



TBIRDS DISCIPLINE

The function of the Disciplinary Committee will be to enforce all USA Hockey rules and TBIRDS regulations as they apply to TBIRDS players, coaches and parents. The Committee will also be informed of all Game and Gross Misconducts, as well as Major and Match penalties, and is responsible for assessing or ensuring that the minimum USA Hockey suspensions are served.

- *Discipline Committee Objective*

A Discipline Committee has been established by the Colorado Thunderbirds AAA Hockey Association. (TBIRDS) to help enforce USA Hockey's Zero Tolerance Policy, the CAHA, USA Hockey and the TBIRDS Code of Conduct. It is the intent of the Discipline Committee that any individual participating in the activities in the Association, including but not limited to, players, coaches, officials, fans and parents, exhibit qualities of good sportsmanship and civil behavior and abide by the Code of Conduct established by the association.

- *Committee Makeup*

The Discipline Committee is made up of three members that are appointed by the TBIRDS Board. Members must be in good standing and may consist of present and past TBIRDS association members. Committee members are expected to be reasonably available for all discipline hearings, be active participants in the process and maintain an unbiased, reasonable point of view congruent with imposing fair discipline rulings.

- *Necessary Discipline Actions*

All coaches, players, board members and parents will adhere to the Code of Conduct found in the TBIRDS guidelines. Any deviation from the code, or any action deemed detrimental, unsportsmanlike, or damaging to the Association may be subject to disciplinary action.

- *Discipline Guidelines for Parents/Coaches/Board Members*

In addition to adherence to the TBIRDS Code of Conduct, the following actions may be subject to disciplinary action:

- If you are asked to leave a TBIRDS arena or any hosting facility by a referee, parent representative, board member or coach because of your actions
- If you approach a coach or other representative of TBIRDS in anger or frustration either in person, by phone or by email prior to following appropriate reporting procedures after the designated 24-hour rule
- If your actions against any other persons, including but not limited to, players, fans, parents, officials, board members and rink managers, causes a disruption on or off the ice or represents the TBIRDS in a derogatory manner
- If you enter the locker room, bench area or ice, without permission from the coaching staff, in frustration or anger

- *Notice of Disciplinary Action*

The purpose of the discipline procedure is to provide all parties with a fair hearing prior to being subject to disciplinary action and to allow for an opportunity for parties to prepare and present their



case and argument in accordance with these rules. All persons requested to attend a discipline hearing will be given 48-hours advance notice of a scheduled hearing. Notice of this request will be arranged by the TBIRDS Discipline Committee and may be communicated by telephone, email or in person. Confirmation of contact by recipient will be requested. Failure to respond to the request and failure to appear at the scheduled meeting will warrant further disciplinary action, including not allowing the subject's skater(s) on the ice. Minutes will be taken during all disciplinary hearings and retained for the remainder of the family's membership within the TBIRDS. Results of the Discipline Committee decision will be forwarded in writing to all parties within 48-hours of review.

- **24 Hour Rule**

No member shall initiate the complaint process (see complaint reporting procedures document) to discuss a game, a game incident or a situation that occurred during the game that has provoked an adverse emotional response or a hostile situation until at least 24-hours after the fact. The intent of this rule is to move an emotional and confrontational discussion away from the presence of players, and to allow the parties to "cool off," compose themselves, and put the provoking incident in perspective before meeting to discuss it.

- **Chain of Complaint**

If at any time a coach, team member, parent or spectator suspects a Safesport violation or misconduct you are required under mandatory reporting laws to report directly to Safesport.

TBIRDS have established clear steps for resolving non Safesport conflicts in effort to ensure that issues are handled at the appropriate levels. Below is the TBIRDS Chain of Complaint:

1. Complaints must wait 24 hours before taking any action to allow time for emotions to settle and for a calmer approach.
2. The parent should first attempt to resolve the issue directly with the other party involved, such as the coach, staff member, or other team member without any formal intervention.
3. If the issue remains unresolved, parties will involve a third party as a mediator within the team. This could be a neutral team member, or someone appointed to handle such matters.
4. Only if there is still no satisfactory resolution should the issue be escalated to the disciplinary committee.

This chain of complaint allows for an initial attempt at informal resolution and only escalates to higher levels, when necessary, which can save time and effort for all parties involved. It also encourages communication and cooperation among team members to address issues effectively.

- **Disciplinary Guidelines**

While the Discipline Committee reserves the right to review each hearing on a case-by-case basis, the following guidelines are taken into consideration during the process. The Committee reserves the right to escalate beyond and or deviate from these guidelines should the situation call for it.

- First Offense: Written warning and/or possible short-term suspension of the offending party from all TBIRDS activities
- Second Offense: Possible long-term suspension of the offending party from all TBIRDS activities
- Third Offense: Season long (or longer) suspension of the offending party from all TBIRDS



activities

- Any offense that occurs at a TBIRDS function, to include a crime alleging violence, illegal activity, sexual misconduct, intentional property damage or other criminal activities is subject to third offense penalties, regardless if a first or second offense have been committed.

