



**BC SOCCER**

**DISCIPLINE, COMPLAINTS AND APPEALS  
OPERATIONAL PROCEDURES**

November 2022

Definitions .....	3
Purpose .....	8
Member Organizations Disciplinary Codes .....	8
Jurisdiction .....	8
Membership Consequences .....	9
Judicial Bodies .....	9
Judicial Roles .....	9
Reporting a Complaint .....	12
Alternative Dispute Resolution (ADR) .....	12
ITP Officer .....	13
Costs .....	13
Timelines .....	14
Hearings .....	14
Assignment of a Complaint to a Judicial Body by the ITP Officer .....	16
Tier 1 and 2 Complaint Review and Investigation .....	17
Tier 3 Process .....	21
Appeals .....	22
Reports by the Referee .....	23
Confidentiality .....	24
Fabricated, Malicious, Frivolous or Vexatious Complaints .....	24
Manipulation of Process, Retaliation and Aiding & Abetting .....	24
Retaliation .....	24
Conflict of Interest .....	25
<b>Appendix A - Maltreatment .....</b>	<b>26</b>
<b>APPENDIX B - Sanctioning .....</b>	<b>31</b>

## Definitions

For the purpose of the Discipline, Complaints and Appeals Operations Procedures, the terms set out below are defined as follows:

**Administrative Suspension:** A full suspension and complete prohibition against participating in any sanctioned soccer-related activities for the duration of the suspension;

**Activity:** Any event, match or competition that an Individual is participating in that is organized or sanctioned by BC Soccer, or which has any direct or indirect impact to BC Soccer. The Independent Third Party Officer, in their sole discretion, decide that the activity should be included in the scope of this definition. This decision may not be appealed.

**Advisor:** An adult person who provides advice to an individual required to attend a hearing in order to ensure that a specific party receives a fair and impartial hearing. The Advisor may be a barrister or solicitor provided they meet the conditions of the BC Soccer Rules and Regulations; the Advisor may not act as a witness at such hearing.

**Affiliated Organizations:** organizations that are members of a Member (I.e. soccer clubs).

**Appeal Panel:** A duly constituted panel consisting of a minimum of three (3) persons who are appointed by the Appeals Chair of BC Soccer to adjudicate appeals in accordance with BC Soccer's Rules and Regulations and Policies;

**Assault:** Applying force intentionally to another person, directly or indirectly, without their consent; attempting or threatening, by an act or gesture, to apply force to another person if they have the present ability, or cause the other person to believe they have the present ability, to commit an assault; intentionally causing another person to fear imminent contact of a harmful or offensive nature;

**Association Official:** Any person appointed by, volunteering for, or employed by a Member or Affiliated Organization participating in sanctioned Soccer in BC, excluding Team Officials and persons acting as Match Officials.

**Automatic Suspension:** The mandatory one match suspension that is served at the next match for match-related dismissal which may not be appealed.

**BC Soccer:** The British Columbia Soccer Association

**Bond:** A defined amount determined by BC Soccer, a Member, or an Affiliated Organization and implemented and levied in accordance with their Rules and Regulations for the purpose of guaranteeing proper conduct of their members;

**Brawl:** A physical confrontation involving three or more players, Team Officials and/or spectators;

**Universal Code of Conduct UCC) – A code that incorporates the key elements of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) in place and outlines expected and Prohibited Behaviors of conduct in sport in B.C.**

**Business Days:** Monday to Friday, excluding statutory holidays;

**Complaint:** first formal written document containing all the allegations against an accused individual or organization, including the any and all documentation supporting the allegations leading to the dispute, and any other relevant matters to be considered by a Judicial Body.

**Consent:** Consent is (a) informed (knowing), (b) voluntary (freely given), and (c) active (not passive). Consent must be demonstrated by clear words or actions, indicating that a person who is legally and functionally competent has indicated permission to engage in mutually agreed upon sexual activity.

**Dispute Resolution Specialist (DRS):** An independent neutral individual appointed to oversee and decide a case.

**Educational Sanction:** Where a person under sanction is directed towards taking an action, such as attending a class or workshop, that has an intended educational or enlightenment outcome with the purpose of changing unwanted behaviours;

**Ethics Panel:** A duly constituted panel consisting of a minimum of one (1) and maximum three (3) persons who are appointed to investigate matters of conduct and ethics in accordance with these procedures;

**Expulsion:** To remove a person or an Affiliated Organization from membership within BC Soccer or a BC Soccer Member; for having been ejected or reported for misconduct at a sanctioned soccer activity;

**Failure to Control:** Is where a Team Official is unable to maintain control of their team or spectators at an event or match, or where a Member or Affiliated Organization is unable to maintain control of members within their jurisdiction on an ongoing basis;

**Field Suspension:** A Sanction that prohibits the participation in any match, practice or on field activity related to playing or officiating;

**Friendly Match:** A match organized by BC Soccer, a Member or Affiliated Organization between two affiliated teams; the score has an affect only on the match or tournament in question;

**Grossly unreasonable:** a decision that breaches any BC Soccer governing document or directive and fails to provide reasonable grounds;

**Independent Third Party (ITP):** An independent person or organization that is retained by BC Soccer to receive reports related to a violation related to Tier 1, 2 or 3 and, if needed, consult on action to be taken. Their performance will be reviewed on an annual basis by the BC Soccer executive director or designated.

**Individual:** Registrants under the jurisdiction of BC Soccer, a Member and/or an Affiliated Organization when engaged in on or off field soccer-related activities, sanctioned under BC Soccer. Additionally, any person acting as a Team Official, Administrator or Match Official is considered to be a Registrant regardless of whether he/she has registered to do so. Association Official within Members or Affiliated Organizations (even if participating in another capacity);

**International Match:** A match between two (2) teams belonging to different national associations;

**Investigator:** 3rd party individual or organization assigned to conduct investigation on a case.

ITP Officer: A trained and independent "Independent Third-Party Officer" who is assigned by ITP Sport Chief Complaints Officer to oversee the management and administration of the complaint in accordance with these Procedures

Judicial Body: means the Disciplinary Body or the Appeals Body. All of them together are known as the Judicial Bodies.

Leaving the Park: An individual requested to leave the park or playing area, must leave the immediate area determined at the discretion of the Match Official. An individual will still be considered in the playing area or park if the individual continues to direct misconduct towards the playing area from outside of the park's limits;

Maltreatment: See Appendix A.

Mandatory: The minimum sanctions that are required for certain match-related offences;

Match: Any Exhibition Match, International Match, or Competition Match.

Match Incidents Panel: A duly constituted panel consisting of a minimum of one (1) and maximum of three (3) persons who are appointed to adjudicate match related incidents matters in accordance with these procedures.

Match Official: A registered individual who performs as, but not limited to, referee, assistant referee, fourth official, referee assignors, match commissioner, referee inspector/assessor, the person in charge of safety, and other persons appointed by Canada Soccer to assume responsibility in connection with a match;

Match Suspension: a ban from taking part in a future match(es) or attending in the area immediately surrounding the field of play;

Member Organization: An organization that has been admitted into membership of BC Soccer.

Minor: An individual who is under the age of majority at the time and in the jurisdiction where the alleged violation occurred. In British Columbia, a minor means any person who has not reached the age of 19

Observer: In the context of a Judicial hearing, it is an uninvolved person who may accompany the accused to their hearing. The Observer may not act as a witness at such a hearing or in any professional or advising capacity and may simply observe the proceedings without any active involvement. Examples of an observer would be a District or Affiliated Organization (Club) official, Team Official, teammate or relative;

Official Match: A match organized under the auspices of Canada Soccer or one of its member Provincial or Territorial Associations for all of the teams or Affiliated Organizations (Clubs) in its sphere of jurisdiction; the score has an effect on the rights of participation in other competitions unless the regulations in question stipulate otherwise;

Officials: Any person, excluding players and spectators, performing an activity connected with soccer with a Member or Affiliated Organization regardless of title, the type of activity (administrative, sporting, or any other) and the duration of the activity. Officials include, but are not limited to, all

Directors, Officers, committee members, coaches, trainers, referees, assistant referees, fourth officials, match commissioner, referee inspector, diversity officer, the person in charge of safety, field marshals, event personnel, and any other person responsible for technical, medical and/or administrative matters, as well as all other persons obliged to comply with BC Soccer's Rules and Regulations, and Policies;

Physical Contact: Any intentional body to body contact with another individual or official involved in a match;

Policies: the policies adopted by BC Soccer pursuant to its Bylaws and Rules and Regulations.

Post-Match: The time between the final whistle from the referee and the team's departure from the confines of the fields and including parking area (but not limited to);

Power Imbalance: A Power Imbalance may exist where, based on the totality of the circumstances, an Individual has supervisory, evaluative, a duty of care, or other authority over another Individual. Power can be represented by seniority, ability, physical size, public profile, gender identity or expression, sexual orientation, ethno-racial identity, level of physical and intellectual disability, and their intersections, as some examples.

Pre-Match: The time between the teams' arrival in the confines of the fields and including parking area (but not limited to) and the whistle for kickoff from the referee;

Public Record: Documentation or records made available for inspection at the discretion of a Discipline Chair;

Respondent: Individual that responds to the complaint. In a case where a complaint is against a BC Soccer or its Registered Organization, the President of the organization will act as the respondent.

Representative of Member or Affiliated Organization: In the context of a judicial hearing an Official from the Member or Affiliated Organization who is not a witness and accompanies an individual to a hearing; the Representative may act in a legal capacity;

Rules and Regulations: Those rules and regulations that are set from time to time by BC Soccer, a Member, or an Affiliated Organization that govern the rules of play for sanctioned soccer;

Sanction: A penalty imposed by a Judicial Panel that may include suspension, fine and/or bond;

Sanctioned Soccer: Any events or activities authorized by and under the jurisdiction of BC Soccer in accordance with its Bylaws, Rules and Regulations, Policies and directives;

Soccer-Related Activity: Activities that include administering, coaching, managing, playing or officiating in any sanctioned soccer event or activity

Spectator: Any one person in attendance at a match or soccer function who is not a Player, Team Official, Match Official or Association Official;

Team Official: The coach, assistant coach, manager or other person registered with BC Soccer who oversees the operation of an affiliated team;

Team Personnel: Includes but is not limited to, Team Officials and other personnel in a position of influence on the athletes;

Term Suspension: A suspension for a specific stated period of time, from all soccer-related activities unless otherwise ordered by the Judicial Panel;

Tier 1 Complaint: Complaints related to any breach of the Universal Code of Conduct as adopted by BC Soccer.

Tier 2 Complaint: Complaints related to any dispute or protests between individuals or organizations that, as decided by the Independent Third Party, does not fall under the scope of a Tier 1 or Tier 3 Complaint.

Tier 3 Complaint: Complaints related to match incidents in violation of the FIFA Laws of the Game, Canada Soccer or BC Soccer rules and regulations or policies governing on field activities from competitions administered by BC Soccer. Those competitions include, League1 BC, BC SPL and Provincial Championships.

Touchline Suspension: A sanction that prohibits any participation as a player or Team Official or seeming in any way to instruct players or officials;

Unsporting: Not adhering to the standards of moral, ethical, or good sporting behaviors expected of persons involved in the game; not acting for the good of the game;

Youth Official: Any individual 18 years of age or younger that is participating as a Team Official, Match Official, volunteer or an employee;

## **Purpose**

1. The Discipline, Complaints and Appeals Operational Procedures:
  - 1.1. Specifies the organization, procedures and functions of the Judicial Bodies of BC Soccer;
  - 1.2. Describes the disciplinary processes BC Soccer will follow when the FIFA Laws of the Game, the Universal Code of Conduct, BC Soccer Rules and Regulations, and any/all BC Soccer Competition Regulations are breached; and
  - 1.3. Specifies the disciplinary measures or sanctions that may be imposed.
2. Where there are any discrepancies between this document and the Canada Soccer Disciplinary Code, the Canada Soccer Disciplinary Code will take precedence.

## **Member Organizations Disciplinary Codes**

3. The sanctions outlined in this policy represent the minimum sanctions that may be imposed by a Member Organization or affiliated organization (club). Member Organizations and affiliated organizations (clubs) must not incorporate sanctions within their own disciplinary rules and/or regulations that fall below those specified in this document.

