

Disciplinary Action

Disciplinary actions should be fair, consistent, and aligned with the organization's values. A member of the board of directors is never to deviate from these steps in the event of a code of conduct infraction. The severity of disciplinary actions can vary depending on the nature and repetition of the violations. These are the levels of disciplinary action for all parents and staff members that are a part of HCYA. As an organization we hope that these policies will give us the ability for parents, players, and staff to have a basis by which we are held accountable by each other. No single person as a part of HCYA should be "above the law" in terms of being excused for unacceptable behaviors.

Appeals can come in multiple forms: appealing any decision of the board, appealing that the disciplinary action taken is moved to a lower consequence level, or appealing suspension from the organization.

APPEALS PROCESS

Parents should have the opportunity to appeal disciplinary actions if they believe they have been treated unfairly. The organization should have an established appeals process in place.

1. Verbal Warning:

- A first-time or minor violation may warrant a verbal warning. The person is informed about their misconduct and reminded of the code of conduct.

2. Written Warning:

- If the misconduct continues or if the initial violation is serious, a written warning can be issued. This formal notice outlines the specific violation and offers some solution-based approaches to rectifying behavior.

3. Probationary Period:

- In cases of repeated violations or more serious offenses, a probationary period can be imposed. During this time, the person's involvement with the organization may be restricted. They are closely monitored for compliance with the code of conduct. The length of the probationary period is at the discretion of the board of directors. A person will also receive a written letter documenting the offense, steps taken, and how the person should move forward within the organization.

If a member of the board is put on a probationary period, their continued involvement with the board will be subject to a vote. In the event of a tie, the deciding vote lies with the director of the organization.

4. Suspension:

- Suspension involves temporarily prohibiting the person from attending practices, games, or events. The duration of the suspension may vary depending on the severity of the violations.

5. Revocation of Participation Privileges:

- For severe or repeated violations, the organization may revoke the parent's participation privileges indefinitely. This means they are no longer allowed to attend any activities or events related to the organization for the remainder of the season.

If the person, parent, player, or family wish to return the following season, they must submit and appeal and schedule a meeting with the board to discuss conduct standards moving forward. Should the party reach the probationary period within the season following their initial revocation, the party is suspended from the organization and associated events indefinitely.

6. Legal Action:

- In extreme cases involving harassment, threats, or criminal behavior, the organization may involve law enforcement and pursue legal action against the offending parent.

It's essential that HCYA clearly communicates our code of conduct to all parents and participants to ensure that everyone understands the consequences of violating it. Additionally, all disciplinary actions taken should be documented and kept on record for transparency and accountability. Parties under disciplinary action reserve the right to view any documentation pertaining to their involvement with the board and/or its directors.

Remember that the ultimate goal of disciplinary actions is to maintain a positive and safe environment for the players and to encourage respectful and sportsmanlike behavior among parents and spectators.

WRITTEN APPEAL SUBMISSIONS LINK: <https://forms.wix.com/r/7103530751127192079>