

Greeley Bears Youth Hockey Association (GYHA)

Code of Conduct, Disciplinary Action, and Consequence Procedures

The GYHA, Greeley Bears Youth Hockey Associations, utmost responsibility is to protect all members of this organization, its affiliates, and volunteers.

In any and all reported or observed events of misconduct by player, coach, and/or any individual acting in a capacity to which their role would be considered an active member of the GYHA Greeley Bears Hockey organization there shall be a formal and official complaint request to be submitted through the following process.

Coach

If any complaint is brought forward regarding a current active Coach of the GYHA the complainant will communicate with the Team Representative and manager.

The team representative and/or manager will without delay bring forward the complaint in an email form to the Disciplinary Committee which will include the following:

- Date, time, and location of the incident.
- Name and rank of Coach and complainant.
- A brief narrative of the complaint of misconduct alleged against the Coach.
- Acknowledgment of notification of team representative and manager.

The disciplinary committee will follow up directly with the Coaching Director to determine if the situation can be resolved and if action is needed and/or taken. The Coaching Director, with the assistance of the Disciplinary Committee, will address the complaint with the Coach which may include but not be limited to a single game suspension from the bench and practice.

If in the event the behavior/misconduct cannot be solved with a single game suspension, and/or a second subsequent incident occurs with the same Coach, the following steps will be taken to ensure the safety of all players and members of the GYHA.

The above-mentioned steps will be completed for each individual incident reported.

The Disciplinary Committee and the Coaching Director will schedule a formal hearing with the Coach, Team Representative, and Team Manager to review all documentation regarding misconduct and/or behavioral issues. It will be the responsibility of the Coaching director with the assistance of the Disciplinary Committee to determine, for the best interest of the organization and the safety of all players, if the Coach should be put on a multiple-game suspension which will include not being allowed to coach games and/or practices.

In the event, a third subsequent offense is made a secondary formal hearing will be held with the Disciplinary Committee, additional members of the GYHA board, and the Coaching Director to review all documented instances of misconduct/behavior and statements of past and current behavior. After time has been allotted to review, the Disciplinary Committee will advise their input and recommendation to the Coaching Director who will be awarded several options of recourse to include:

- Multiple game suspension.
- Season-ending suspension with the right to return to the league the following season.
- Expulsion from the GYHA league.
- Right to resign as a Coach under GYHA.

The current Vice President of GYHA, with assistance from the current President of GYHA, will investigate the incident(s) and gather the needed information. All documentation will be collected by the current GYHA VP and shared with the Executive Board. The current GYHA VP will be notifying the party involved in the incident through email and/or phone calls. The initial communication with the involved party will be completed within 48 hours of the incident. All hearings will be scheduled within this initial 48-hour time frame. The intent of any hearing is to hear from all individuals involved in the identified incident, determine what violations were made, and determine consequences (if any) that need to be taken to prevent any further incidents.

All Consequences will be made to benefit the GYHA organization and with the safety of all other players as the forefront of the final decision.

In the event of a season-ending suspension, expulsion from the league, or resignation the Coach hereby acknowledges that there will be no damages awarded or reimbursement made to said Coach, and the season-ending suspension and/or expulsion from GYHA can be enacted at any point in the season.

Coach

Date