## **Jurisdiction**

4. Any person or organization reported for misconduct and all allegations of misconduct involving any of the following must be dealt with by a Judicial Body of BC Soccer except as otherwise stipulated herein:
  - 4.1. Any form of physical assault
  - 4.2. Language and/or profanity directed at a Match Official
  - 4.3. Attempted abuse of a Match Official
  - 4.4. Intimidating and/or threatening behavior
  - 4.5. Misconduct involving racist or sexist comments
  - 4.6. Complaints or inquiries referred to it by another Provincial Association
  - 4.7. Misconduct by an Association Official within Members or Affiliated Organizations (even if participating in another capacity)
  - 4.8. Misconduct at BC Soccer's Provincial
  - 4.9. Any other matter directly related to BC Soccer which a Judicial Body of BC Soccer, in their sole discretion chooses to handle
  - 4.10. All alleged offenses other than those listed above may be dealt with by the Member or Affiliated
  - 4.11. Organization in whose jurisdiction the alleged offence took place. Members and Affiliated Organizations may only deal with discipline that involves their own members, and that which does not meet/exceed the thresholds listed above.
5. The ITP Officer may, at their discretion, refer a case to the Member or Affiliated Organization in which the alleged offence took place.
6. Members and Affiliated Organizations must ensure that their disciplinary procedures, Rules and Regulations and Sanctions are consistent with those of BC Soccer.
7. A Member or Affiliated Organization may refer a misconduct incident to the organization they are a member of and up to BC Soccer. If the organization receiving the referral determines that the referral is valid, it must handle the case. If the organization receiving the referral determines that the referral is not valid, the case must be handled by the organization with jurisdiction for that misconduct type.



8. Every Affiliated Organization is responsible for the actions of its players, Officials and spectators. Players, Officials, and spectators may only take part in or attend games on condition that they observe BC Soccer Rules and Regulations and policies.
9. Every Affiliated Organization and League is required to take all precautions necessary to prevent its players, Officials, and spectators from threatening or assaulting anyone at games, especially the match officials. Clubs and Leagues are expected to provide security for players and Match Officials.
10. Every Affiliated Organization and League is required to take all precautions necessary to prevent match manipulations
11. Egregious acts can be referred to BC Soccer for hearing and bear provincial Sanctions. Similarly, BC Soccer may extend the jurisdictional Sanctions and Suspensions provincially. All misconduct of a Member, Affiliated Organization or Association Official must be heard by BC Soccer.

### **Membership Consequences**

12. When an Association, League, Affiliated Organization, player, Official or member is sanctioned, the BC Soccer Board of Directors will apply any subsequent action in respect to the offending Association, League, Club, player, Official or member in relation to their membership or connection with BC Soccer in accordance with the BC Soccer Bylaws.
13. No suspended player or member of any such Association, League, or Affiliated Organization so suspended or removed from BC Soccer will be eligible for membership in any other Association, League, or Club belonging to, or under the jurisdiction of, BC Soccer.

### **Judicial Bodies**

14. The Judicial Bodies of BC Soccer are the independent Disciplinary Body and Appeals Body. Together, they are known as the “BC Soccer Judicial Bodies”
15. The Disciplinary Body is composed of three chambers:
  - 15.1. Ethics Chamber – Decides over Tier 1 Complaints
  - 15.2. Dispute Resolution Chamber – Decides over Tier 2 Complaints
  - 15.3. Match Incidents Chamber – Decides over Tier 3 Complaints
16. The Appeals Body is composed of three chambers:
  - 16.1. Ethics Chamber – Decides over Tier 1 Appeals
  - 16.2. Dispute Resolution Chamber – Decides over Tier 2 Appeals
  - 16.3. Match Incidents Chamber – Decides over Tier 3 Appeals

### **Judicial Roles**

#### ***Discipline, Complaints or Appeals Panel***

17. Members of each constituted Tier 1 Ethics Panel must:
  - 17.1. Review and investigate Tier 1 complaints as directed by the ITP Officer, to determine if there has been a breach of BC Soccer’s Bylaws, Rules & Regulations, policies or the BC Universal Code of Conduct.
  - 17.2. Investigate the conduct of a Member or Affiliated Organization official, Association Official, Club official, Team Official, Match Official, Spectator or individual as necessary
  - 17.3. Inform the ITP Officer whether a breach has or has not occurred
  - 17.4. Present the case if a personal hearing is conducted
18. Members of each constituted Tier 2 Dispute Panel must:

- 18.1. Review and investigate Tier 2 complaints or protests as directed by the ITP Officer, to determine if there has been a breach of BC Soccer's Bylaws, Rules & Regulations, policies or the BC Universal Code of Conduct.
- 18.2. Investigate the conduct of a Member or Affiliated Organization official, Association Official, Club official, Team Official, Match Official, Spectator or individual as necessary
- 18.3. Inform the ITP Officer whether a breach has or has not occurred
- 18.4. Present the case if a personal hearing is conducted
19. Members of each constituted Tier 3 Discipline Panel must:
  - 19.1. Review and investigate Tier 3 complaints as directed by the ITP Officer, to determine if there has been a breach of BC Soccer's Bylaws, Rules & Regulations, policies and competition rules.
  - 19.2. Investigate the conduct of a member or Affiliated Organization official, Association Official, Club official, Team Official, Match Official, Spectator or individual as necessary
  - 19.3. Inform the Independent Discipline Chair whether a breach has or has not occurred
  - 19.4. Issue any relevant sanctions to any party involved in Tier 3 complaints
20. Members of each constituted Tier 1 Appeals Panel must:
  - 20.1. Review and investigate Tier 1 Appeals that have been granted by the ITP Officer
  - 20.2. Decide to reaffirm, revoke, or amend a decision against which an appeal has been lodged without being bound by the petition of the parties concerned.
21. Members of each constituted Tier 2 Appeals Panel must:
  - 21.1. Review and investigate Tier 2 Appeals that have been granted by the ITP Officer
  - 21.2. Decide to reaffirm, revoke, or amend a decision against which an appeal has been lodged without being bound by the petition of the parties concerned.
22. Members of each constituted Tier 3 Appeals Panel must:
  - 22.1. Review and investigate Tier 3 Appeals that have been granted by the Independent Appeals Chair
  - 22.2. Decide to reaffirm, revoke, or amend a decision against which an appeal has been lodged without being bound by the petition of the parties concerned.

***The Tier 3 Independent Discipline Chair (IDC)***

18. BC Soccer will designate a Tier 3 Independent Discipline Chair to:
  - 18.1. Review the Judicial Policies and procedures of BC Soccer
  - 18.2. Review all Tier 3 discipline and complaints submissions
  - 18.3. The IDC may refer any complaint, discipline submissions to a Panel
  - 18.4. Constitute Panels, made up of a minimum of one and maximum of three members
  - 18.5. Be the Chair of a Panel or appoint a designated Chair for each constituted panel
  - 18.6. Reserve the right to investigate the conduct of all persons bound by the BC Soccer Policies even when said persons are not performing their duties, if such conduct is likely to seriously damage the integrity, image or reputation of BC Soccer.
  - 18.7. At their sole discretion may undertake the Tier 3 discipline for any individual, member or Affiliated Organization

- 18.7.1. The IDC may assign discipline to be undertaken at the member or Affiliated Organization level
- 18.8. Have the authority to issue, or appoint a designate to issue, without constituting a Panel, automatic sanctions as defined by this Policy.
  - 18.8.1. Sanctions may not exceed a three-match suspension, suspension up to two months or fine or bond exceeding \$2,500
  - 18.8.2. Have the authority to designate a Discipline Chair for a specific BC Soccer Provincial competition.

***The Tier 1 Independent Appeals Chair***

- 19. The ITP Officer will designate a Tier 1 Independent Appeals Chair to:
  - 19.1. Review all appeal submissions
  - 19.2. Determine if an appeal is made on legitimate grounds
  - 19.3. Constitute an Appeal Panel, made up of a minimum of three members
  - 19.4. Designate an individual or act as the Chair for each Tier 1 Appeal Panel
  - 19.5. Investigate matters related to the Tier 1 Appeal submitted
  - 19.6. Serve as the sole member of the Panel when the Panel is making the following decisions:
    - 19.6.1. Deciding on a Tier 1 appeal against a decision to extend a Sanction
    - 19.6.2. Resolving disputes arising from objections to members selected to serve on the Tier 1 Appeal Panel
    - 19.6.3. Ruling on appeals against provisional decisions made by the Tier 1 Ethics Panel
    - 19.6.4. Pronouncing, altering, or annulling provisional measures

***The Tier 2 Independent Appeals Chair***

- 20. The ITP Officer will designate a Tier 2 Independent Appeals Chair to:
  - 20.1. Review all appeal submissions
  - 20.2. Determine if an appeal is made on legitimate grounds
  - 20.3. Constitute an Appeal Panel, made up of a minimum of three members
  - 20.4. Designate an individual or act as the Chair for each Tier 2 Appeal Panel
  - 20.5. Investigate matters related to the Tier 2 Appeal submitted
  - 20.6. Serve as the sole member of the Panel when the Panel is making the following decisions:
    - 20.6.1. Deciding on a Tier 2 appeal against a decision to extend a Sanction
    - 20.6.2. Resolving disputes arising from objections to members selected to serve on the Tier 2 Appeal Panel
    - 20.6.3. Ruling on appeals against provisional decisions made by the Tier 2 Dispute Resolution Panel

20.6.4. Pronouncing, altering, or annulling provisional measures

***The Tier 3 Independent Appeals Chair***

- 21. BC Soccer will designate a Tier 3 Independent Appeals Chair to:
  - 21.1. Review all appeal submissions
  - 21.2. Determine if an appeal is made on legitimate grounds
  - 21.3. Constitute an Appeal Panel, made up of a minimum of three members
  - 21.4. Designate an individual or act as the Chair for each Tier 3 Appeal Panel
  - 21.5. Investigate matters related to the Tier 3 Appeal submitted
  - 21.6. Serve as the sole member of the Panel when the Panel is making the following decisions:
    - 21.6.1. Deciding on an Tier 3 appeal against a decision to extend a Sanction
    - 21.6.2. Resolving disputes arising from objections to members selected to serve on the Tier 3 Appeal Panel
    - 21.6.3. Ruling on appeals against provisional decisions made by the Tier 3 IDC
    - 21.6.4. Pronouncing, altering, or annulling provisional measures

**Reporting a Complaint**

- 22. All complaints must be reported directly to the ITP. In the case where the complaint is reported to BC Soccer they will immediately hand it over to the ITP and will have no involvement in the process of resolution unless such directed by the ITP.
- 23. Individuals are expected to report all complaints as soon as possible and no later than 14 days after experiencing or witnessing the interaction, incident, event, or situation of concern. ITP may at their own discretion decide to extend the reporting deadline based on the review of the information provided to them. This decision is not appealable.
- 24. All complaints must be reported using one of the following methods:
  - 24.1. 24/7/365 Tollfree Phone 1-866-921-8714 **(For Tier 1 and Tier 2 Complaints)**
  - 24.2. Online Form: <https://www.integritycounts.ca/org/itpsport> **(For Tier 1, 2, and 3 Complaints)**
- 25. An adult Individual who learns of information and reasonably suspects that a child has suffered an incident of child abuse, including sexual abuse, must immediately make a report of the suspected abuse to the local authorities and the ITP.

**Alternative Dispute Resolution (ADR)**

- 26. Individuals are encouraged to explain to the person who is showing signs of maltreatment that the conduct is unwelcome but are not obliged to do so. Indeed, each case is different. If addressing the person responsible could lead to an escalation of the maltreatment, or to safety risks, Individuals should not be expected to have to directly interact with that person. If an Individual feels they can

safely make it known to the person responsible that the behavior is unwelcome, of course this may resolve the matter, or may help them later if they make a complaint.

27. BC Soccer supports the principles of Alternative Dispute Resolution (ADR) and is committed to the techniques of negotiation, facilitation, and mediation as effective ways to resolve disputes. ADR also avoids the uncertainty, costs, and other negative effects associated with lengthy investigation, hearings, and appeals.
28. It is encouraged for all Individuals to communicate openly, and to collaborate and use problem-solving and negotiation techniques to resolve their differences. BC Soccer believes that negotiated settlements are most often preferable to arbitrated outcomes.
29. If an ADR process is mandated, a mediator must be appointed to mediate the dispute by the ITP.
30. Should a negotiated settlement be reached, the settlement must be reported to all parties involved. Any actions that are to take place as a result of the decision must be enacted on the timelines specified by the negotiated decision, pending approval.
31. Any negotiated settlement will be binding on the parties. Negotiated settlements may not be appealed.
32. Should a negotiated settlement not be reached, the case may proceed to a formal complaints process.

#### **ITP Officer**

33. Upon the receipt of a complaint an ITP Officer will be assigned by ITP Sport to oversee the management and administration of the complaint in accordance with this Policy and such appointment is not appealable. The ITP Officer will:
  - 33.1. Assess and identify the complaint type. The ITP Officer may consult the Discipline Chair for the purposes of the assessment.
  - 33.2. Inform BC Soccer about the nature of the complaint and keep updating them on the resolution process.
  - 33.3. Assess if the complaint is frivolous or outside of the jurisdiction of this policy.
    - 33.3.1. Tier 3 complaints will be reported and dealt with under advisement of the Discipline Chair. If the consensus is that the complaint is frivolous or outside of the jurisdiction of this policy, the reasoning will be provided to the complainant and BC Soccer, and the complaint will be dismissed immediately.
  - 33.4. If it is not frivolous and within the jurisdiction of this policy complaints will be accepted and the decision to accept the complaint will be communicated to the Individual and BC Soccer. The decision to accept the complaint means that it will continue to the Review process and does not indicate that the allegation have been confirmed.
  - 33.5. Anonymous complaints may be accepted at the sole discretion of the ITP Officer, however, BC Soccer strongly discourages anonymous complaints recognizing that non-criminal offences are virtually impossible to address without the involvement of the Complainant.
  - 33.6. The ITP Officer's decision to accept or dismiss the complaint may not be appealed.

