

## GBU Conduct Review Procedure 2023-2024

**Policy:** To encourage sportsmanship of players, spectators, volunteers, and coaches, providing a positive environment to play hockey. Interviews and outcomes are confidential and only elevated to the Executive Board to review in the event of an appeal. WAHA Region 3 Representatives may offer guidance in this event.

### **Procedure:**

1. Conduct concerns may be filed to the Conduct Committee (AKA Disciplinary Committee) via multiple methods: Contact GBU by direct email, in-person conversation or phone call.
2. Conduct Committee Chair will review concern, identify contact information for all parties/ teams involved via Master Roster from GBU Registrar, document on confidential file.
  - a. In the event Conduct Committee Chair has a conflict of interest with team/ player on report, alternate Conduct Committee member will serve as Chair.
3. An in-person review (may be phone call if necessary) of the episode will be offered to the reporting party within 24h of report. Additional detail, time, date, location, associated parties will be clarified and documented. No further follow up with reporting party is indicated unless shared conduct concerns are discovered.
4. Interviews with other indicated parties will occur as quickly as reasonable. Every attempt to complete interviews prior to players next ice time is made. Equal attempt to perform interviews in person is preferred for open dialect. Additional conduct committee members may be in attendance as observers/ documenters.
5. If conduct violation is determined to have occurred, the following levels of action are taken:
  - a. 1<sup>st</sup> offense, debatable violation: Documented warning, communicated to Coach and player.
  - b. 1<sup>st</sup> offense, clear violation: Suspension from next game, practice, and any rink attendance until that game. Communicated to Coach and manager.
  - c. 2<sup>nd</sup> offense, clear violation: Suspension from games, practices, and rink for up to 25% of the remaining season. Date of return recommended by Conduct Committee, agreed upon by Coach. Communicated to manager.
  - d. 3<sup>rd</sup> offense, clear violation: Suspension from games, practices, rink for 50-100% of the remaining season. Date of return recommended by Conduct Committee, agreed upon by Coach. Communicated to manager.
6. For offenses that are severe in nature, the Conduct Committee reserves the right to escalate the disciplinary measure level to equate to the offense.
  - a. Examples may include but are not limited to: Fighting or injuring another player, verbal or physical assault of a coach, referee, player, or volunteer, bullying, cell phone use indiscretion, and beyond.
7. All outcomes are documented in Confidential. Documents are locked by the Conduct Committee Chair with sole access, unless WAHA/ Executive Board requests access to particular cases in severe conduct or legal proceedings.
8. There will be no tuition/fee refunds for the time missed due to conduct violations.