



Welland Raiders Minor Lacrosse Association

Discipline Policy

Principle / Purpose

The purpose of this document is to establish a reprimand procedure for WRMLA Members who contravene WRMLA and OLA rules and policies. Members are defined as players, parents of players, volunteers for WRMLA functions, all spectators and coaching staffs.

Scope

This document is applicable to all centres / locations where WRMLA members are directly involved with functions relating to events deemed to be under the operating umbrella of WRMLA.

Authority

The Executive Board has the authority to define all WRMLA rules and implement the Reprimand Procedure. All Head Coaches have the authority to implement the Reprimand Procedure.

Responsibility / Requirements

Counselling:

The first occasion that a Head Coach or Exec Member has to speak to an Association Member for instruction or correction of some minor incident shall be treated as counselling and shall not be considered as disciplinary action. This session shall be documented.

Verbal Warning:

A private documented conversation between a Member and their Head Coach / Exec Member. It is primarily a second counselling session and generally occurs after informal conversations fail to correct undesired or unsafe behaviour.

This session is documented

Written Warning:

A formal documented conversation between a Member and a Head Coach / Exec Member regarding a discipline issue. The Member shall be given a copy

of the written warning (if the member is a minor, the minor's guardian will be issued the document)

Suspension:

This consists of a conversation between the member and the Exec Board regarding a serious problem or a communication of a series of minor problems. This is followed by a suspension that may range from a balance of playing time to suspension of floor time. For Parents or Coaching staffs, this may result in removal from attendance of team functions for a period of time to be set forth. It is considered important that Members who are under suspension consider their position with the Association and understand that a failure to meet the required standards may result in sanctions from the Association

Discharge:

Before a Member is sanctioned at this level for Breaching of WRMLA or OLA rules, a meeting with the President and/or Vice President shall take place.

Note:

- Whenever a serious infraction occurs, the Member will be suspended pending an investigation. This will provide time for a review of all of the facts in order to determine what the appropriate penalty should be. The Board, Head Coach and Member will be advised of the penalty as soon as possible.
- All warnings and suspensions will be recorded in the members file. If an action warranting a disciplinary response occurs and there are questions as to the appropriate response, then queries shall be directed to the President or Vice President.
- Penalties for offences are not necessarily fixed in the order indicated above and Head Coaches are expected to exercise their judgement in deciding the seriousness of an offence before invoking what they consider to be an appropriate penalty for the offence in question.
- If circumstances permit, it is suggested that when deemed necessary to invoke a penalty not in line with the above schedule, that the President or Vice President be consulted before any action is taken.
- The President or Vice President must be notified for any discipline action at the Suspension level or greater
- All Head Coaches must document their investigation of the events and discuss with players all events leading to disciplinary action
- Any appeals for disciplinary action must be addressed to the President of WRMLA in writing and must be signed by the appealing Member. The decision of the appeal is final.