2022 CMLA Constitution Amendments

* 1. Name (Amendment)

The name of the association shall be “Cambridge Minor Lacrosse Association” hereinafter referred to as the Association or CMLA and the official logo shall be the “Highlander Shield and Sword” shown on Page 11 of this constitution

1.08 (Addition)

Cambridge Highlanders Logo (Sword and Shield)  
Cambridge Minor lacrosse retains all proprietary rights to the Highlanders Logo. As such no part of this logo may be used or reproduced in any manner without the expressed written consent of Cambridge Minor Lacrosse.

*See Release of logo agreement/purchase – this page is not part of the constitution but an addendum*

3.03 Vacancies on the Board of Directors – (Amendment)

The board of directors may appoint any Adult member to fill a vacancy until the next Annual General Meeting. In the event of a vacancy within the Board of Directors, a majority vote may elect to hold a general meeting for the purpose of replacement of said vacancy for the rest of the elected term. The replacement board member shall have full voting rights.

7.03  
Use of Association (Amendment)

The Highlander Logo (Sword and Shield) shall be used on Association letterhead, official documents, newsletters, website, emails, notices and clothing (including any form of clothing items worn by players) as required by the board

Add Section 8.0

8.0 CMLA is committed to promoting a sport environment in which the terms and conditions of participation are equitable and non-discriminatory. Every participant has the right to be treated with dignity and respect and to work, train and compete in an environment conducive to productivity, self-development and performance advancement based upon individual interest and ability. CMLA will foster a sport environment free of harassment on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, sex, sexual orientation, disability, age, marital/family status or an offence for which a pardon has been granted.

8.0(b) Harassment means any behaviour by a person engaged in any paid or volunteer role or function with the CMLA that is offensive to any person, group of people, and is a violation of the issues covered in Article OR2.01(a) of OLA Rules and Regulations. OR2.01(c) It is the overall objective of the CMLA and OLA Policy on Harassment to create and maintain a work and sport environment free from harassment.

8.2 Bullying is conduct that is unwelcome by others, including other athletes, coaches, fans and board members. This includes conduct which a person knows, or ought reasonably to know, is unwelcome to the recipient. Unwanted physical contact, verbal abuse and threats, neglect, and unwelcome remarks including jokes, innuendo, or taunting (in verbal, written or digital form) about a person’s body, race, gender identity, attire, sexual orientation, or religion are all forms of bullying.

8.3 All incidents of bullying or harassment are to be reported to the CMLA board in writing within 48 hours.  
 The disciplinary committee will complete an investigation of any incidents occurring at a CMLA sanctioned event. When required or in more serious incidents CMLA will refer matters to local police and authorities.

8.4

After an investigation any member of CMLA that violates these codes of conduct are subject to disciplinary action up to and including cancelation of membership to CMLA with no refund of registration or team fees.  
CMLA will not release players to other associations who have violated these codes of conduct.

Any releases as a result of incidents are at the discretion of CMLA

Article 9.0

The athletic trainers, coaching personnel, players and board strongly believe that the abuse of alcohol and use of illicit and performance enhancing drugs can be detrimental to the physical and mental well-being of its athletes, regardless of when such use occurs. Additionally, use or abuse of alcohol and use of non-prescription or illicit drugs can seriously interfere with performance of individuals and can be injurious to athletes and their teammates, particularly when participating in athletic competition or practice.   
Cambridge minor lacrosse has adopted a zero tolerance policy to the use of drugs and alcohol at CMLA events.

9.1 As such all bench personal and players will refrain from consuming or ingesting any performance or mood altering drugs prior to any CMLA event. (*This includes any practices or games when the member is a participant.)*

9.2 Any player or bench staff who violates the zero tolerance policy is subject to disciplinary action at the discretion of the CMLA board.

Bench staff and players will be suspended immediately pending an investigation.

9.3 If players are found to have violated this policy they may be suspended for the remainder of the season without refund of registration or team fees.

9.4 Any coaches, trainers or other bench staff who are found to have violated our zero tolerance policy will be removed from their role with the team immediately and will be suspended from CMLA for a period of two years. (*Two year suspension to begin at the end of the season of the occurrence)*