



Discipline Appeals

Once the HCMHA Board of Directors has issued any type of discipline or sanction on an association member or player, they do have the right to appeal the decision.

An appeal will only be considered if they can **provide evidence of any of the following:**

- HCMHA processes were not followed
- There was unreasonable bias or conflict of interest from either the Complaints Liaison or the Decision Review Committee

The appeal request must be done in writing within (7) days of receiving the disciplinary action or sanction.

An "Appeal Committee" will be formed of 3 individuals who are at arm's length to the original investigation and who are not: an existing HCMHA Board of Director, Complaints Liaison or part of the original Discipline Review Committee for this incident. As per Hockey Alberta, these individuals do not have to be HCMHA members. All Appeal Committee members must sign a statement of confidentiality and complete a disclosure statement.

The Appeal Committee will focus on the evidence that demonstrates that either the Discipline Committee or the HCMHA Board of Directors erred in their decision.

The Appeal Committee will decide:

- Did HCMHA follow their processes?
- Was there bias demonstrated or proven conflict of interest from either the Complaints Liaison or the Decision Review Committee?

The Appeal Committee will then further decide to:

- Uphold the original decision and punishment of the HCMHA Board of Directors
Or
- Uphold the original decision but make changes to the original punishment or sanctions imposed
Or
- Reverse the original decision

All decisions must be given to the HCMHA Board of Directors in writing. If the decision rendered is at all different than the original, the evidence supporting this must be provided in the written decision.

Once a complaint has been reviewed by an Appeals Committee, no further appeals will be allowed and if any punishment or sanctions are issued they must be completed within the time allotted.