



## 2021-2022 Communication/Discipline Policy

Clear, concise and efficient communication is key to the success of any organization and team. Our goal is to streamline and clarify your questions throughout the year in a timely and efficient manner.

**Hockey Related Organizational Communication** will come from the President of the Fighting Saints Board. Anything related to overall organizational messages including events and programming.

**Individual Growth and Development** of your player is the most important aspect of your experience with the Saints organization. Throughout the season, questions about future plans, pathways, current development and goals of your individual player will arise.

All players/families have access to our Director of Hockey Nick Turcotte to help answer those questions. The contact is [kcfsgeneral@gmail.com](mailto:kcfsgeneral@gmail.com)

**Team/Individual Issues** - It is our desire to encourage quick and immediate conflict resolution through communication between the affected parties, or through a clear and documented conflict resolution process. We ask that every attempt be made to resolve issues prior to asking the organization for a Unified Disciplinary Hearing.

A conflict or issue may arise between two players, two parents, a player and coach, a coach and parent, a parent and player, etc. We expect that most conflicts can be resolved between the two parties through the normal course of working together through face to face communication and/or email. In all cases of conflict resolution, it is very important that face to face communications are documented with the details of the meeting including participants, date, time, conflict description, and details of the meeting outcome (regardless of whether a resolution was attained). Any email exchanges should be saved. A video of any conflict should be saved. All of this will be needed to determine the need for a Unified Disciplinary Hearing.

If a conflict resolution cannot be reached between the two parties, the complainant party may then request a hearing through the Fighting Saints Discipline Committee using the Disciplinary Committee as outlined below. The Committee shall have no personal interest in the outcome of such a hearing, and will be responsible to hear both sides as impartial arbitrators. The Committee is required to follow and uphold the Unified Disciplinary Hearing Procedure as outlined below.

A disciplinary hearing request must be submitted in writing, along with all supporting documentation to:

Discipline Committee Board Member:

President: Shawn Vecellio

Director of Hockey: Nick Turcotte [nthockeyfactory@gmail.com](mailto:nthockeyfactory@gmail.com)

General Administration: [kcfsgeneral@gmail.com](mailto:kcfsgeneral@gmail.com)

The Discipline Committee may decline a hearing request on the basis of insufficient evidence or may feel there is opportunity to resolve the conflict without a hearing. If a hearing is deemed appropriate based on the evidence provided, the Unified Hearing Procedure will then take effect.

The Disciplinary Committee will consist of 3 individuals without any personal friendship or connection to either party, or is otherwise involved directly or indirectly with either party, an alternate from the Board of Directors will attend in their place. On occasion, if needed, an alternate may be designated from outside the BOD to sit on the committee as an impartial arbitrator.

**Purpose:** The Discipline Committee has the responsibility for making parents, coaches and players accountable for their actions and to impose disciplinary actions when deemed necessary and appropriate.

**Procedure:** The Discipline Committee will consider any complaint or take action deemed necessary (Attachment 1) due to the conduct of an individual if the following procedure is followed:

**Step 1 – 48 hour cooling off period** before contacting the Head Coach unless an emergency of immediate danger to the player or parent.

**Step 2** - The parties involved in the dispute must have a face-to-face meeting.

**Step 3** - If still unresolved, the problem shall be brought to the Disciplinary/Grievance Committee. The D/G Committee will hear the grievance and issue decisions within 14 days.

**Step 4** - The Board of Directors shall consider any appeal of a decision of the Discipline Committee and shall make a final decision regarding the decision of the Discipline Committee. The President or designee shall advise the appealing party of the Board decision and shall send a copy of the decision.

The Disciplinary/Grievance Committee will not entertain any complaint from a parent, player or coach unless Step 2 above has been completed.

Board members should refrain from any involvement until the grievance is brought to the board following completion of the established procedures.

Parent/Coach cool off period. It is mandatory that there be a 48 hour “cool-off” period be observed by the upset party before any grievance is brought to the coach and or Discipline Committee Board Member/Director of Hockey. All parents and guardians will be required to sign a form indicating that they have read and understand the above policy before their player will be allowed to play in any Fighting Saints Hockey sponsored games.