#### **Costs**

34. At the discretion of the Judicial Body, associated costs may be required to be paid by the unsuccessful party.

35. If there is no unsuccessful party, costs are borne by the Association hearing the case.
36. If considered fair to do so, costs may be split among several parties.
37. The Chair of the Judicial Body may, in exceptional circumstances, decide to curtail or dispense with costs and expenses.
38. No procedural compensation care awarded in proceedings of a Judicial Body.
39. Any cost incurred by applications for leave to appeal that are deemed baseless by the Appeal Chair of BC Soccer must be paid by the appellant.

### **Timelines**

40. Time limits referred to herein begin the day following the receipt of relevant documents.
41. If the last day of the time limit coincides with a public holiday the time limit will expire on the next day.
42. Documents must be sent to the relevant Judicial Body care of the ITP Officer no later than midnight on the last day of the time limit.
43. If the document is sent electronically, the document must be sent to the Judicial Body before midnight on the last day of the time limit.
44. In the case of appeals, the Appeal's Fee is considered to have been paid in time if the payment is received by the BC Soccer office by midnight on the last day of the time limit.
45. Time limits are suspended from December 24 to January 2 inclusive and during the period beginning two (2) days before the Annual General Meeting of BC Soccer and ending two (2) days after that meeting.
46. Time limits established within the Policies of BC Soccer may only be extended by the appropriate Judicial Body.
47. All changes to this document will be forwarded by the Executive Director (or designate) to the Membership within 15 days of receiving approval.

### **Hearings**

48. Hearings are a part of the investigative process and individuals attending a hearing are not necessarily deemed to have committed misconduct. At a hearing, the panel will determine what sanctions are to be applied, if any.
49. A Judicial Body or the accused may request a complainant or author of a misconduct report to attend a hearing. The requested party may decline to attend.
50. If a Judicial Body determines that a hearing is required, the hearing shall be set in accordance with the appropriate process for the complaint type.
51. Notice shall be given to all parties at least ten (10) business days prior to the scheduled hearing.
  - 51.1. By mutual consent and in writing, the parties may modify these timelines.
52. The parties may call witnesses to the incident to submit written information or to appear at the hearing. The party calling the witness is responsible for expenses when the witness is required to appear at the hearing.
53. The following actions are required by the Panel Chair; however, the sequence may be adjusted:
  - 53.1. The Panel Chair shall read the complaint and clearly state the charge.

- 53.2. The author of the complaint or report, if present, must be given an opportunity to comment on or to add any qualifications to the complaint.
- 53.3. The accused must be allowed to ask relevant questions and to make submissions and statements on their own behalf. All questions must be directed to the Panel.
- 53.4. Panel members may question the complainant and the accused, and any witnesses invited to participate by either the complainant or the accused.
- 53.5. The complainant and the accused will be invited to make summary statements before withdrawing.
- 53.6. The panel shall consider the evidence presented and decide the case such that the timeline is met.
54. Any accused person or organization required to attend a hearing may request one postponement for a scheduled or published hearing.
55. A request to postpone will be granted if the request is received no later than five (5) business days prior to the hearing date. Requests to postpone within five (5) Business Days will be considered but may not be granted.
56. An individual who requests to reschedule their hearing more than once may be suspended until such time that they attend a hearing at the discretion of the appointed Panel.
57. An accused party making submission to postpone a hearing is required to serve any required automatic match suspension and will remain suspended until the appointed Panel hears the case.
58. If a Discipline Panel is not able to reschedule the hearing within the required fifteen (15) business days, the accused shall be eligible to participate in soccer activities provided the required automatic suspension has been served.
59. If there is a fee to request a postponement and the request is denied, the fee shall be refunded.
60. Should the hearing be postponed by the Panel and the accused was prepared to appear, the hearing must be rescheduled, and the following terms shall be met:
  - 60.1. The accused party shall not be assessed a fee
  - 60.2. The accused party shall be eligible to participate in soccer activities once the required automatic match suspension has been served, with the exception, of any individual accused of Assault of a Match Official.
61. An Association Official/Representative may accompany an accused person; however, if the individual is less than 19 years of age, they must be accompanied by an adult Advisor who is an Association Official/Representative or their parent/guardian. The adult Advisor representing the individual should be given the opportunity to speak on behalf of the individual.
62. An Observer may accompany an accused person but may not actively participate in the hearing; the Observer may not act as a witness at such hearing or in a legal capacity.
63. The Panel has the ability to deny any individual entrance to the hearing as an Observer if they determine that the individual does not meet the definition or purpose of an Observer as defined by BC Soccer. Requests to have an Observer should be received by the ITP Officer at least two (2) business days prior to a hearing and identify the Observer and the relationship.
64. The offending party and/or their Representative must be present, or the hearing will not proceed unless the right to a hearing has been waived in writing.
65. Persons and organizations charged with an offence must have the opportunity to respond to the charges either:
  - 65.1. In person

- 65.2. Telecommunication / Video-conference
- 65.3. In writing (permission may be granted if the individual is unable to appear for valid reason as determined by the panel and has made a written request for such consideration).
- 66. All parties will be given a written record of the panel's decision or advised that further consideration is required, and a decision letter will be provided to them at a later date within the guidelines outlined.
- 67. All parties affected by a discipline decision have the right to receive a written copy of the decision and that includes the specific Rights of Appeal information, including:
  - 67.1. The name and address of the organization to which the decision may be appealed
  - 67.2. The amount of the appeal fee
  - 67.3. The timeline for appealing a decision iv. The criteria for the specific grounds for appeal
- 68. If a sanctioned individual or organization appeals a decision, the individual or organization is required to abide by the decision while the appeal process is pending unless a temporary stay of decision is granted which prevents the decision from taking effect until the appeal is decided.
- 69. For match-related infractions, Tier 3, where the expected outcome is 5 Matches or less, decision will be provided within three (3) business days of the completion of the hearing.
- 70. For all other infractions, final decision will be provided no later than 30 days following the hearing.
  - 70.1. A notable exception to this rule is where there is legal or police involvement.
- 71. Extensions to the above timelines can be granted by the appropriated Judicial Body of BC Soccer.
- 72. A Discipline Panel has the right to call a new hearing and re-hear any case if new evidence is brought forward at a later date.
- 73. Failure of the accused, without due cause, to attend or remain at a discipline hearing will be dealt with as follows:
- 74. An accused individual who refuses to attend, waives their right to participate, fails to attend, fails to respond to a hearing notification within 10 business days, or who walks out of a disciplined hearing, thus preventing a Panel from rendering a decision on the case, will stand suspension until such time they make a written request for another hearing and appear at a scheduled subsequent hearing.
  - 74.1. If a Panel determines that it has obtained sufficient evidence to make a sound and supportable decision it may instead render its decision.
- 75. The Panel may at its discretion charge a re-hearing fee of up to \$1000 + GST.
- 76. The appropriate Judicial Body of BC Soccer may at its discretion fine an individual up to \$500 should the individual fail to attend a discipline hearing.
- 77. If that individual is a Youth, the Panel may fine the organization for which the Youth is registered.

**Assignment of a Complaint to a Judicial Body by the ITP Officer**

- 78. Within five (5) days of receipt, a complaint or report will be assigned to the appropriate Judicial Body as follows:
  - 78.1. A complaint regarding conduct that violates the UCC will be referred to a Panel. Upon completing the review and potentially a 3<sup>rd</sup> party investigation of the complaint, the ITP Officer will determine one or more of the following:
    - 78.1.1. Treat as a Tier 1 complaint and proceed to a Tier 1 disciplinary hearing. In a case of multiple allegations some may be dismissed if not confirmed by the review/3<sup>rd</sup> party Investigation.



- 78.1.2. Treat as a Tier 2 complaint and must be handled under its process.
- 78.1.3. Treat as a Tier 3 complaint and must be handled under its process.
- 78.1.4. The review/3<sup>rd</sup> party investigation has revealed that the complaint is frivolous.
- 78.1.5. The review/3<sup>rd</sup> party investigation has revealed that the complaint does not fall under the jurisdiction of BC Soccer in accordance with its Policy.
- 78.1.6. The allegation/s were not confirmed and that the case must be dismissed.

- 79. The decision will be communicated to BC Soccer’s Executive Director and all parties involved.
- 80. In all cases of alleged physical assault, attempted physical assault, or threatening behavior toward a game official, the accused must be suspended from all soccer activities from the date of the alleged incident until a hearing has been held and the case has been decided.
- 81. In all cases where a person has been charged with a Criminal Code offence(s), the accused must be suspended from all soccer activities until the case has been concluded in the Criminal Court, and if necessary, a hearing has been held and the case has been decided.

**Tier 1 and 2 Complaint Review and Investigation**

- 82. Once the complaint is accepted, the following steps will be taken:
  - 82.1. In the event that it is considered appropriate or necessary on the basis of the circumstances, immediate discipline or the imposition of an interim suspension or other sanction may be recommended by the ITP Officer and applied by BC Soccer, after which further discipline or sanctions may be applied according to this Policy. BC Soccer will communicate this decision to the parties involved and to other Individuals, Member Organizations, PTSOs, and Soccer Canada as it sees necessary to protect the wellbeing of its members.
  - 82.2. If there are multiple Individuals complaining against the same person with similar allegations the ITP may decide to review and if needed investigate them together.
  - 82.3. Not all inappropriate behavior may meet the threshold of Tier 1 and may processed under other tiers identified in this policy.
  - 82.4. Once the complaint is accepted the ITP Officer will provide the complaint to the respondent and ask them to submit their response to the allegation(s) within 14 days. In some cases, this deadline may be extended based on the decision of the ITP Officer. This decision may not be appealed.
  - 82.5. Based on the information collected from both parties and potential witnesses, the ITP Officer will decide if the matter meets the threshold for proceeding to a disciplinary hearing.
  - 82.6. In exceptional circumstances, the **ITP Officer may determine that a reported incident requires further investigation by an independent third-party investigator.**
  - 82.7. If an investigation by a third-party investigator is required, the ITP Officer will appoint the investigator that is skilled in investigating similar cases.
  - 82.8. The Investigator must not be in a conflict-of-interest situation and should have no connection to the complainant, respondent, or BC Soccer.
  - 82.9. The investigation may take any form as decided by the investigator, guided by any applicable Federal and/or Provincial legislation.
  - 82.10. Upon completion of their investigation, the investigator must prepare a report that includes a summary of evidence from the parties (including both statements of facts, if applicable) and recommendations from the Investigator of whether, on a balance of

probabilities, the allegation/s are substantiated.

**82.11.** All parties must cooperate fully in the review or the potential investigation and resolution of the complaint.

82.12. If a respondent attempts to circumvent the process by failing to respond to a complaint in a thorough or timely fashion or at all, or if the complainant or/and the respondent refuse to participate in the review or third-party investigation process, the ITP Officer nonetheless must proceed based on the information made available to them by the complainant and any witnesses interviewed/investigated as part of the process.

82.13. The ITP Officer retains the discretion of whether to share the full investigation report with the parties. However, in every case reasoning for the decision will be shared with the complainant and respondent, and any other individual deemed appropriate. This decision may not be appealed.

### ***Tier 1 Process***

83. Upon referral to the Disciplinary Panel the ITP will appoint a Discipline Panel as follows:

83.1. The Discipline Panel must be an independent tribunal comprised of one (1) – to three (3) members, established solely for the purpose of adjudicating the infractions brought before it pursuant to this Policy. In the event where there are three members, the ITP Officer will appoint one (1) of the Discipline Panel's members to serve as the Chair.

83.2. The Discipline Panel will decide on the format under which the complaint will be heard. This decision may not be appealed. The format of the hearing may be an oral in-person hearing, an oral hearing by telephone or other communication medium, a hearing based on a review of documentary evidence submitted in advance of the hearing, or a combination of these methods. The hearing will be governed the Discipline Panel deem appropriate in the circumstances, provided that:

**83.2.1.** The parties will be given appropriate notice of the day, time, and place of the hearing, in the case of an oral in-person hearing or an oral hearing by telephone or other **communication medium**

**83.2.2.** Copies of any written documents which the parties wish to have the Discipline Panel consider will be provided to all Parties, through the ITP Officer, in advance of the hearing

**83.2.3.** The Parties may engage a representative, advisor, or legal counsel at their own expense

**83.2.4.** The Discipline Panel may request that any other individual participate and give evidence at the hearing

83.2.5. The Discipline Panel can allow as evidence at the hearing any oral evidence and document or thing relevant to the subject matter of the complaint, but can exclude such evidence that is unduly repetitious, and must place such weight on the evidence as it deems appropriate

83.2.6. If it is a panel of three (3) members, the decision will be by a majority vote.

83.3. After hearing the matter, the Discipline Panel will reach a decision as to whether an infraction has occurred and if it has, what the sanction should be.

