

Black Bears Youth Hockey Disciplinary Action Appeal Process

The Central Vermont Youth Hockey (CVYH) organization is committed to fairness and transparency in handling disciplinary matters. This appeal process provides an opportunity for players, coaches, or parents/guardians to contest disciplinary decisions issued by the CVYH Disciplinary Committee.

1. Right to Appeal

Any individual subject to disciplinary action may appeal the decision if they believe the following:

- The decision was made in error.
- The punishment is disproportionate to the infraction.
- Relevant information was not considered during the original decision-making process.

If you choose to appeal, the consequence will be extended throughout the duration of the appeal process.

2. Appeal Submission

An appeal must be submitted in writing within **7 days** of receiving the disciplinary decision. The appeal should include:

- Name and role (player, coach, or parent/guardian).
- Date and description of the incident.
- Grounds for the appeal, including any new evidence or mitigating factors.
- Desired resolution or outcome.

Appeals should be sent to the organization's official email or mailed to the Board Secretary.

3. Appeal Review Committee

The Board of Directors will appoint a **neutral Appeal Review Committee** consisting of three members of the organization who were not involved in the original disciplinary decision.

4. Appeal Hearing

The Appeal Review Committee will schedule an appeal hearing within **14 days** of receiving the appeal.

- The individual requesting the appeal may present their case in person or submit a written statement.
- Witnesses or supporting evidence may be presented if relevant.
- The Board will provide a summary and rationale of what resulted in determining the original decision.

5. Decision

Adopted on:08/27/2025

Approved By: Black Bear Board of Directors

The Appeal Review Committee will deliberate and issue a written decision within **7 days** of the hearing. Possible outcomes may include the following:

- Upholding the original decision.
- Modifying the disciplinary action.
- Overturning the decision.

6. Finality of Decision

The decision of the Appeal Review Committee is final and binding. No additional appeals involving the same case will be considered.

7. Confidentiality and Professionalism

All proceedings, documentation, and deliberations related to appeals will remain confidential. Individuals involved are expected to conduct themselves professionally throughout the process.

This process ensures that all members of the Central Vermont Youth Hockey (CVYH) community are treated fairly and respectfully in disciplinary matters.