

HCAK DISCIPLINARY PROCEDURES

As members of the Alaska State Hockey Association and USA Hockey, HCAK abides by those organizations' rules and codes of conduct for players, coaches, referees, and parents. For players, HCAK endorses and upholds the following Code of Conduct for Players excerpted from the USA Hockey Playing Rules p. XXIV:

USA Hockey Player's Code of Conduct

- *Play for fun.*
- *Work hard to improve your skills.*
- *Be a team player – get along with your teammates.*
- *Learn teamwork, sportsmanship and discipline.*
- *Be on time.*
- *Learn the rules and play by them. Always be a good sport.*
- *Respect your coach, your teammates, your parents, opponents and officials.*
- *Never argue with an official's decision.*

In addition to expected Standards of Play outlined in USA Hockey Playing Rules and enforced by referees during games, HCAK Coaches will abide by and enforce USA Hockey's Fair Play and Respect expectations both on and off the ice. HCAK requires that all players abide by the expectations outlined in USA Hockey's Handbook, but in particular, the following expectations for Fair Play and Respect (USA Hockey Playing Rules, p. VII):

Fair Play and Respect

Fair play and respect are the backbone of any successful amateur sports program. In order for a positive environment to be created, it is imperative that all participants and spectators have respect for all players, coaches, officials, administrators, spectators and the sport of hockey. Hockey is a game demanding high levels of concentration and skill. Taunting or unsportsmanlike conduct directed at opponents or officials will not be tolerated.

USA Hockey does not tolerate any abusive behavior, including racial and other derogatory slurs directed at players, coaches and officials. All participants are reminded that any language that is hateful or discriminatory in nature will be penalized with an automatic match penalty.

Abuse of officials is a continuing problem at all levels of play, and as a result the retention of officials in all youth sports has become a significant issue that affects the quality and number of available officials. USA Hockey is committed to taking a leadership role in this area and has in place a Zero Tolerance Policy towards unsportsmanlike behavior. Officials are required to strictly enforce all actions that are deemed to be abusive in nature in an effort to change the culture of what is deemed to be acceptable behavior when it comes to respect for officials.

HCAK Disciplinary Committee Procedures (for issues involving player conduct)
Requests for convention of the Disciplinary Committee to address issues of player conduct may be submitted by Coach, Team Manager, Coaching Coordinator or SafeSport Representative. Parents of players receiving a referral to the Disciplinary Committee will be notified within 48 hours of the report for misconduct, or prior to the next HCAK practice or game. Notice of hearing must include allegation

of misconduct, potential disciplinary actions, and notice of the time and location where the Disciplinary Committee will hear the matter. Notices will be emailed to the address on file with HCAK. Notices must be provided at least seven (7) days prior to the time set for the hearing. Disciplinary hearings will be held in closed session and will be conducted in conformance with USA Hockey Bylaw 10.

The Disciplinary Committee will be composed of the HCAK Executive Board members who are not directly involved in the incident(s) of concern.

Potential Disciplinary Actions

The HCAK Disciplinary Committee will address player misconduct in accordance with the Standards of Conduct outlined in the HCAK Handbook and in compliance with the USA Hockey Official Playing Rules Handbook and USA Hockey's SafeSport guidelines.

Violations of the following rules may result in immediate removal from a team event and will result in referral to Disciplinary Committee

1. Substance abuse of any kind by players
2. Foul language, profanity, or inappropriate gestures on or near the rink
3. Fighting on or around the rink
4. Vandalism and/or theft
5. Abuse behavior or language directed toward officials, players and coaches

Corrective action may include the following decisions, based upon the level or severity of the infraction. Corrective actions are listed in order of severity, and may be issued progressively if infractions are cumulative. However, it is not necessary to exhaust lower level remedies if an infraction warrants more severe correction, even if it is a first offense. These action steps are not intended as a substitute for the coach's general authority to correct or hold players accountable for improper behavior at a game or practice. For example, if players are not cooperative, following directions, or respectful of coach/peers, coaches may provide appropriate verbal correction, or limit a portion of ice time during a single practice or game, or remove players from an HCAK event, game or practice, and such corrections would not be considered suspensions or require the coach to refer a player to the Discipline Committee.