**83.4.** The Discipline Panel will issue a written decision, including reasons for distribution by the ITP Officer to the Respondent, the Complainant, and the Executive Director at BC Soccer.

**83.5.** The decision will be considered a public record, unless determined otherwise by the Discipline Panel.

### ***Tier 1 Sanctions***

84. Prior to determining sanctions, the Discipline Panel will consider factors relevant to determining appropriate sanctions which include

- 84.1. The nature and duration of the respondent's relationship with the complainant, including whether there is a power imbalance, or the respondent is a person in authority.
  - 84.2. The respondent's prior history and any pattern of inappropriate behavior or maltreatment.
  - 84.3. The ages of the individuals involved.
  - 84.4. Whether the respondent poses an ongoing and/or potential threat to the safety of others.
  - 84.5. The respondent's voluntary admission of the offense(s), acceptance of responsibility for the violation of the Code, and/or cooperation in the process.
  - 84.6. Real or perceived impact of the incident on the complainant and/or BC Soccer and its Member Organization/s.
  - 84.7. Circumstances specific to the respondent being sanctioned (e.g. lack of appropriate knowledge or training regarding the requirements in this Policy; addiction; disability; illness).
  - 84.8. Respondent who is a person in authority or otherwise in a position of trust, intimate contact or high-impact decision-making may face more serious sanctions.
85. Any single factor, if severe enough, may be sufficient to justify the sanction(s) imposed. A combination of several factors may justify elevated or combined sanctions.
86. The Discipline Panel may apply the following disciplinary sanctions, singularly or in combination:
- 86.1. Verbal or Written Warning - A verbal reprimand or an official, written notice and formal admonition that the respondent has violated the Code and that more severe sanctions will result should the individual be involved in other violations
  - 86.2. Education - The requirement that an Individual undertake specified educational or similar remedial measures to address the violation(s) of the Code
  - 86.3. Probation - Should any further violations occur during the probationary period, will result in additional disciplinary measures, likely including a period of Suspension or permanent Ineligibility from Activities. This sanction can also include loss of privileges or other conditions, restrictions, or requirements for a specified period of time
  - 86.4. Suspension - Suspension, either for a set time or until further notice, from participation, in any capacity, in any Activity. A suspended Individual is eligible to return to participation, but reinstatement may be subject to certain restrictions or contingent upon the Individual satisfying specific conditions noted at the time of suspension
  - 86.5. Eligibility Restrictions - Restrictions or prohibitions from some types of participation but allowing participation in other capacities under strict conditions

- 86.6. Permanent Ineligibility - Permanent ineligibility to participate, in any capacity, in any Activity.
- 86.7. Other Discretionary Sanctions - Other sanctions may be imposed, including, but not limited to, other loss of privileges, no contact directives, a fine or a monetary payment to compensate for direct losses, or other restrictions or conditions as deemed necessary or appropriate
87. The above sanctions are representative penalties only, that they may be modified to fit the circumstances of the infraction, and that they are presented generally in order of severity.
88. Unless the Discipline Panel decides otherwise, any disciplinary sanctions (such as a period of ineligibility) will begin immediately and timelines will be provided for fulfillment of other sanctions (such as a written apology), notwithstanding an appeal. Failure to comply with a sanction as determined by the Discipline Panel will result in an automatic suspension until such time as compliance occurs.
89. An Individual's criminal conviction, at any time, for any of the following Criminal Code offenses must carry a presumptive sanction of permanent ineligibility from participating in an Activity and expulsion from BC Soccer:
- 89.1. Any offense involving trafficking of illegal drugs or substances
  - 89.2. Any offense involving child pornography
  - 89.3. Any sexual offence involving a Minor
  - 89.4. Any sexual offense other than involving a Minor
  - 89.5. Any offence of assault involving a Minor
  - 89.6. Any offence of physical or psychological violence involving a Minor
90. An Individual's conviction, at any time, for any of the following Criminal Code offenses may be deemed an infraction under this policy as determined by the ITP Officer and may result permanent ineligibility from participating in an Activity and expulsion from BC Soccer:
- 90.1. Any theft or fraud offence
  - 90.2. Any offence of assault other than involving a Minor
  - 90.3. Any offence of physical or psychological violence other than involving a Minor
91. Records of all decisions will be maintained by ITP and available to BC Soccer's Executive Director and Independent appropriate Judicial Body.

***Tier 2 Process***

- 92. Tier 2 complaints must be dealt with by a single Dispute Resolution Specialist (DRS) appointed by the ITP Officer.
- 93. The Dispute Resolution Specialist (DRS) may take steps they consider appropriate to seek to resolve the matter and may determine any appropriate disciplinary sanctions to be taken against a Respondent in accordance with this Policy.
- 94. The Dispute Resolution Specialist (DRS) will issue a written decision, including reasons for distribution by the ITP Officer to the Respondent, the Complainant, and BC Soccer's Executive Director.

***Tier 2 Sanctions***

- 95. The Dispute Resolution Specialist (DRS) may apply the following disciplinary sanctions, singularly or in combination:
  - 95.1. Verbal reprimand
  - 95.2. Written reprimand to be placed in the Respondent's file
  - 95.3. Direction to provide a verbal apology
  - 95.4. Direction to provide a hand-delivered written apology
  - 95.5. Team service or other voluntary contribution to BC Soccer or/and its Member Organizations
  - 95.6. Any other appropriate sanctions as determined by the Dispute Resolution Specialist (DRS).
- 96. The decision will be considered a public record, unless determined otherwise by the Dispute Resolution Specialist (DRS).

**Tier 3 Process**

- 97. Once the complaint is accepted by the Tier 3 Discipline Chair, the ITP Officer will provide the complaint to the respondent and ask them to submit their response to the allegation(s) within 72 hours. In some cases, this deadline may be extended based on the decision of the ITP Officer. This decision may not be appealed.
- 98. Upon receiving the response and reviewing all evidence and information available, the ITP officer in consultation with the Discipline Chair will determine one or more of the following:
  - 98.1. The appropriate sanctions to be taken against a Respondent.
  - 98.2. The matter requires a Disciplinary Hearing and to appoint a Panel to that hearing.
    - 98.2.1. The Discipline Chair or designate, will Chair the Panel.
  - 98.3. The matter should be dismissed due to lack of evidence of a breach.
- 99. The decision will be communicated to BC Soccer and all parties involved.

100. All Tier 3 complaints that are not related to League 1 BC, BC SPL or Provincial Championships will be communicated back to the appropriate organization for follow-up.

### **Tier 3 Sanctions**

101. All sanctions for Tier 3 complaints will be decided by the Independent Discipline Chair or the Disciplinary Panel where needed in accordance with the "Sanctioning Tables" outlined on Appendix B.

### **Appeals**

102. In every case, named parties must be notified in writing of the appeal, and provided with the opportunity to deliver responding evidence and submissions.
103. Decisions pertaining to a Tier 3 complaint from the following can be appealed to BC Soccer, in accordance with this Appeals section:
- 103.1. A Youth District or Adult League
  - 103.2. An Inter-District Youth League
  - 103.3. A BC Soccer Standing Committee
  - 103.4. A BC Soccer Disciplinary Body
104. Any party intending to appeal must provide a written statement setting out their grounds of appeal to the ITP Officer within ten (10) business days of notification of the decision being appealed. The written application to appeal must contain:
- 104.1. Decision being appealed;
  - 104.2. Grounds for Appeal;
  - 104.3. Statement of facts;
  - 104.4. Rule or regulation that has been contravened;
  - 104.5. Remedy sought;
  - 104.6. The proof of payment of the appeal fee as determined annually by BC Soccer.
105. A decision cannot be appealed on its merits alone. An appeal may be heard only if there are sufficient grounds for the appeal as determined by the designated Appeals Panel. Sufficient grounds include the following and do not extend to questions of law:
- a. Making a decision for which it did not have authority or jurisdiction as set out in governing documents;
  - b. Failing to follow procedures as laid out in the approved policies of the association;
  - c. Making a decision which was influenced by bias;
  - d. Exercising its discretion for an improper purpose;
  - e. Making a decision which was grossly unreasonable.
106. Within fifteen (15) business days of receiving the written appeal, the ITP Officer will refer application to the appropriate appeal panel composed of one (1) to three (3) individuals. The hearing panel may dismiss the appeal, or allow the appeal and, inter alia, revoke the sanction or findings, or impose a different sanction. In each case, the hearing panel must give reasons in writing for its decision.
107. If the Appeal is determined to be made on legitimate grounds, the ITP Officer will inform both the appellant and the respondent within ten (10) business days and will provide a copy of the appeal

to the respondent. If the Appeals Panel determines that the appeal is not made on legitimate grounds it will inform the appellant who will be granted no further avenues of appeal.

- i) The respondent will be granted ten (10) business days to submit a rebuttal to the appellant's submission.
  - ii) If the Respondent fails to return a written response and/or supporting documents/evidence, the appeal will proceed nonetheless.
108. The Appeals Panel may, at its sole discretion and without holding a hearing, decide an appeal if, on the basis of the written documentation submitted to it, it is considered that the BC Soccer By-laws, or BC Soccer Rules and Regulations, or BC Universal Code of Conduct have or have not been breached.
109. Written decisions are to be forwarded to the parties concerned within fifteen (15) business days of the respondent's rebuttal deadline date and, in cases where a personal hearing is held, within fifteen (15) business days after the date of the hearing.
110. Every appeal will be handled in a manner that upholds the principles of procedural fairness outlined in the BC Soccer Discipline, Complaints and Appeals Policy.
111. Unless specifically determined by the ITP Officer, all appeals will be reviewed on the basis of the written documentation submitted to it.
112. Decisions rendered by the Appeals Panel are to be written and must include the names of the Appeals Panel members, the names of the parties, the grounds for the decision, the facts upon which it was based and the decision itself and the rights to appeal to Canada Soccer, if applicable.
113. The ITP Officer will maintain records of all decisions. Making it available as appropriate.
114. Sanctions imposed, other than financial orders, remain in force until the Appeals procedure is completed.
115. Decisions are to be signed by the Appeals Panel.
116. Decisions may be communicated by electronic mail or by registered letter.
117. The right is reserved for an appeal to be made to Canada Soccer Appeals Committee.

#### **Reports by the Referee**

118. Decisions taken by the Referee on the field of play are final and may not be reviewed by the ITP Officer.
119. The referee must report to the appropriate authority any misconduct or misdemeanor on the part of spectators, Team Officials, players, named substitutes or other persons which take place either on the field of play or in its vicinity at any time prior to, during or after the match in question so that appropriate action can be taken by the authority concerned.
120. The report provided by the Match Official to the organization having jurisdiction must be regarded as their affidavit to the ITP Officer.
121. Referee reports referred to BC Soccer must be reviewed by the ITP Officer.
122. A governing organization is empowered to determine, within its jurisdiction:
- 122.1. The circumstances and/or parameters for determining an abandoned match

- 122.2. The circumstances for which an abandoned match is/may considered a forfeit by a team
- 122.3. If/when an abandoned match is to be rescheduled, awarded to the opponent, or indefinitely postponed.

### **Confidentiality**

Individuals can be assured that the ITP Officer and BC Soccer will take all possible steps to preserve confidentiality to the extent reasonably possible and in accordance with applicable privacy legislation and other legal requirements. Despite assurances of confidentiality and privacy, BC Soccer must report incidents that are likely to give rise to a claim to its insurance provider at the time BC Soccer are made aware of the incident. Moreover, the ITP Officer and BC Soccer may be required to share relevant information with child protection authorities and police. The ITP Officer and BC Soccer may also be required to provide sufficient information about the allegation(s) to an Individual to enable him/her to provide a proper response. In many cases, this will mean that anonymity is not feasible or fair.

BC Soccer will keep and retain all relevant records in accordance with the applicable legislation. Such records will be stored in a confidential file maintained and accessed only by those that are authorized to have access to the confidential information.

### **Fabricated, Malicious, Frivolous or Vexatious Complaints**

If it is determined that an Individual made a report or influenced others to make a report that is fabricated, malicious, frivolous or vexatious, they will be subject to disciplinary action up to and including expulsion. Repeated unfounded reports may in appropriate circumstances be considered fabricated, malicious, frivolous or vexatious and result in disciplinary action, up to and including expulsion.

An allegation is false if the events reported did not occur, and the person making the report knows the events did not occur. A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable bad faith, an unsubstantiated allegation alone is not grounds for a Code violation, nor will it necessarily be considered fabricated, malicious, frivolous or vexatious.

