

Parents,

The Board has been talking for quite a while about how to handle the ever growing disciplinary issues we seem to be dealing with. With the advent of SafeSport, bullying has become a real focus of our responsibilities. We have always had moral ground to travel but now we have the liability issue to deal with. In an effort to handle these issues fairly across the board, we are going to follow the same steps in every case. This will allow all involved to take a step back from one another while the situation is examined. That being said, the process will be as follows:

- Parent should advise the Coach of any issue involving a player / players
- The Coach will advise the Board of the issue, bullying or otherwise. Anything that is negatively impacting the team should be reported.
- Player is immediately pulled from all team activities
- Board will schedule a meeting with Player / Parent. Player will **NOT** be permitted to attend any team activities until the meeting is held.
- Findings are reported back to the full Board. A decision will be made as to if the complaint is founded, if so actions will be presented in writing to Player / Parent. Options could the complaint is unfounded, a verbal reprimand, suspension or a last chance agreement with the Player / Parent.
- Any problems with Coaches as it applies to SafeSport should immediately be reported to the Board Member / level Vice President
- Any problems with Parents as it applies to SafeSport should immediately be reported to the Board Member / level Vice President

I would ask that you note bullying applies to all individuals involved with a team, Players, Coaches, and Parents and spectators alike. We all are held accountable under SafeSport.

Bill Tierney  
Ice Dogs President