

British Para Ice Hockey Association

Disciplinary Procedures

1. Introduction

This document outlines the procedures to be followed in the event of the Executive Committee of the British Par Ice Hockey Association being required to undertake disciplinary action against any of its members or Constituent Clubs.

2. Definitions

The Association - meaning the British Para Ice Hockey Association

Members - to include registered players, coaches and officials of Constituent Clubs

Constituent Clubs - to include any of the clubs participating in the British Para Ice Hockey Association National League

3. General Conduct.

All members of the British Para Ice Hockey Association will be expected to conduct themselves in a respectable and disciplined manner whilst undertaking the Sport of Para Ice Hockey. This includes during both on and off ice activities organised by the Association and whilst accessing and engaging in the Associations Social Media activities.

Any member or constituent club guilty of gross misconduct, or bringing the Association into disrepute in any manner, will be dealt with in whatever manner the Association, in its absolute discretion, see fit in accordance with the following procedures.

4. Disciplinary Procedures

Any grievance may be brought to the attention of the Executive Committee by any member of the Association or the Chairperson of a Constituent Club by making an official complaint to the Association Chairperson or if the grievance involves the Chairperson, to the Vice Chairperson.

Once a complaint is received, a Disciplinary sub-Committee will be established comprising of the Association Chairperson/Vice Chairperson and two other members of the Executive Committee that the Committee deems to be suitably independent of the dispute.

Once the Disciplinary sub-Committee has been established the subject of the complaint will be notified within 7 days that their actions have been brought to the attention of the Association and that they are the subject of Disciplinary Proceedings and that they will be suspended from all Association Activities pending the outcome of an investigation.

The Disciplinary sub-Committee will then initiate an investigation to be completed within 21 days requiring them to consider all the circumstances surrounding the

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grievance. At the end of this period the Disciplinary sub-Committee will come together to decide by a simple majority if the grievance is substantiated.

If a grievance is substantiated the Disciplinary sub-Committee will report back to the Executive Committee outlining their findings and recommend what sanction to impose. The Executive Committee will then decide whether to uphold the recommendation or to impose an alternative sanction.

In respect of individuals, the following sanctions will be available

1. Initial Written Warning.
2. Final Written Warning.
3. Suspension from all association activities for any period deemed appropriate by the Executive Committee.

In respect of Constituent Clubs, the following sanctions will be available

1. Initial Written Warning.
2. Final Written Warning.
3. Deduction of game points
4. Suspension from the National League for any period deemed appropriate by the Executive Committee.

Usually the Executive Committee will adhere to this ascending order of disciplinary measures; however, they have the discretion to decide that an offending incident is of such severity that any level of sanction may be imposed.

Any individual or Constituent Club who is suspended from the Association must render up all Fee's owed, all equipment and any other property belonging to (or owed to) the Association immediately. In the event of any item/s or Fee's not being rendered on request, the matter will be dealt with as the Executive Committee, in its absolute discretion, sees fit.

Where the grievance involves a member of the GB team, the National Coach whilst not a member of the Disciplinary sub-Committee will be kept apprised of the outcome of the investigation and will be at liberty to impose whatever further sanction they may deem necessary to uphold the discipline of the National Team.