

SJAA Three Strike Policy

The intention of this policy is to provide guidance and direction for necessary disciplinary action due to incidents at an SJAA event or function. Unfortunately, there are circumstances where coaches, spectators and players break the SJAA Code of Conduct, which must be addressed. This policy is to help provide consistent response to those incidents.

- **STRIKE ONE** – Written reprimand from league and formal letter explaining how the behavior was against the SJAA Code of Conduct. This strike follows the individual for the remainder of current year and the following
 - Strike One Examples (but not limited to)
 - Technical foul due to constant complaining/mistreatment of officials
 - Communication in a negative tone toward opposing coach/spectator/player
 - Using inappropriate language or behavior at an SJAA event or function
 - Approaching officials in any capacity before/during/after a game other than complimentary
- **STRIKE TWO** – 3 Game suspension from attending SJAA functions/events and disallowed to participate as a volunteer for the remainder of the season and the following.
 - Strike Two Examples (but not limited to)
 - A second Strike One incident within two seasons
 - Any behavior the directors deem escalated above and beyond a Strike One incident.
 - Threatening/intimidating behavior, excessive verbal altercations with opposing coaches/players/spectators
- **STRIKE THREE** – Complete Expulsion from attending any SJAA functions/events **until and IF** the SJAA Board of Directors deems appropriate to return. Minimum remainder of current year. This may include expulsion of the individual's child(ren) participating. SJAA reserves the right to determine that any individual with three strikes will not be welcome back in any capacity permanently.
 - Strike Three Examples (but not limited to)
 - A third Strike One Incident within two seasons
 - Actual threats of physical harm
 - Physical harm
 - Attending games under the influence of drugs or alcohol
 - Any other behavior the directors deem escalated above and beyond that of Strike Two behavior

Individuals that are under review for the above penalties may request a meeting with the disciplinary committee to share their side of the story, offer an apology, provide supportive documentation for their character outside of the incident, etc.

The SJAA Board of Directors reserves the right to deal with matters on a case by case basis and may adjust disciplinary action based on various factors and evidence that can influence their determination