



ST. ALBERT MINOR HOCKEY ASSOCIATION

APPENDIX C

LEVEL	DESCRIPTION	FORMS OF DISCIPLINE/SANCTION
LEVEL 1	This would be applied when it is a first offence and is less severe in nature. The individual has shown true remorse, and the action is out of character. There is little chance of this person reoffending.	<p>Verbal / Written Warning A verbal reprimand or an official written notice that the subject has violated the Association Code of Conduct, and that more severe sanctions will result should the subject be involved in other violations.</p> <p>Education Occasionally the subject of the complaint was unaware of the impact of their actions. Specified education or similar remedial measures can be used to address the violation.</p>
LEVEL 2	This would be for offences that are moderate in severity, and for individuals who have not accepted responsibility for their actions, show no remorse and the likelihood of re-offending is high.	<p>Probation A period can be set wherein, if the subject is found to have engaged in any behaviour prohibited, then they will be subject to loss of privileges or other conditions, restrictions, or requirements for a specified period.</p> <p>Education Occasionally the subject of the complaint was unaware of the impact of their actions. Specified education or similar remedial measures can be used to address the violation.</p>
LEVEL 3	This is for the most serious types of offences. This application would be for individuals who have re-offended multiple times, have not accepted responsibility for their actions, and show no remorse and are likely to re-offend.	<p>Suspension Suspension, either; immediate, for a set time, or until further notice, from participation, in any capacity, in any sanctioned activity. A suspended subject is eligible to return to hockey, but reinstatement may be subject to certain restrictions or contingent upon the subject satisfying specific conditions.</p> <p>Permanent Ineligibility (Expulsion) Permanent ineligibility to participate (Member not in Good Standing), with the association for a period.</p>

* One (1) or more of the following forms of sanctions may be imposed