



# MISSISSAUGA GIRLS HOCKEY LEAGUE

Iceland Arena | 705 Matheson Blvd. E. | Mississauga, ON | L4Z 3X9  
Info@MGHL.ca | www.MGHL.ca

## MGHL DISCIPLINARY PROCESS POLICY

### EFFECTIVE DATE

Approved, Version 1.0: November 3, 2022; Revised, Version 1.1: N/A.

### PURPOSE

Pursuant to MGHL Bylaw #15, where situation warrants, the Executive can establish a Disciplinary Committee for the hearing of issues attributed to a coach, player or parent/guardian or Executive member. This policy provides transparent and consistent processes for the Disciplinary Committee.

### SCOPE

This policy applies to the Disciplinary Committee's investigation and procedures for all Rep and House League divisions in the MGHL.

### GUIDELINES

#### 1.0 INVESTIGATION

The Disciplinary Committee shall investigate the complaint in the following manner:

- 1.1. Notify affected parties within 5 business days of receipt of the complaint.
- 1.2. Request written statements from the individuals involved. These statements should be provided within 7 business days.
- 1.3. Where it is warranted conduct interviews with the individual(s) involved.
- 1.4. Where it is warranted conduct a hearing.
- 1.5. Prepare recommendation to the Board. This recommendation shall include a summary of the written facts, a determination as to whether the acts complained of constitute a breach of the MGHL's Code of Conduct, By-Laws, and / or Policies.
- 1.6. Advise the affected parties of the decision within 21 days of receiving the written statements.
- 1.7. Any affected party may appeal the decision of the Discipline Committee within 7 days. An appeal will be made to the Board of Directors.

#### 2.0 CONSIDERATIONS BY THE COMMITTEE

The Disciplinary Committee may consider the following factors in investigating the complaint:

- The nature and severity of the offence.



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- What By-Law / Policy has allegedly been breached.
- The individual's acknowledgement of the offence.
- Remorse.
- Age, role, and experience of the individual.
- Whether this is a first offence.

## 3.0 PENALTIES

Penalties imposed by the Disciplinary Committee shall, but are not limited to, include:

- Verbal reprimands.
- Written reprimands to be placed in the individual's file.
- Verbal apology.
- Written apology.
- Suspension of 1-3 games.
- Payment of damages if the offence resulted in damage to MGHL property.
- Suspension for the remainder of the season.
- Suspension from all MGHL activities.
- Expulsion from the MGHL.
- Notification to the OWHA and Police.
- Other sanctions, as may be appropriate for the offence.

The above sanctions may be modified as necessary and must be in accordance with governing body policies.

## 4.0 APPEALS

An individual will have 7 business days from the date on which he or she received the decision to appeal. A decision cannot be appealed on merits alone. An appeal can only be heard if sufficient grounds exist which include, the Committee making:

- A decision for which it did not have authority.
- An unreasonable decision.

Within 7 business days of receiving the notice of appeal, the President shall decide whether the appeal is in accordance with this By-Law and advise the individual accordingly.

If the President decides that the appeal is in accordance with this By-Law, then a panel will be composed of three Executive members who do not have significant relationship with the affected parties, no involvement in the Disciplinary Committee, and free from any other actual or perceived bias. The panel will select a chairperson.

The Appeal Panel will determine the process, whether an informal conference is permitted, or whether a hearing shall be held. If a hearing is required, then the Panel shall advise the affected persons within 10



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business days of the date and time of the hearing and the dates for process, including exchanging further documentation, format of the appeal, and any other procedural matters that are necessary.

The Appeal Panel shall advise the affected parties of its decision within 21 days of the hearing date

## OWNERSHIP

Please contact the MGHL President at [President@mghl.ca](mailto:President@mghl.ca) with any questions or concerns regarding this policy.