



Antigonish Stoirm Volleyball Discipline Levels

Committee Members:

- Vice President
- Coaching Coordinator
- Equity/Diversity/Inclusion Liaison
- Two Head Coaches (not from affected team)

Level 1: Verbal Warning

- **Behavioral Issues:**
 - Minor infractions, such as inappropriate language, lack of focus, or minor disrespect towards teammates or coaches.
- **Steps/Consequences:**
 - A private conversation with the coaches to address the issue. Coaches will document the infraction(s) and note the date of the verbal warning(s) and submit to discipline committee.
 - Emphasis on understanding and correcting the behavior.
- **Purpose:**
 - To provide an initial opportunity for the player to self-correct and learn from their mistakes.
 - Reinforce team expectations and values.

Level 2: Written Warning and One-week Suspension

- **Behavioral Issues:**
 - Repeated (beginning with a minimum 3) documented minor infractions such as repeated tardiness, continued disrespect, or failure to adhere to team rules or a first-time occurrence of a more serious violation (insubordination, physical/verbal bullying, inappropriate outburst)
- **Steps/Consequences:**
 - Coach meets with the Discipline Committee.
 - Mandatory meeting with Discipline committee, coaches and parents/guardians to discuss the issue, establish a plan for improvement and indications of next steps if behavior continues (see level 3). A written warning and notification to the athlete and parents/guardians signed by both the coach and discipline committee outlining the specific behavior and the expected changes is delivered to the athlete via parent/guardian email.
 - Temporary suspension from team activities (e.g., one week suspension including tourney/game if scheduled that week).



- **Purpose:**
 - Reinforce the seriousness of the behavior.
 - Provide a structured opportunity for the player to reflect on and rectify their actions.

Level 3: 2nd Written Warning and Two-Week Suspension

- **Behavioral Issues:**
 - Continued (minimum 2) documented minor infractions such as repeated tardiness, continued disrespect, or failure to adhere to team rules or a first-time occurrence of a more serious violation (insubordination, physical/verbal bullying, inappropriate outburst).
- **Steps/Consequences:**
 - Coach meets with the Discipline Committee and a written warning to the athlete and parents/guardians signed by both the coach and discipline committee outlining the specific behavior and the expected changes is delivered to the athlete via parent/guardian email.
 - Temporary suspension from team activities (e.g., two-week suspension including tourney/game if scheduled).
 - Mandatory meeting with coaches and parents/guardians to discuss the issue and establish a plan for improvement and indications of next steps (expulsion) if behavior continues.
- **Purpose:**
 - Reinforce the seriousness of the behavior.
 - Provide a structured opportunity for the player to reflect on and rectify their actions.

Level 4: Written Notice of Dismissal

- **Behavioral Issues:**
 - Severe or repeated violations (previous 2-week suspension) of team rules, major disrespect, repeated insubordination, substance abuse, or any behavior that significantly undermines team unity and values and club integrity.
- **Steps/Consequences:**
 - Coach meets with the Discipline Committee and a letter of dismissal is created/sent via email to the athlete and parents/guardians signed by both the coach and discipline committee outlining the specific behavior (s).
 - Permanent dismissal from the team and club.
 - Notification to parents.
 - Final meeting with coaches and Discipline Committee to discuss the decision.
- **Purpose:**
 - Protect the integrity of the team and club and maintain a positive environment.
 - Send a clear message about the consequences of severe misconduct.



General Considerations:

- **Individualized Approach:**
 - Each case should be evaluated individually, taking into account the nature and context of the behavior.
- **Communication:**
 - Throughout the process, open communication with the player, parents, and relevant stakeholders is crucial.
- **Rehabilitation:**
 - Provide opportunities for the player to demonstrate positive change and growth, especially after disciplinary actions.
- **Documentation:**
 - Maintain clear records of disciplinary actions, including warnings, meetings, and outcomes, to ensure transparency and fairness.