



Discipline & Appeal Procedure

Delhi Hills Athletic Assn.

Doc. No.:	010			Origination Date:	May 1, 1997	Page:	1 of 1
Doc. Level:	Tier 2	Revised By:	B. Boehme	Revision Date:	Feb. 14, 2012	Revision Level:	001

I. PROCEDURE CONTENT

Rules' infractions and code of ethics violations must be reported to the Managers Committee in writing. This documentation must be signed. The initiator will receive a written response.

The Managers Committee may at any time suspend indefinitely any manager/coach that is accused of an infraction which may endanger any individual, prior to appeal. The appeal to the Managers Committee will be schedule immediately and if the suspension is not warranted, the manager/coach will be re-instated immediately.

Upon first offense of rules infraction or code of ethics violation, the Managers Committee will review offense, if warranted, issue a verbal warning. This warning will be documented in writing, signed by all parties, (refusal to sign could mean immediate suspension), and kept on file with the Managers Committee Chairperson, a copy will also be sent to the Executive Board. There will be no appeal for a verbal warning.

Upon second offense of rules infraction or code of ethics violation, the Managers Committee will review offense. The Managers Committee will request a response from the manager/coach in writing. If the Managers Committee deems necessary, the parties may be invited to discuss the offense (this will be considered the appeal process). If the manager/coach is found guilty of a second offense, the Managers Committee will issue a written warning, this warning will be documented in writing, signed by all parties (refusal to sign could mean immediate suspension), and kept on file with the Managers Committee Chairperson, a copy will also be sent to Executive Board. The Manager/coach will also receive a 2 week suspension from that sport (both practice and games). There will be no additional appeals for written warnings.

Upon the third offense of rules infraction or code of ethics violation, the Managers Committee will review offense. The Managers Committee will request a response from the manager/coach in writing. If the Managers Committee deems necessary the parities may be invited to discuss the offense. If the manager/coach is found guilty of a third offense, the Managers Committee will issue a written response. This response will be kept on file with the Managers Committee Chairperson, a copy will also be kept on file with the Managers Committee Chairperson. A copy will also be sent to the Executive Board. The manager/coach will also receive a lifetime suspension from managing or coaching.

Lifetime suspensions may be appealed to the Executive Board. The manager/coach must request in writing an Executive Board Appeal. This request must be given to the D.A.A. President and the Managers Committee Chairperson. The Managers Committee will provide copies of all documentation to the Executive Board. They will also provide any additional information requested by the Executive Board. The Executive Board will be responsible for documenting the final appeal decision and provide copies to the Managers Committee Chairperson for filing. All Executive Board decisions are final. No additional appeals will be issued.