Failure to adhere to Discipline Committee decisions will result in suspension of the involved party's player(s).

- ***Appealing a Discipline Committee Decision***

All members have the right to appeal the decision of the Discipline Committee. The first step in this process is to submit a formal written appeal to the President of the TBIRDS Board of Directors. This written appeal must be submitted within 2 business days of the receipt of the Discipline Committee hearing results. The Board will schedule a hearing within 30 days of receipt of the written appeal. Notice of an appeal hearing will be given at least 7 days PRIOR to the hearing date. All appeals will follow guidelines set forth in USA Hockey By-law 10. If a member is unsatisfied with the results of the appeal hearing by the TBIRDS Board of Directors, he/she may appeal to the Colorado Amateur Hockey Association according to their procedures.

- ***Reporting Infractions***

All members of the TBIRDS are encouraged to report any behavior infractions as outlined above to the TBIRDS Discipline Committee. In most cases, infractions are of public knowledge and will automatically be investigated by Discipline Committee members to determine the necessary steps in the disciplinary process. However, infractions may be reported by individuals who feel discipline action is necessary for the benefit of the TBIRDS, or when Zero Tolerance and Code of Conduct rules have been broken. These infractions should be reported directly - either in writing, by phone, or in person.

- ***Good Intentions***

The intent of the Discipline Committee and the discipline guidelines is to help prevent unnecessary behavioral incidents and to foster more sportsmanlike behavior within the Association, both in the stands and on the ice. The hope is that coaches, parents and players will "think twice" before engaging in inappropriate behavior and that the actions of the Discipline Committee will not be necessary. Thank you for helping the TBIRDS model positive attitudes and behaviors to our skaters.

The Disciplinary Committee also has the power to impose sanctions and / or expulsion from TBIRDS for any rules violations by a player, coach or parent.

Players receiving discipline other than a Game Misconduct shall be notified in writing of their discipline hearing, when and where the player should appear for the hearing. Decisions by the Disciplinary Committee will be made in a timely manner and the player shall be notified in writing of the decision.

• **COACH / MANAGER REMOVAL**

All coaches and team managers will conduct themselves in a manner consistent with the spirit of the TBIRDS Mission Statement. Any inappropriate behavior may result in disciplinary action by the Disciplinary Committee. This may include removal of the individual from their position.



The Disciplinary Committee can remove a coach or manager by a majority vote of the committee. The Director of Hockey Operations will inform the coach or manager of their dismissal in writing, which will include an explanation for the action and steps available to appeal the decision. The Director of Hockey Operations will select the replacement coach or team manager.

- **PLAYER REMOVAL POLICY**

All players will conduct themselves in a manner consistent with the spirit of the TBIRDS Mission Statement. Any inappropriate behavior may result in disciplinary action by the Disciplinary Committee. This may include removal of the individual from the team or TBIRDS.

The Disciplinary Committee may dismiss any player from any team by a majority vote and then final approval by the TBIRDS board. The Director of Hockey Operations will inform the Player and his/her parents of their dismissal in writing, which will include an explanation for the action and steps available to appeal the decision.

APPEAL PROCESS

Those wishing to appeal a disciplinary decision made by the TBIRDS Disciplinary Committee may seek a hearing of the full TBIRDS Board of Directors.

To appeal a disciplinary decision the appeal must be submitted in writing to the TBIRDS President. The appeal shall include the Disciplinary Committee's ruling, along with the petitioner's case. The appeal will be reviewed by the TBIRDS President who will make a determination on the merit of the appeal within three business days. If the TBIRDS President determines that the appeal warrants further review, it shall be heard by the full Board of Directors at their next regularly scheduled meeting. No special meeting will be convened to hear a disciplinary appeal. Should the appeal lack merit, the matter will be considered closed and any discipline handed down by the Disciplinary Committee will be served. The TBIRDS President's decision is final.

Note: Minimum suspensions assessed according to USA Hockey rules are not reviewable.

Any Member or Official who complains or openly grieves to other Members or individuals outside of this formal process may be in violation of the TBIRDS policies as they pertain to the prevention of harassment and abuse of TBIRDS members.

TEAM DISPUTE RESOLUTION

All criticisms within a team should first be taken to the Team Manager of that team. Thereafter, meetings should be set up with the Head Coach and/or Manager. If the issue is not resolved, the dispute must be presented to the TBIRDS Director of Hockey Operations outlining the concerns in writing. This dispute will then be passed on to the Disciplinary Committee for review.

The Disciplinary Committee will contact the Head Coach and concerned parties within three working days. If needed, the Committee will bring all parties together to discuss the issues.