### **Manipulation of Process, Retaliation and Aiding & Abetting**

Individuals will be subject to discipline if they directly or indirectly interfering with this policy by: falsifying, distorting, or misrepresenting information, the resolution process, or an outcome attempting to discourage an Individual's proper participation in or use of this processes harassing or intimidating (verbally or physically) any person involved in the process publicly disclosing identifying information of an Individual, without permission failing to comply with any temporary or provisional measure or other final sanction distributing or otherwise publicizing materials an Individual gains access to during the review process or hearing, except as required by law or as expressly permitted influencing or attempting to influence another person to interfere with or manipulate the process facilitating, promoting, or encouraging the commission of maltreatment.

### **Retaliation**

Retaliation is prohibited. It is a violation of this policy to retaliate in any way against an Individual who have raised a good faith concern or made a bona fide report about alleged or suspected misconduct, or against a witness, investigator, decision maker or other person who has cooperated or participated in



the process. Retaliation includes threatening, intimidating, harassing, coercing, or any other conduct that would discourage a reasonable person from engaging or participating in this processes.

Retaliation after the conclusion of the sanction processes is also prohibited. Retaliation may be present even where there is a finding that no misconduct occurred.

Any person who experiences such retaliation must immediately report their concern to ITP and the BC Soccer. Disciplinary action will be taken against an Individual who engage in retaliatory conduct, up to and including expulsion.

### **Conflict of Interest**

All Individuals involved in this process must identify any direct or indirect conflict of interest relating to the complaint. Failure to disclose a conflict of interest, or once disclosed, failure to have absolutely no influence on the case will be grounds to discipline.

### **Legal Representation**

Members, Affiliated Organizations, teams, Officials, referees, Players and/or individuals may have legal representation.

If a communication to BC Soccer is received from a legal representative for a party requiring a legal response, any and all associated fees will be incurred by BC Soccer, a Member, Affiliated Organization, team, Team Official, Match Official, player or individual who initiated the legal representative.

If a communication to a BC Soccer member or Affiliated Organization league is received from legal representative requiring a legal response, any and all fees will be incurred by the organization, association, league, club, team, Team Official, Match Official, player or individual who initiated the legal representative.

If members, Affiliated Organizations, association, league, club, team, Team Official, Match Official, player and/or individual wish to have a legal representative attend a BC Soccer member or Affiliated Organization hearing, they must advise that BC Soccer member, affiliated club/organization or sanctioned league of this in writing a minimum of ten (10) Business Days prior to the hearing.

If a member, Affiliated Organization, association, league, club, team, Team Official, Match Official, player and/or individual wish to have a legal representative attend a BC Soccer member, Affiliated Organization hearing, the association, league, club, team, Team Official, Match Official, player and/or individual are required to attend said hearing.

## **Appendix A - Maltreatment**

The categories of Maltreatment below are not mutually exclusive, nor are the examples provided in each category an exhaustive list. Rather, what matters for the assessment of the Maltreatment is whether the conduct falls into one or more of the categories, not into which category it falls. Abuse, assault, harassment, bullying, and hazing can be experienced in more than one category of Maltreatment.

Maltreatment is defined as volitional acts that result in harm or the potential for physical or psychological harm, including:

### **(a) Psychological Maltreatment**

Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the psychological well-being of an Individual. Psychological Maltreatment includes, without limitation, verbal acts, non-assaultive physical acts, and acts that denies attention or support. It is determined by the objective behavior, not whether harm is intended or results from the behavior.

#### Verbal Acts

Verbally assaulting or attacking someone, including but not limited to: unwarranted personal criticisms; body shaming; derogatory comments related to one's identity (e.g. race, gender identity or expression, ethnicity, Indigenous status, ability/disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumors or false statements about someone to diminish that person's reputation. Verbal Maltreatment may also occur in online forms.

#### Non-assaultive Physical Acts (no physical contact)

Physically aggressive behaviors, including but not limited to throwing objects at or in the presence of others without striking another, hitting, striking, or punching objects in the presence of others.

#### Acts that Deny Attention or Support

Acts of commission that deny attention, lack of support or isolation including but not limited to ignoring psychological needs or socially isolating a person repeatedly or for an extended period of time; abandonment of an Individual as punishment for poor performance; arbitrarily or unreasonably denying feedback, learning opportunities, support, or attention for extended periods of time and/or asking others to do the same.

### **(b) Physical Maltreatment**

Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the physical well-being of the Individual. Physical Maltreatment includes, without limitation, contact or non-contact behaviors that have the potential to cause physical harm. Physical Maltreatment is determined by the objective behavior, not whether harm is intended or results from the behavior.

#### Contact behaviors

Including but not limited to deliberately punching, kicking, beating, biting, striking, strangling, or slapping another; deliberately hitting another with objects.

#### Non-contact behaviors

Including but not limited to isolating a person in a confined space; withholding, recommending against, or denying adequate hydration, nutrition, medical attention, or sleep; denying access to a toilet; providing alcohol to an Individual under the legal drinking age; providing illegal drugs or non-prescribed medications to Individual.

(c) Emotional Maltreatment

Emotional abuse is a chronic attack on a person's self-esteem. It is psychologically destructive behavior. It can take the form of, among other things, name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing, or ignoring the person's needs.

(d) Sexual Maltreatment

The use of power or authority in an attempt to coerce another person to engage in or tolerate sexual activity, including explicit or implicit threats of reprisals for non-compliance or promises of reward for compliance.

Minors are unable to Consent to sexual touching by an adult. Minors are deemed not to Consent to sexual activity by an adult who is in a position of authority or trust.

Sexual Maltreatment is any sexual act, whether physical or psychological in nature, that is committed, threatened, or attempted against a person without the Consent of that person. It includes, without limitation, any act targeting a person's sexuality, gender identity or expression, that is committed, threatened, or attempted against a person, and includes but is not limited to the Criminal Code offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism, and non-consensual distribution of sexual/intimate images. Sexual Maltreatment also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature.

Sexual Maltreatment can take place through any form or means of communication (e.g. online, social media, verbal, written, visual, hazing, or through a third party).

Examples of Sexual Maltreatment include, without limitation:

Any penetration of any part of a person's body, however slight, with any object or body part by a person upon another person, including but not limited to:

(a) vaginal penetration by a penis, object, tongue, or finger; and

(b) anal penetration by a penis, object, tongue, or finger

Any intentional touching of a sexual nature of any part of a person's body, however slight, with any object or body part by a person upon another person, including but not limited to:

(a) kissing

(b) intentional touching of the breasts, buttocks, groin, or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts

(c) any contact, no matter how slight, between the mouth of one person and the genitalia of another person

(d) making another touch themselves, the perpetrator, or someone else with or on any of the body parts listed in (b)

(e) any intentional touching in a sexualized manner of the relationship, context, or situation

In addition to the criminal acts identified above, the Code prohibits sexual relations between an Individual above the age of majority and an Individual who holds a position of trust and authority on the basis that there can be no Consent where there is a Power Imbalance. A Power Imbalance that is presumed to exist may be challenged.

(f) Maltreatment Related to Grooming

Grooming is often a slow, gradual, and escalating process of building trust and comfort with a young person. Grooming includes, without limitation, the process of making inappropriate behavior seem normal and gradually engaging in 'boundary violations' (e.g., a degrading remark, a sexual joke, sexualized physical contact; adult Individual sharing rooms with a Minor who is not an immediate family member; providing a massage or other purported therapeutic interventions with no specific training or expertise; private social media and text communications; sharing personal photographs; shared use of locker rooms; private meetings; private travel; and providing gifts).

Grooming usually begins with subtle behaviors that do not appear to be inappropriate. Many victims/survivors of sexual abuse do not recognize the grooming process as it is happening, nor do they recognize that this process of manipulation is part of the overall abuse process.

In the grooming process, the offender begins by gaining trust of adults around the young person. The offender establishes a friendship and gains the young person's trust. Grooming then involves testing boundaries (e.g. telling sexual jokes, showing sexually explicit images, making sexual remarks). Typically, behavior moves from non-sexual touching to "accidental" sexual touching.

The young person is often manipulated into feeling responsible for the contact, is discouraged from telling anyone else about the relationship, and is made to feel obligated to protect the offender. The offender also builds trust with those close to the young person so that the relationship with the young person is not questioned.

Grooming can occur whether or not harm is intended or results from the behavior.

(g) Bullying and Harassment as a form of Maltreatment

Generally, Bullying and Harassment is any inappropriate conduct or comment by a person towards an Individual that the person knew or reasonably ought to have known would cause that individual to be humiliated or intimidated or otherwise constitutes a threat to the health or safety of the Individual.

Examples of words or actions that might constitute Bullying and Harassment include, without limitation:

- Verbal statements such as derogatory comments, slurs, innuendo or unwanted sexual invitations or comments
- Negative physical contact, such as assault, blocking or impeding of normal movement, or interference with work and/or play
- Inappropriate communication over e-mail or social media or by other electronic means and
- A pattern of behavior that humiliates, intimidates, offends, or degrades the Individual

To constitute Bullying and Harassment, there must be either:

- repeated conduct, comments, displays, actions, or gestures with a lasting, harmful effect on Individual
- a single, serious improper or unacceptable interaction, incident, event, or situation that has a lasting, harmful effect the Individual

Bullying and Harassment can occur even where there is no intention to bully or harass.

### Harassment

Behavior that is likely to be offensive, embarrassing or humiliating, and that involves unwelcome and offensive comments, conduct, gestures or contact based on or related to race, color, sex, disability, ethnic or national origin, age, religion or creed, sexual orientation, marital or family status, civil status, or other prohibited grounds of discrimination. Types of behavior that constitute harassment include, but are not limited to:

- Written or verbal abuse, threats, or outbursts
- The display of visual material which is offensive or which one ought to know is offensive in the circumstances
- Unwelcome remarks, jokes, comments, innuendo, or taunts
- Leering or other suggestive or obscene gestures
- Condescending or patronizing behavior, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
- Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
- Any form of hazing where hazing is defined as: any potentially humiliating, degrading, abusive, or dangerous activity expected of Individual(s) by a more senior Individual(s), which does not contribute to either person's positive sport experience or development but is required to be accepted as part of a team, regardless of the Individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any individual based on class, number of years in BC Soccer or its Member Organization, or ability

Physical assault, including physical violence and unwanted physical contact such as (but not limited to) touching, petting, pinching, or kissing

Behaviors such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment

### Sexual Harassment

Engaging in sexually-oriented comments, conduct, anecdotes, gestures or touching that are offensive or unwelcome that create an offensive, hostile or intimidating environment, or that can reasonably be expected to be harmful to the recipient or to Individual. Types of behavior that constitute sexual harassment include, but are not limited to:

- Sexist jokes
- Display of sexually offensive material
- Sexually degrading words used to describe a person
- Inquiries or comments about a person's sex life
- Unwelcome sexual flirtations, advances, propositions, requests, or invitations

- Persistent unwanted contact
- Taking, posting and/or receiving sexually suggestive or explicit photographs of an Individual, including any photograph whatsoever of a Minor outside of a sport setting
- Sexual assault

(h) Discrimination as a form of Maltreatment

Discrimination is improper or unacceptable conduct that is related or connected to a prohibited ground of discrimination under the applicable Federal and State human rights legislation.

Prohibited grounds of discrimination, may include race, color, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, sexual orientation, gender identity or expression, age, or conviction of a criminal or summary conviction offence that is unrelated to employment or intended employment.

**What is not Maltreatment**

Here are some examples of behaviors that is not considered as Maltreatment:

1. Interpersonal conflicts or relations unless humiliating, intimidating, or threatening to health or safety
2. Different communication styles so long as those communication styles are within the reasonable limits of respectful workplace interactions
3. The freedom of individuals to choose with whom to socialize in activities not related to the Activity
4. Discipline or termination of membership or employment for cause
5. Constructive performance correction
6. Respectful coaching
7. Respectful discussion of different points of view
8. Play time allocation based on the coaches' professional view that is not related to discrimination

## **APPENDIX B - Sanctioning**

- a. Where the Chair of a BC Soccer Discipline, Appeal or Protest Panel has decided pursuant BC Soccer's Discipline, Complaints, and Appeals Policy the Chair of that BC Soccer Discipline, Appeal or Protest Panel with respect to the individual or member, must do one or more of the following:
  - i. Reprimand the person or organization;
  - ii. Suspend the person or organization for any or all specific soccer activity either permanently, indefinitely, or for a stated period of time, or specific number of matches;
  - iii. In the case of an adult member, Affiliated Organization, player, Team Official, team, impose a fine and/or bond;
  - iv. In the case of a spectator who is associated with a team, and who is reported for misconduct and is determined to have committed said misconduct, the Member, Affiliated Organization or sanctioned league may be subject to a levy of a fine or performance bond to guarantee good behaviour;
  - v. Require the person or organization to prepare and deliver a letter of apology;
  - vi. Require the person or organization to pay all expenses of the Judicial Body;
- b. The Chair or a Judicial Panel has the right to indefinitely suspend any person or organization until a decision is made if they determine that there is just cause to do so.
- c. Judicial Chairs of Members and Affiliated Organizations may request BC Soccer's Judicial Body to extend a sanction given under their jurisdiction to a provincial level. Each request will be reviewed by the appropriate Judicial Body of BC Soccer and may or may not be granted.

