



MEMBERSHIP INTEGRITY COMMITTEE

The South East Athletic Club (“SEAC”) will respond to all extraneous challenges and actions connected to its members and teams, including, but not limited to, the following:

- Illegal non-prescription drugs and alcohol use by any member of SEAC;
- Bullying and/or hazing by any member of SEAC;
- Inappropriate sexual conduct by any member of SEAC;
- Misappropriation or misuse of SEAC monies by any member of SEAC; and/or
- Behaviors or actions unbecoming of any member of SEAC.

Purpose

The primary purpose of this SEAC Action Response Protocol (“Policy”) is to assist all of its members, including players, parents, coaches and other team personnel as well as SEAC Executive members and Associate members with regards to all extraneous challenges, in Medicine Hat and elsewhere, whether at a hockey rink or away from a hockey rink. An important principle of this Policy is that all SEAC members are responsible for their actions, their behaviors, and whatever goes into his or her body.

Note

This Policy is solely for those extraneous challenges or actions that the SEAC Executive does not alone address.

Although marijuana and alcoholic beverages are legal substances, when consumed abusively they can produce or contribute to conduct that is unlawful and threatens the health and safety of players and other persons. Such conduct is detrimental to the integrity of and public confidence of SEAC and sport. In addition, the abusive consumption of alcoholic beverages may indicate a substance abuse problem that requires medical attention and support for the abuser.

General Policy Guidelines

1. For each and every extraneous challenge and action, the SEAC Executive will respond 100% of the time.
2. SEAC will establish a Member Integrity Committee (“MIC”) that will have the responsibility to carry out the 3 Stages of this Policy. The MIC is a committee that will be comprised of 3 Executive or Associate members (may or may not include the President) of SEAC, one parent with a player from each SEAC team and one player currently playing for each SEAC team. A MIC Chair will be determined at the beginning of each season by the SEAC Executive. The player and parent from each team will be selected at the beginning of each season and their role will be concluded at the completion of that hockey season. If by chance the player or parent is deemed to be in conflict of interest for any particular investigation, an alternate will be named by the President or Vice President of SEAC. A parent or player may not rule on an investigation from their own team.

All investigations will be led by the MIC Chair and duties will be distributed members of the MIC on an as needed basis.

Any member of SEAC in violation of this Policy will be subject to the possibility of immediate and temporary suspension from all SEAC functions, including team functions until the matter is rectified based on the 3 Stages of this Policy. Team functions include practices, games, team meetings and any other SEAC function as deemed by the SEAC Executive to be a team function.

3. Any member or extraneous challenge or action that is reported to the President or Vice-President of SEAC where the President or Vice-President believes that there may have been a breach or violation of this Policy, the following 3 Stages will be followed by SEAC.

Stage 1

Stage 1 is an investigation. A thorough investigation will be initiated by the Member Integrity Committee, led by the MIC Chair. The MIC Chair will use all reasonable means to protect the identity and integrity of any persons reported or involved in Stage 1 (i.e. use Person A, Player X, etc.). The findings of the initial investigation will be presented to the MIC and each committee member will then privately submit their response to the investigation to the MIC Chair. Depending on the situation, the MIC Chair may choose to meet via conference call. However, all concluding responses from MIC members shall be submitted privately. Based on these private responses, the MIC Chair will then determine if there should be a hearing, or Stage 2 of this Policy, or if other actions should be taken without the need for a hearing, or Stage 2 of this Policy. The MIC Chair must provide the committee (MIC) with a summary of the responses as well as a determination as to whether a hearing will occur or whether there will be other actions, if any, taken as well as reasoning to support the determination. The summary shall not specify what specific individuals have submitted, only a general summary of the responses. The MIC Chair will also provide the SEAC Executive with the same summary at the next SEAC Executive meeting.

Stage 2

Stage 2 is a hearing. This stage is to be conducted by the 3 Executive or Associate members (may or may not include the President) of SEAC and will not include the parent and the player from the MIC from Stage 1. This is for the protection of the player and parent and to not compromise their standing on their current team. Their input is important in stage 1 to provide prospective as to whether there should be a hearing or other action taken without a hearing. Only Executive and Associate members of SEAC will be part of Stage 2. The hearing may include but is not limited to the following:

1. Interview with the individual or individuals involved in the investigation;
2. Interview with the player's parent (if the individual being investigated is a player);
3. Interview with the coaches or team personnel of the respective team; and/or
4. Interview with any other individuals that the MIC feel appropriate to interview.

At the conclusion of the hearing in Stage 2 3 Executive or Associate members (may or may not include the President) of SEAC that form the MIC will decide whether there will be any further actions. Actions from a hearing may range from a discussion with the individual being investigated to the removal of the individual from all SEAC functions as well as alerting of Hockey Alberta and/or the police where unlawful acts have taken place. Other actions may include suspensions, written or verbal apologies, voluntary entrance to counseling or treatment, other supports for the victim or offender, removal from a team or any other result as determined by on a case by case basis. All members of the MIC (parent and player representatives of the MIC as well) will be notified of the actions resulting from the hearing. These actions are to be kept in strict confidence where possible.

The MIC Chair will also be required to report the actions to the SEAC Executive and the members who are directly involved in any actions.

Stage 3

Stage 3 is a follow up to ensure that the actions in Stage 2 have been completed, if required. The MIC Chair, as well as other MIC members if the Chair deems necessary, will meet with the member(s) to review the case and determine if all of the actions from Stage 2 have been followed through on and completed to the satisfaction of the MIC chair. Upon completion of all parts of the actions from Stage 2, the 3 Executive or Associate members (may or may not include the President) of SEAC that form the MIC may grant reinstatement and the member(s) may return back to full SEAC member status. Where Alberta Hockey and/or police have been involved, their involvement may also impact reinstatement of the member(s). A record of the hearing will be kept for the duration of the member's involvement with SEAC.

Appeal Procedure

As with any proper due process, individuals who feel that a ruling is not acceptable or fair, SEAC does provide an appeal process. In the event where a party feels like there is the need for an appeal, the following steps will apply.

Step 1 - Provide a written submission of the appeal to the President and/or Vice President of SEAC (This depends on whether either the President or Vice President of SEAC was on the MIC as a person who has sat on the MIC is not permitted to rule on the appeal if they have been involved in the case).

Step 2 - The President or Vice-President of SEAC, as the case may be, will review the written appeal. They may also decide to interview or conduct their own investigation.

Step 3 - The President or Vice-President of SEAC, as the case may be, will then have the final say to either support or overrule the MIC's decision and provide a decision of their own. This will be reported to the involved parties as well as the SEAC Executive and the MIC. This decision will be the final result of the appeal process.