken pursuant to this paragraph after the person in question has been given an opportunity to appear before the Board at a regular Board meeting.

Any punishment levied by the Association Board pursuant to this Policy shall be separate from and in addition to any sanction issued by any coach for violation of written team rules, or any sanction issued by any referee, league, CAHA or USA Hockey, Inc.

Section 5.04 Coach's Authority

Coaches are given a reasonable degree of latitude in the management of their teams. Additionally, the Association makes every effort to preserve the coaches' authority and will support coaches in their reasonable judgment. However, coaches are expected to follow the standards and policies published for them.

Section 5.05 Complaints Involving a Coach

When the Age Level Director becomes aware of a complaint involving a coach, the Director will inform the Director of Hockey, Vice President, and Director of Coaching of the complaint and identify any specific rule, policy and/or bylaw that may have been violated. If the complaint cannot be resolved, the President will be so informed. If the complaint involves misconduct, it will be handled under Article V herein above.

Any coach whose performance is in question and being monitored will be informed of the complaint, the specific USA Hockey, CAHA, league or the Association rule, bylaw, policy or coaching requirement, that has been violated, and that their performance is under review. If the board is considering removal of the coach, the coach will be so informed in writing, and the coach shall be given 10 days in which to respond. Coaches may be removed for misconduct, not responding to the board, or knowing and/or repeated non-compliance with the Association requirements.