### **Decision Making And Sanctioning**

- a. A player or Team Official accused is permitted to participate in their next league or cup Match until a decision is made, provided the automatic match suspension has been served, except anyone accused of Assault of a Match Official, Threatening a Match Official, or Harassment of a Match Official, or any other such cause that the Judicial Panel determines is serious enough to warrant an indefinite suspension pending the outcome of a hearing.
- b. Where suspensions are match-based, the panel should not increase or reduce the number of matches suspended to mimic a term suspension.
- c. Other than for a one-match automatic suspension, sanctions initiate the day the decision is made available to the respondent either at a hearing or when the results of a hearing are provided to the accused.
  - i. In the case of an administrative sanction, the Judicial Panel may start the sanctions up to seven days after the results of the hearing are provided to the accused and only where the Judicial Panel can show that such delay is for the good of the match and that the likelihood of additional misconduct in the period of delay is minimal.
- d. At hearings the considerations are for the actual actions of misconduct and not necessarily limited to the contents of a referee report or complaint. Sanctioning is based on actions carried out and supportable by written evidence or via investigation.
- e. In case the evidence presented at a hearing established another form of misconduct, the Panel may substitute the allegation and provision of the sanctioning table in alignment with the evidence presented.
  - i. The accused party has the opportunity to make submission that the substituted allegation more appropriately defines the case.

### **Consecutive, Additive And Progressive Sanctioning**

- a. Each offense is separate and distinct attracting its own potential sanction
- b. Probationary or suspended sentences are not permitted.
- c. Where there are multiple incidents of misconduct, an individual may not serve multiple suspensions simultaneously
- d. For instances of misconduct involving an adult against youth, racist/sexist comments, or where misconduct is against a Match Official, additive charges/sanctions will be incurred.
- e. Sanctions of individuals must consider what is best for the sport and where reasonable may have allowance for transfer of duties, activity under supervision or limited participation under a clearly defined scope.

### **3.1 Impartiality And Consideration Of Mitigating And Aggravating Factors**

- a. Sanctioning is carried out impartially. Judicial Panels must focus on the evidence before them and apply the appropriate sanctions, suspension or fines in accordance to the severity, impact and potential implications of the misconduct fully considering any mitigating or aggravating circumstances. The misconduct as reported may not be what a Judicial Panel ultimately issues Sanctions for.
- b. Mitigating and aggravating factors may lessen or increase the type, length and breadth of sanction within the ranges provided in the Sanctioning Tables. First offences are provided a sanction in accordance to the guidelines for a first offence.
- c. Where the sanctioning guidelines stipulate a minimum sanction for a given misconduct a Judicial Panel should not go below this threshold. Match Officials are encouraged to report on mitigating and aggravating factors.
- d. Aggravating and mitigating factors are not to be considered when deciding the accountability of the offence, only the application of the Sanction.
- e. Mitigating factors may include:
  - i. Previous good record
  - ii. Acting under direct provocation
  - iii. Low severity
  - iv. Non-initiation or no intent
  - v. Personal and medical issues
  - vi. Educational result or event has enlightened participant
  - vii. Level of apology and actions of recovery
  - viii. Accepting blame, showing remorse and independently seeking to remedy
- f. Aggravating factors may include:
  - i. Premeditation
  - ii. Targeting individuals
  - iii. Bullying
  - iv. Prolongation, persistence and repetition in words, action and violence
  - v. Harm or injury rendered and intent to injure
  - vi. High severity



- vii. Past discipline history
  - viii. Phases of the incident in a match or administrative actions
  - ix. Position of participant
  - x. Lack of Remorse
- g. Second and third offenses are provided a sanction in accordance to the Sanctioning Tables for a second or third offense. Misconduct may only be considered a second or third offense if it is for similar behaviour of the first offense.
- h. If the Judicial Panel believes there is just cause, they may issue any such sanction within the limits for egregious acts of misconduct according to the guidelines for the offence or offences; to be determined by the Judicial Panel up to any term including lifetime suspension.
- i. Fourth Offences may be sanctioned in a manner to be determined by the Judicial Panel up to any term including lifetime suspension.

### 3.5 Sanctions

#### 1. Suspensions

- a. Types of Suspensions:
- i. **Administrative suspension:** a full suspension and complete prohibition against participating in any sanctioned soccer related activities for the duration of the suspension
  - ii. **Automatic suspension:** for match-related ejections, the mandatory one-match suspension that is served during the next match, and which may not be appealed. For youth players and team officials registered to youth teams, this suspension must be served in the following league or cup match, whichever comes first. For adult players and team officials registered to adult teams, this suspension must be served in the following scheduled match within the competition or league in which the suspension was incurred
  - iii. **Field suspension:** a suspension that prohibits the participation in any match, practice, training, or on-field activity related to playing, coaching, or officiating
  - iv. **Immediate suspension:** a suspension imposed on an accused party upon the receipt a report of misconduct
  - v. **Indefinite suspension:** a suspension imposed on an accused party until specified terms have been met, e.g. failure to attend a hearing
  - vi. **Match suspension:** a suspension that prohibits the participation in any match, related to playing, coaching, or officiating
  - vii. **Term suspension:** a suspension for a specific stated period of time, from all soccer related activities unless otherwise ordered by the Judicial Body
  - viii. **Touchline suspension:** a suspension that prohibits any participation as a player or team official, or seeming in any way to instruct players or officials
- b. Suspended and sanctioned individuals may apply to the appropriate Judicial Body of BC Soccer for dispensation from some aspects of their existing suspension or sanction. For example, an individual under suspension from All Soccer Related Activity may request to resume training/practicing only with their team. At the discretion of a Judicial Body of BC Soccer, a Panel may assemble to hear the request for dispensation. Any dispensation granted may be reviewed and recalled at any time. Specific conditions, limits, oversight and supervision may be put in place on participation.

#### 2. Serving Suspensions

- a. Players and/or Team Officials reported for misconduct in a League, cup competition, tournament, Friendly or Training Match, having served their one match suspension may be allowed to continue to

participate in All Soccer-Related Activities unless the individual or organization has received an immediate suspension.

Any person under Administrative Suspension cannot participate in any sanctioned soccer activity while under suspension which includes, but is not limited to:

- i. Playing
  - ii. Participating as a Team Official
  - iii. Participating as a Match Official
  - iv. Participating as an association official
  - v. Coaching, assisting or communicating with players or teams in any way: verbally, by hand signal, electronically or by any other means
  - vi. Participating in any member or Affiliated Organization activities
  - vii. Wearing match strip while standing with team members during any match
  - viii. Participating in any Friendly Match or tournament without the written permission of the Discipline Panel that rendered the decision.
- b. Suspensions must be served for a continuous period, or for consecutive Matches, except where there is a break in the competition, in which case the suspension may be:
- i. Continued accordingly
  - ii. Continued during 'the active season'
- c. Judicial Panels may determine if individuals suspended for a specific number of matches at the end of the primary season will be permitted to serve end of season Suspensions in an affiliated secondary season under their jurisdiction.
- d. The suspension(s) may carry over into any sanctioned activity, including tournament and Friendly Matches, but must not constitute the serving of the suspension(s).
- e. When any person within jurisdiction of the Association has been suspended for misconduct for a specific number of matches and the suspension is not completed within the current season, the suspension must carry over into the following Youth or adult season.
- f. Where primary season and secondary season play overlap, any suspensions incurred during this period must be served:
- i. If the suspension was incurred during secondary season play, the individual must serve their suspension during their next league or cup match(es), whichever comes first, regardless of playing season.
  - ii. If the suspension was incurred during primary season play, the individual must serve this suspension during their next primary season league or cup match(es), whichever comes first. The individual may apply to the organization with jurisdiction for permission to participate in secondary season play while still under suspension in their primary season.
- g. Any person expelled is not eligible for membership in any other affiliated team or league without special permission of the Association, pursuant to Judicial Code and Policies of BC Soccer.
- h. It is the obligation of the person to have the organization under which they serve the suspension to provide proof that the suspension has been served in another organization. Documentation will show registration and dates of matches sat out.
- i. A game must be played to its conclusion in accordance with the defined playing time. Only those matches played count towards execution of the suspension. Unless otherwise stated in

competition/league rules, if a match is abandoned, cancelled or forfeited a suspension is only considered served if the suspended individual's team is not responsible for the abandonment, cancellation or forfeit.

### **3. Suspensions While Playing on Permit**

- a. A player who is suspended is not eligible to play on permit.
- b. Any Sanction applied while playing in a match under permit will apply to future matches of the team for which the player is registered.
- c. Disciplinary decisions are the responsibility of the Discipline Panel for the association or league governing the competition where the permitted player was charged with an offence.
  - i. Disciplinary decisions must be forwarded to the member and/or Affiliated Organization where the player is registered and to the Team Official of the team to which the player is registered.

### **4. Participating in Sanctioned Soccer Activities While Under Suspension**

- a. Persons or organizations may not participate in any BC Soccer sanctioned soccer activity as per the type of suspension.
- b. Suspended Team Officials must arrange for someone else to fill their position for the duration of their suspension. Suspended Team Officials are required to provide the Judicial Panel or Secretary the name and contact information for any individual acting on their behalf.
- c. The suspended Team Official, in turn:
  - i. May not be involved with the team or other officials before the match, during the match, at half time, or after the match (including the handshake).
  - ii. May not complete or sign a team list.
  - iii. May not act in any manner that may be deemed to be coaching, either verbal or by physical actions, for example, by hand signal or electronic means.
- d. Persons serving a full / administrative ban may not attend matches or the field of play or participate in any aspect of sanctioned Soccer, on or off the field.
- e. Persons serving a touchline or field ban may attend their teams' matches but must stay well away from the field of play and may not be involved in any team activity.
- f. Players must be told not to approach suspended Team Officials.
- g. If the suspended player or Team Official is also a Match Official, they are not entitled to referee while under Suspension.
- h. Association Officials serving a suspension are prohibited from All Soccer-Related Activities and must not undertake or seem to be undertaking any aspect of their roles as an Official.

### **5. Graduating Players (Youth to Adult)**

- a. A player who is no longer eligible for Youth status at the end of the season and stands suspended for failing to appear, for a specific number of matches or a specific period of time, must be reported to BC Soccer. Districts are required to forward to BC Soccer, the following information:
  - i. Suspended individual's name, birth date and identification number

- ii. Name of team and District
  - iii. Type of Misconduct
  - iv. Penalties assessed and remaining matches to be served
  - v. Discipline record
- b. Graduating Players suspended for failure to appear at a hearing or suspended for a specific period of time will not be permitted to register with another Member of Affiliated Organization without the permission of the Association. A list of graduating players not eligible for membership will be circulated to Members and Affiliated Organizations at the completion of the current season.

## **6. Tournament Eligibility**

- a. A district or league Judicial Panel may determine if individuals suspended for a specific number of matches are eligible to participate in sanctioned tournaments within the district or leagues' jurisdiction only with written consent of the Association.
- b. Players suspended for failure to attend a hearing are not eligible to participate in sanctioned tournaments without special permission from the Association.
- c. BC Soccer retains the jurisdiction in determining if a player suspended for a specific number of matches past the end of their season, is eligible to participate in other competitions.

## **7. Suspensions Longer Than One (1) Year**

Any suspension/sanctions issued by a Panel that is over 1 year must be ratified by a Judicial Body of BC Soccer.

## **8. Suspension Review**

- a. A request for a suspension review can be made to the appropriate Judicial Body of the Member or Affiliated Organization which rendered the suspension.
- b. Anyone under suspension for two years or longer may request a review of their period of suspension after at least half of such suspension has been served.
- c. Notwithstanding b., where a suspension exceeds five years, a review may be requested after three years of such suspension has been served.
- d. A letter of recommendation from a member organization must accompany any such request.
- e. If reinstatement is denied following the Suspension Review, the suspended party has the right to make Leave to Appeal.
- f. The suspended party must be informed of the Association's Appeals Policy.
- g. A request for a Suspension Review for a suspension originating from an Assault of a Match Official can be made to the appropriate Judicial Body of BC Soccer.

## **9. Performance Bonds and Fines**

- a. Bond: A defined amount determined by BC Soccer Judicial, a Member or an Affiliated Organization and implemented and levied in accordance with their Rules and Regulations and for the purpose of guaranteeing proper conduct of their members. A bond will be returned after a certain period of time if no other similar offenses have been committed by the accused party.