SPORTSMANSHIP - THE PRIMARY AIM IS TO DEVELOP HOCKEY PLAYERS. First is skill development where players learn the basic skills of skating, shooting, and puck handling. Equally important is the development of attitude. Hockey is a team sport and we want our players to learn how to play with others. An understanding of the basic concepts of team play or strategy is essential. We also feel strongly that players should learn respect. A respect for coaches, referees, teammates, and opponents, is basic to any competition. Sportsmanship needs to be the cornerstone of any constructive youth program. It is the intention of the Board of Directors to adopt a policy of behavior governing all players, coaches, and fans. The policy is intended to be in keeping with the above-mentioned philosophy.

\*Please ensure that all group chats remain positive and supportive of the team and program. Any negative messaging about the organization, team, other members etc. should be reported directly to the Director of Hockey. Negative messaging by individuals will be subject to discipline and possible removal.

**PLAYERS' CREED**

We live clean and play hard.

We play for the love of the Game.

We win without boasting, we lose without excuses, and we never quit.

We respect officials and accept their decisions without question.

We never forget that we represent our community.

We understand that sportsmanship is a part of being a competitor.

**COACHES' CREED**

We inspire in our player a love for the game and the desire to do their best.

We promote the philosophy that to do your best is to win.

We teach our players that it is better to lose fairly than to win unfairly.

We lead players and spectators to respect officials by setting a good example.

We coach the game of hockey and guide our players to be better people.

**PARENTS' CREED**

We support and encourage every child.

We support our child's coach and appreciate his/her efforts on our child's behalf.

We understand that Fighting Saints hockey program is designed to benefit all the participants and we do our best to work on its behalf.

We never forget that we represent our community wherever we go.

**SPECTATORS' CREED**

We never verbally abuse a player or official.

We appreciate a good play, no matter who makes it.

We know we represent the Fighting Saints Hockey program by our conduct.

We support the decisions of coaches and referees.

We recognize the need for more sportsmen and few "sports".

**FOLLOWING IS A NONEXCLUSIVE LIST OF GUIDELINES:**

<p><b>ARENA</b> • Foul language will not be tolerated • Standing by glass in front of bleachers is not allowed • Use of handicap platform by persons without disabilities will not be allowed • Inappropriate behavior of fans in stands will not be permitted; Violators will be asked to leave the arena.</p>	<p><b>CONSEQUENCES</b> Any offenses committed at the arena will be dealt with by the arena manager/staff</p>
<p><b>COACHES</b> • Positive reinforcement for each player • Treat officials and players with respect • No foul language • No demeaning language or actions towards players • Follow FSH, USA Hockey guidelines and high school policies</p>	<p><b>1st Offense</b> – warning by Coaching Director <b>2nd Offense</b> – goes to Coaching Director and D/G Committee; probation or possible suspension <b>3rd Offense</b> – goes to Board of Director – suspension from coaching until disciplinary meeting is held.</p>
<p><b>PLAYERS</b> • Do not discredit your teammates • No foul language • Abide by team and FSH rules • Respect your coaches and teammates • Show respect for your opponents</p>	<p>Following is a nonexclusive list of possible offenses. Consequences will be determined solely at the discretion of the coach! • Intentionally failing to shake hands after game • Intentionally breaking a stick on the ice or hitting the boards/glass with stick • Yelling obscenities/using obscene gestures to officials, other players, fans, or coaches • Abusing arena or locker room • Unnecessary roughness or retaliation during a game • Discrediting a teammate • Absence from practice without notification or permission • Inappropriate locker room behavior or fighting. Loss of playing time may be used as a disciplinary measure at any age level.</p>
<p><b>PARENTS</b> • Let the Coach do the coaching • No foul language • Set an example for your child and FSH • Support your child as well as his/her teammates • Remember that you represent FSH in town and out of town.</p>	<p><b>1st offense</b> – warning by coach &amp; (1) board designated representative <b>2nd offense</b> – D/G Committee Action</p>

**Guidelines are to be read at home and at Player and Parent Meetings at the beginning of the season.**