Verbal warning	<p>May be issued for</p> <ul style="list-style-type: none"> - unintentional rule or Standards of Conduct violations - unsportsmanlike conduct - disruptive/disrespectful behavior that does not constitute abuse
Written warning (Coaches will use form in this document)	<p>May be issued for:</p> <ul style="list-style-type: none"> - actions requiring coaches or officials to give repeated verbal warnings to a player - Blatant Standards of Conduct violations - Blatant or intentional actions performed by a player that would result in a major or minor game penalty

<p>Short Term Suspension* (14 day period of suspension from all HCAK activities) applied to practices, regular season games, and/or other games. A short term suspension may not include more than four (4) regular season games. A player becomes eligible for Short Term Suspension after receiving one written warning.</p>	<p>May be issued for:</p> <ul style="list-style-type: none"> - Blatant Standards of Conduct violations - Repeated written warnings, or any action that would require a game misconduct penalty - Fighting before, during or after any HCAK activity - Repeated verbal warnings with no behavior improvement
<p>Long Term Suspension* (period of more than 14 days of suspension from all HCAK activities), applied to practices, regular season games, and/or other games. Any suspension that includes five (5) or more games is considered a long-term suspension.</p>	<p>May be issued for:</p> <ul style="list-style-type: none"> - Blatant Standards of Conduct violations - Repeated actions requiring verbal or written warnings, reductions in practice or playing time, or previous suspensions - Fighting during any HCAK activity - Any malicious action that causes injury to another player, coach, ice official, or member of the public in the facility - Any disciplinary issue covered under SafeSport guidelines
<p>Expulsion* from all HCAK activities to include practices, regular season games, and any other scheduled games.</p>	<p>May be issued for:</p> <ul style="list-style-type: none"> - Blatant Standards of Conduct violations - Repeated actions requiring verbal or written warnings, reductions in practice or playing time, or previous suspensions - Repeated fighting during any HCAK activity - Any malicious action that causes injury to another player, coach or ice official - Repeated violations of SafeSport guidelines - Major violations of USA Hockey Rules of Play - Violation of Zero Tolerance
<p>Summary Suspension</p>	<p>If necessary, a Summary Suspension may be imposed in cases where a party has been arrested for a crime alleged to have been committed, or other potential serious violations of the policies or rules of USA Hockey, or as may be necessary to protect the health and safety of HCAK participants.</p> <p>A Summary Suspension must be issued in writing and provided to the suspended party, informing the party of the right to request a hearing. The</p>

	hearing request must be submitted within seven (7) days of the notification. Any hearing following a Summary Suspension shall be conducted in accordance with USA Hockey Bylaw 10.
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*In accordance with USA Hockey Bylaw 10, a suspension or expulsion may not be imposed until the disciplined party has notice and the opportunity for a hearing. The exception to this is a Summary Suspension.

Appeals Process

The final decision of the Disciplinary Committee concerning suspensions or expulsion is appealable by the provisions of USA Hockey Bylaw 10. Rebuttal of the final decision is allowed under Rule 10 of the SafeSport Manual as applicable. The Appeal Authority for suspensions is the Alaska State Hockey Association, and the Appealing party must provide a written statement of appeal within 14 days of the receipt of the decision for suspension, describing why the suspension is being appealed as well as a copy of the decision rendered by the Disciplinary Committee.



HCAK Northern Knights Disciplinary Action Report

Written warnings may be issued for (but not limited to) the following infractions:

- Actions requiring coaches or officials to give repeated verbal warnings to a player
- Blatant Standards of Conduct violations
- Blatant or intentional actions performed by a player that would result in a major or minor game penalty

From: Coach _____ Team: (U_____)

Player Name and team: _____

Date: _____

Description of infraction:

Have verbal warnings been previously given to the player for the same infraction? Y N

If yes, indicate frequency and dates/situations in which previous warnings were issued.

Disciplinary action to follow:

To be completed by player, parent/guardian, and coach issuing warning:

I acknowledge that I have received this Disciplinary Action form. The infraction has been discussed with me. I understand that it was a violation of the HCAK Standards of Conduct and if I continue or repeat the infraction, it will result in further disciplinary action.

Player Signature: _____ Date: _____

Parent/Guardian Signature: _____ Date: _____

Coach Signature: _____ Date: _____

A copy of this form must be provided to the HCAK SafeSport Representative.