



NORTH EDMONTON MINOR FOOTBALL ASSOCIATION

Clubhouse: 11524-153 Avenue, Castle Downs Park Pavilion
Mailing Address: 10710-167A Ave., Edmonton, AB, T5X 2R6
www.edmontonseahawks.com

May 20, 2019

Dear NEMFA Members:

RE: Board Member Removal

This letter is to inform the North Edmonton Minor Football Association membership that a formal complaint against a Board member was received in January 2019. This matter was taken very seriously and investigated by the NEMFA Management Committee.

After a lengthy and detailed investigation, the details were presented to the NEMFA Board of Directors and they were unanimously in favor of removing the Board member in question and revoking their club membership, resulting in the release of their family from our program.

When management met with the Board member to discuss the findings, the member's response was profanity-laced, including the use of a sexually explicit references and homophobic slurs, while physically challenging a member of NEMFA's Management Committee.

While the specifics of the investigation will remain confidential, we feel this information is important to share with the NEMFA membership to provide transparency on the issue.

NEMFA has a zero tolerance for online bullying, verbal, physical and social abuse towards any member.

At this time, we would like to remind all members (parents and players) to read [NEMFA's RPP's](#) and [Bylaws](#) as well as the [CDMFA's code of conduct](#) (section 11.0 in the linked document).

With the minor season right around the corner, we are putting this situation behind us and are looking forward to another exciting season ahead.

Sincerely,

NEMFA's Management Committee

Management Committee Members:

- Justin Mills, President
- Nick Schmidt, Vice President
- Craig Baikie, General Manager