- b. Fine: A defined amount determined by BC Soccer Judicial, a Member or an Affiliated Organization and implemented and levied in accordance with their Rules and Regulations and for the purpose of guaranteeing proper conduct of their members. Fines are not refundable.
- c. Youth status apply to all players, under 6 through under 18, registered with BC Soccer, on a Youth application for membership. Youth Players permitted to play for an Adult team on permit, retain their Youth registration status; therefore, they are not subject to fining penalties. A Youth Player registering as an Adult amateur player does not retain Youth status and is subject to the judicial Policies of the Member or Affiliated Organization.
- d. BC Soccer permits the establishment of a Performance Bond Policy by Members and Affiliated Organizations, from which fines may be deducted or performance guaranteed.
- e. Each Member or Affiliated Organization must define the amounts for its own schedule of fines, Bonds and penalties to be implemented for judicial cases under its jurisdiction and must include such schedule in its published rules prior to the start of the season.
- f. The nature of the offences and penalties that may be assessed must be documented in a policy or The Rules and Regulations of the Member or Affiliated Organization.
- g. A Member or Affiliated Organization may, at their discretion, levy a bond for a specific period of time and purpose and, may also set further set terms of punishment for non-compliance.
- h. A fine or bond may be levied with or without assessing a suspension.
- i. The Member or Affiliated Organization is not required to pay interest on any performance bond paid on behalf of any person, team or organization, unless so stated in its Rules and Regulations.
- j. Members and Affiliated Organizations must ensure the information is available to their members prior to the season commencing.
- k. Youth status apply to all players, under 6 through under 18, registered with BC Soccer, on a Youth application for membership. Youth Players permitted to play for an Adult team on permit, retain their Youth registration status; therefore, they are not subject to fining penalties. A Youth Player registering as an Adult amateur player does not retain Youth status and is subject to the judicial Policies of the Member or Affiliated Organization.
- l. BC Soccer permits the establishment of a Performance Bond Policy by Members and Affiliated Organizations, from which fines may be deducted or performance guaranteed.
- m. Each Member or Affiliated Organization must define the amounts for its own schedule of fines, Bonds and penalties to be implemented for judicial cases under its jurisdiction and must include such schedule in its published rules prior to the start of the season.
- n. The nature of the offences and penalties that may be assessed must be documented in a policy or The Rules and Regulations of the Member or Affiliated Organization.
- o. A Member or Affiliated Organization may, at their discretion, levy a bond for a specific period of time and purpose and, may also set further set terms of punishment for non-compliance.

- p. A fine or bond may be levied with or without assessing a suspension.
- q. The Member or Affiliated Organization is not required to pay interest on any performance bond paid on behalf of any person, team or organization, unless so stated in its Rules and Regulations.

## **10. Educational Sanctions**

- a. Educational Sanction: Where a person under sanction is directed towards taking an action, such as attending a class or workshop, that has an intended educational or enlightenment outcome with the purpose of changing unwanted behaviours;
- b. Particularly for Youth Players, educational sanctions may be considered and encouraged where a learning outcome may be likely. Examples include:
  - i. Anger management courses
  - ii. Referee courses
  - iii. Introduction to coaching
  - iv. Diversity / sensitivity training
- c. The requirements to attend courses should be set out by the Judicial Body. A letter of apology or statements of personal learning and resolution may be considered as well. Notwithstanding required minimum sanctions, educational sanctions may be in lieu of or reduce match and term suspensions or be a condition of reinstatement. Members and Affiliated Organizations must ensure the information is available to their members prior to the season commencing.

## **11. Expulsion**

- a. Expulsion: To remove a person or an Affiliated Organization from membership within BC Soccer or a BC Soccer Member or Affiliate Organization.

### **3.6 Consideration for an Individual's Role Within Soccer**

#### **1. Players and/or Team Officials**

- a. An individual who is sent from the field of play for misconduct or who engages in conduct for which the penalty under IFAB Laws of the Game would be expulsion from the field or match must be suspended without hearing and without appeal, from the following League or Cup match; whichever comes first. The individual having served the one match suspension is eligible to resume playing. The one match suspension must be carried from one season to the next if not served prior to the completion of the season in which it was issued.
- b. If the incident that brings the player before a Discipline Panel is of a particularly egregious nature, involves an intentional or deliberate infliction of injury requiring ambulance transport or police involvement then the hearing will be conducted by a Discipline Panel of BC Soccer.
- c. The rules governing discipline issues and penalties states that any person or organization reported for misconduct in a Friendly Match is required to serve an automatic one match suspension. The penalty for being ejected from a match remains the same regardless of the situation. Standard sanctioning policy must be followed for any misconduct that brings the match into disrepute.
- d. Friendly Matches do NOT count as Matches served for current Suspensions.

#### **2. Match Officials**

- a. In accordance with the Policies of BC Soccer, a Judicial Body of BC Soccer has the power to enquire into the conduct of any person or organization acting in the capacity of an “official”, both on and off the field, who has violated rules and/or policy established from time to time.
- b. The Association must notify the CSA of any discipline hearing decisions involving registered national or FIFA Match Officials.
- c. Discipline involving a Match Official for any offence will be conducted by the Discipline Panel of BC Soccer.

### **3. Association Officials**

- a. In each case of alleged misconduct by an association official, the association official may be suspended from all soccer activities pending a hearing.
- b. Fines and Bonds levied to Association Officials are payable by the Member or Affiliated Organization that they are affiliated with, at the highest level to which they are affiliated first by position and second by District, League then Affiliated Organization (Club).
- c. Where the misconduct has caused material damage to others, the fine may include amounts in addition to cover the damages.

### **4. Spectator and/or Team Misconduct**

- a. Any abuse towards a Match Official by a Spectator and/or team is a breach of the Policies of BC Soccer and is subject to disciplinary action and will be reviewed by the appropriate Judicial Body of BC Soccer.
- b. Organizations may be required to investigate such incidents and convene a discipline hearing. If the allegations are proven, the spectator and/or team shall be penalized in accordance with the governing authority’s Rules and Regulations which can include a fine and/or performance bond consistent with those of the Association. A report must be filed with a Judicial Body of BC Soccer.
- c. Fines and bonds levied to spectators and/or teams are payable by the Member or Affiliated Organization that they are affiliated with.
- d. Where the misconduct has caused material damage to others, the fine may include amounts in addition to cover the damages.

#### **3.7 REPEATED INSTANCES OF MISCONDUCT BY ONE ORGANIZATION OR MEMBERS OF THE ORGANIZATION**

If a Member or Affiliated Organization or one or more of their Officials, Players or Spectators are found to be repeatedly breaching the Bylaws, Rules and Regulations, Policies and/or BC UCC, at the discretion of the appropriate Judicial Body of BC Soccer, the member or Affiliated Organization may be requested to attend a discipline hearing and may be subject to sanctions including but not limited to suspensions, fines and/or bonds.

## SANCTIONING TABLES

The Sanctioning Tables are intended to provide a uniform platform for sanctioning to be carried out throughout the province and convey the relationship that exists between judicial matters at the various national, provincial, BC Soccer Member and Affiliated Organization levels.

It is a breach of the Judicial Code to attempt any of the following types of misconduct in the Sanctioning Tables.

In the Sanctioning Tables, the number of matches or weeks/months/lifetime (a Term Suspension) listed under the columns titled, “First Offence”, “Second Offence”, “Third Offence”, and “Egregious” refer to the number of matches or the duration of a suspension.

### Minimum and Maximum Sanctions

- a. For the avoidance of doubt sanctions must be at least one of either a fine (where indicated), a bond (where indicated), or a suspension
- b. Where there is a range provided for a sanction, a sanction below the minimum may not be imposed.
- c. Sanctions also may be:
  - i. A fine and a bond
  - ii. A Suspension and a bond
  - iii. A Suspension and a fine
  - iv. A Suspension, fine and bond
  - v. Sanctions may also be educational per the discretion of the Judicial Panel (examples include but are not limited to anger management classes, referee clinic attendance, etc.)
- d. Where there is a maximum sanction provided, a sanction above the maximum may not be imposed.
- e. When an offence is Against a Match Official, against a Youth by an Adult, and/or Racist or Sexist Comments, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.
- f. Where there is discrepancy on the type of suspension Administrative takes precedent, followed by Field, then Touchline.
- g. Where there is discrepancy in the term of the suspension (Matches vs. weeks or months), the Judicial Panel must convert the Matches at a rate of 1 Match = 1 week.

### EXAMPLE:

An Association Official, who is an adult, is found guilty of Language and/or Profanity – Directed. It is the Association Official’s first offence. The Judicial Panel did not deem the offence egregious. The Language and/or Profanity was directed at a Match Official who was a youth. Per table 24,

- The minimum possible sanction can be only financial, or only a touchline suspension.
  - A **minimum possible financial-only sanction** would be:



- \$250 bond for the original offence (of Language and/or Profanity – Directed)
- \$1 bond for the original offence being Against a Match Official
- \$1 bond for the original offence being Against a Youth by an Adult
- **Total** minimum possible sanction is: \$252 bond
- A minimum possible suspension-only sanction would be:
  - 2 months touchline suspension for the original offence (of Language and/or Profanity – Directed)
  - 4 weeks Administrative suspension for the original offence being Against a Match Official
  - 8 weeks Administrative suspension for the original offence being Against a Youth by an Adult
  - **Total** minimum possible sanction is: 5 months Administrative suspension
- **The maximum possible sanction is:**
  - \$250 Fine, \$1000 Bond and 6 months Administrative suspension for the original offence (of Language and/or Profanity – Directed)
  - \$1000 Fine, \$1000 Bond and 4 weeks Administrative suspension for the original offence being Against a Match Official
  - \$2000 Fine, \$2000 Bond and 8 weeks Administrative suspension for the original offence being Against a Youth by an Adult
  - **Total** maximum possible sanction is: \$3250 Fine, \$4000 bond and 9 months Administrative suspension

**24. Language and/or Profanity – Directed**

– *Insulting language or gestures directed at another individual that is loud enough to be heard and/or seen by another Player, Team official, Association Official, Match Official and/or Spectator, etc.*

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
<i>Player</i>	<i>Touchline / Field</i>	<i>Fine \$250 and/or Bond up to \$1000</i>	<i>2 to 4 matches</i>	<i>4 to 8 matches</i>	<i>Up to Balance of season or 6 months</i>	<i>6 to 12 months</i>
<i>Team Official</i>	<i>Touchline / Field / Administrative</i>	<i>Fine \$250 and/or Bond up to \$1000</i>	<i>4 matches</i>	<i>6 to 12 matches</i>	<i>Up to Balance of season or 6 months</i>	<i>6 to 12 months</i>
<i>Association Official</i>	<i>Touchline / Field / Administrative</i>	<i>Fine \$250 and/or Bond up to \$1000</i>	<i>2 to 6 months</i>	<i>4 to 8 months</i>	<i>Up to Balance of season or 6 months</i>	<i>12 to 24 months</i>

<i>Match Official</i>	<i>Touchline / Field / Administrative</i>	<i>Fine \$250 and/or Bond up to \$1000</i>	<i>1 to 6 months</i>	<i>3 to 8 months</i>	<i>Up to Balance of season or 12 months</i>	<i>12 to 24 months</i>
<i>Team</i>	<i>Touchline / Field / Administrative</i>	<i>Fine \$250 and/or Bond up to \$1000</i>	<i>1 to 2 months</i>	<i>Up to 12 months</i>	<i>12 to 60 months</i>	<i>Up to lifetime</i>
<i>Spectator</i>	<i>Touchline / Field</i>	<i>Fine \$250 and/or Bond up to \$1000</i>	<i>2 to 4 weeks</i>	<i>4 to 8 weeks</i>	<i>Up to Balance of season or 6 months</i>	<i>6 to 12 months</i>
<b>ADDITIVE</b>						
<i>Against a Match Official</i>	<i>Administrative (applies to entire suspension, regardless of role)</i>	<i>Up to additional Fine and/or Bond \$1000</i>	<i>4 weeks</i>	<i>4 to 8 weeks</i>	<i>Additional 6 months</i>	<i>Additional 12 months</i>
<i>Against a Youth by an Adult</i>	<i>Administrative (applies to entire suspension, regardless of role)</i>	<i>Up to additional Fine and/or Bond \$2000</i>	<i>8 weeks</i>	<i>8 to 16 weeks</i>	<i>Additional 12 months</i>	<i>Up to lifetime</i>
<i>Racist or Sexist Comments</i>	<i>Administrative (applies to entire suspension, regardless of role)</i>	<i>Up to additional Fine and/or Bond \$10,000</i>	<i>3 to 6 months</i>	<i>4 to 8 months</i>	<i>Additional 12 months</i>	<i>Up to lifetime</i>

**1. Violation of Rules and Laws**

– Violated F.I.F.A. Laws of the Game and/or the Association’s rules

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Player, Team Official, Association Official, Match Official, Team and/or Spectator	As per the guidelines for the rules or the Laws of the Game in subsequent sections	As per the guidelines for the rules or the Laws of the Game in subsequent sections	As per the guidelines for the rules or the Laws of the Game	As per the guidelines for the rules or the Laws of the Game	As per the guidelines for the rules or the Laws of the Game	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

## 2. Accumulated Cautions

- For players, team officials and/or association officials in one season
- \*\* Two cautions in one Match and consequently expelled the cautions is NOT part of the caution accumulation. The two cautions automatically constitute an Expulsion. If, however, after receiving a caution, the player is subsequently expelled for any offence, punishable by Expulsion, the first caution will be part of the record.

### Additional Fines

- Notwithstanding the above, adult leagues in membership may, in addition, fine registered players pursuant to the league's policies (including players registered with the adult league that are of Youth age).
- Players registered under youth jurisdiction participating in adult leagues may not be additionally fined.

ROLE	Touchline / Field / Administrative	2 cautions **	3 cautions	4 cautions	5 cautions	6+ cautions
Player	Touchline	1 match, as per expulsion by Referee	1 match	1 match	1 match may be required to attend discipline hearing	2 to 8 matches may be required to attend discipline hearing
Team Official	Touchline / Field / Administrative	1 match, as per expulsion by Referee	1 match	1 match	2 matches may be required to attend discipline hearing	3 to 8 matches may be required to attend discipline hearing
Association Official	Touchline / Field / Administrative	1 match, as per expulsion by Referee	1 match	1 match	2 matches may be required to attend discipline hearing	3 to 8 matches may be required to attend discipline hearing

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

**3. Mass Cautions / Expulsions**

- Where a referee Sanctions at least five members of the same team during a Match (caution/expulsion)
- Players, Team Officials and Association Officials involved in the incident should be sanctioned individually, as per the infraction

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Team	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	N/A	N/A	N/A	N/A
Spectator	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	N/A	N/A	N/A	N/A

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

**4. Repeated instances of Misconduct by One Organizations or Members of**  
 – Per the discretion of a Judicial Body of BC Soccer

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Player	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10, 000	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of a Judicial Body of BC Soccer	Per the discretion of a Judicial Body of BC Soccer	Up to lifetime Suspension
Team Official	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10, 000	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of a Judicial Body of BC Soccer	Per the discretion of a Judicial Body of BC Soccer	Up to lifetime Suspension
Association Official	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10, 000	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of a Judicial Body of BC Soccer	Per the discretion of a Judicial Body of BC Soccer	Up to lifetime Suspension
Match Official	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10, 000	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of a Judicial Body of BC Soccer	Per the discretion of a Judicial Body of BC Soccer	Up to lifetime Suspension
Team	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10, 000	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of a Judicial Body of BC Soccer	Per the discretion of a Judicial Body of BC Soccer	Up to lifetime Suspension
Spectator	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10, 000	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of a Judicial Body of BC Soccer	Per the discretion of a Judicial Body of BC Soccer	Up to lifetime Suspension

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

**5. Cancellation**

- Cancellation of an assigned match

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Match Official	Touchline / Field	May be fined costs incurred for field rental up to \$150	Reprimand	1 month	12 to 60 months	N/A

**6. Failure to Report**

- Failure to submit official Match and/or Discipline Report within 48 hours after a Match, or earlier per the timelines of the league/governing body

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Team Official	As per League Rules	As per League Rules	As per League Rules	As per League Rule	As per League Rules	As per League Rules
Match Official	Touchline / Field	None	Reprimand	1 month	12 to 60 months	N/A

**7. Failure to Show**

- Failure to report to the field: 30 minutes prior for open field competition; 2 hours for professional, national or international competition

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Match Official	Touchline / Field	None	Reprimand	2 weeks	6 months	N/A

**8. Match Official Conflict of Interest**

- Officiating Matches in which a conflict of interest exists
- Playing in a Match while registered as a referee in the same division/league (where there is a demonstrable conflict)

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Match Official	Touchline / Field / Administrative	None	Reprimand	1 month	12 to 60 months	N/A

**9. Conduct Unbecoming and/or Disrepute**

- Behaved in a manner considered by the Board or Judicial Body of BC Soccer to be unbecoming or not in the best interest of the game.
- Committed any act or made any statement either verbally or in writing, or been responsible for misconduct, continuing misconduct or any other matter which, in the opinion of the Board or Judicial Body of BC Soccer, is considered to be unsporting, insulting or improper behaviour or likely to bring the game into disrepute.

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Player	Touchline / Field / Administrative	Fine and/or Bond up to \$500	1 to 5 weeks	1 to 4 months	2 to 12 months	6 to 12 months
Team Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	2 to 5 weeks	2 to 4 months	3 to 12 months	6 to 12 months
Association Official	Administrative	Fine and/or Bond up to \$500	2 to 5 weeks	2 to 4 months	3 to 12 months	6 to 12 months
Match Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	2 to 5 weeks	2 to 4 months	3 to 12 months	6 to 12 months
Team	Touchline / Field / Administrative	Fine and/or Bond up to \$1000	Reprimand to 5 weeks	1 to 4 months	2 to 12 months	6 to 12 months and additional sanctions at the discretion of a Judicial Body of BC Soccer
Spectator	Touchline / Field / Administrative	Fine and/or Bond up to \$500	1 to 5 weeks	1 to 4 months	2 to 12 months	6 to 12 months
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$500	1 to 5 weeks	1 to 4 months	2 to 12 months	6 to 12 months
Against a Youth by an Adult	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$1000	2 to 10 weeks	2 to 8 months	4 to 24 months	12 to 24 months

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.



**10. Breach of British Columbia Universal Code of Conduct (BC UCC)**

- Behaved in a manner considered by the Board or Judicial Body of BC Soccer to be a breach of the BC UCC

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	Fine and/or Bond up to \$1000	Up to 6 months	Up to 8 months	Up to 12 months	Up to lifetime
Team Official	Touchline / Field / Administrative	Fine and/or Bond up to \$1000	Up to 8 months	Up to 12 months	Up to 18 months	Up to lifetime
Association Official	Administrative	Fine and/or Bond up to \$1000	Up to 12 months	Up to 18 months	Up to 24 months	Up to lifetime
Match Official	Touchline / Field / Administrative	Fine and/or Bond up to \$1000	Up to 12 months	Up to 18 months	Up to 24 months	Up to lifetime
Team	Touchline / Field / Administrative	Fine and/or Bond up to \$2000	Up to 6 months	Up to 8 months	Up to 12 months	Up to 24 months
Spectator	Touchline / Field / Administrative	Fine and/or Bond up to \$1000	Up to 6 months	Up to 8 months	Up to 12 months	Up to 24 months
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$500	1 to 2 months	3 to 6 months	8 to 12 months	Up to lifetime
Against a Youth by an Adult	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$1000	1 to 2 months	3 to 6 months	8 to 12 months	Up to lifetime

**11. Language and/or Profanity – Non-Directed**

- Unsporting or disrespectful comments and/or profane language loud enough to be heard by a Match Official and/or Spectator, but not directed at any one person

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field	None	2 matches	3 to 6 matches	Up to Balance of season or 6 months	6 to 12 months
Team Official	Touchline / Field / Administrative	None	2 to 4 matches	4 to 8 matches	Up to Balance of season or 6 months	12 to 24 months
Association Official	Touchline / Field / Administrative	None	1 to 2 months	2 to 8 months	Up to Balance of season or 6 months	12 to 24 months
Match Official	Touchline / Field	None	1 to 2 months	2 to 8 months	Up to Balance of season or 6 months	12 to 24 months
Team	Touchline / Field / Administrative	None	4 matches	8 to 12 matches	3 to 12 months	Up to lifetime
Spectator	Touchline / Field	None	2 weeks	3 to 6 weeks	Up to Balance of season or 6 months	6 to 12 months
<b>ADDITIVE</b>						
If the offence above includes Racist or Sexist Comments, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Racist or Sexist Comments	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$10,000	2 to 4 months	3 to 6 months	6 to 12 months	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

## 12. Language and/or Profanity – Directed

- Insulting language or gestures directed at another individual that is loud enough to be heard and/or seen by another Player, Team official, Association Official, Match Official and/or Spectator, etc.

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field	Fine \$250 and/or Bond up to \$1000	2 to 4 matches	4 to 8 matches	Up to Balance of season or 6 months	6 to 12 months
Team Official	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	4 matches	6 to 12 matches	Up to Balance of season or 6 months	6 to 12 months
Association Official	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	2 to 6 months	4 to 8 months	Up to Balance of season or 6 months	12 to 24 months
Match Official	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	1 to 6 months	3 to 8 months	Up to Balance of season or 12 months	12 to 24 months
Team	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	1 to 2 months	Up to 12 months	12 to 60 months	Up to lifetime
Spectator	Touchline / Field	Fine \$250 and/or Bond up to \$1000	2 to 4 weeks	4 to 8 weeks	Up to Balance of season or 6 months	6 to 12 months
<b>ADDITIVE</b>						
If the offence above is Against a Match Official, Against a Youth by an Adult, and/or Racist or Sexist Comments, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$1000	4 weeks	4 to 8 weeks	Additional 6 months	Additional 12 months
Against a Youth by an Adult	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$2000	8 weeks	8 to 16 weeks	Additional 12	Up to lifetime
Racist or Sexist Comments	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$10,000	3 to 6 months	4 to 8 months	Additional 12 months	Up to lifetime

**13. Public Criticism / Statements (including by means of communications or social media)**

- Failure to refrain from public criticism of players, fellow officials, Team Personnel or Soccer Organization, and/or abusive, insulting or offensive language and/or behaviour
- Made derogatory statements to the media relating to any match in which he/she was involved concerning the performance of the players or Match Officials.

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Player	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	Reprimand and up to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
Team Official	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	Reprimand and up to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
Association Official	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	Reprimand and up to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
Match Official	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	Reprimand and up to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
Team	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	Reprimand and up to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
Spectator	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	Reprimand and up to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Youth by an Adult, and/or Racist or Sexist Comments, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Youth by an Adult	Touchline / Field / Administrative	Fine \$500 and/or Bond up to \$2000	1 to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
Racist or Sexist Comments	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$10,000	6 to 12 months	12 to 24 months	36 to 60 months	Up to lifetime

#### 14. Entering the Field of Play

- Per Laws of the Game to:
  - confront a match official (including at half-time and full-time)
  - interfere with play, an opposing player or a match official

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	None	1 to 2 matches	3 to 5 matches	6 to 12 months	6 to 12 months
Team Official	Touchline / Field / Administrative	None	1 to 3 matches	3 to 5 matches	6 to 12 months	6 to 12 months
Association Official	Touchline / Field / Administrative	None	2 to 3 weeks	1 to 2 months	6 to 24 months	6 to 12 months
Team	Touchline / Field / Administrative	None	1 to 3 weeks	2 to 5 weeks	3 to 24 months	6 to 12 months
Spectator	Touchline / Field / Administrative	None	1 to 2 matches	3 to 5 matches	6 to 12 months	6 to 12 months

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

**15. Failure to Respect Decisions by the Match Official(s)**

- Persistent Protest
- Persistent protest after ejection (counts as 2nd or 3rd offence)
- Returning to the field after ejection (counts as 2nd or 3rd offence)
- Refusal to leave the field after ejection counts as 2nd or 3rd offence)
- Directing players to leave the field or show dissent
- Remaining on the grounds, does not leave the grounds fully and/or remains close to the touchline after ejection but does not result in Match abandonment counts as 2nd or 3rd offence)

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	Fine and/or Bond up to \$250	Reprimand to 4 matches	3 to 6 matches	4 to 8 matches	6 to 12 months
Team Official	Touchline / Field / Administrative	Fine and/or Bond up to \$250	1 to 4 matches	4 to 8 matches	6 to 12 matches	6 to 12 months
Association Official	Touchline / Field / Administrative	Fine \$250 to \$500 and/or Bond up to \$1000	1 to 12 months	2 to 24 months	4 to 24 months	6 to 24 months
Team	Touchline / Field / Administrative	Fine \$250 to \$500 and/or Bond up to \$1000	Up to 6 months	Up to 12 months	Up to 24 months	Up to 60 months
Spectator	Touchline / Field / Administrative	Fine and/or Bond up to \$250	Reprimand to 4 matches	3 to 6 matches	4 to 8 matches	6 to 12 months
<b>ADDITIVE</b>						
If the offence above is Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Youth by an Adult	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$500	1 to 3 months	2 to 6 months	6 to 12 months	Up to 60 months

**16. Failure to Respect Decisions by a Judicial Panel**

- Not honouring terms of sanction (examples include knowingly playing, officiating, coaching/managing, acting as an association official, etc. while under suspension).
- Behaves in a manner that brings the game into disrepute while under Suspension
- While under Suspension, if attending a Match as a Spectator, behaves in a manner that brings disrepute to the Match

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Player	Touchline / Field / Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	N/A	3 to 12 months	12 to 60 months	Up to lifetime
Team Official	Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	N/A	3 to 12 months	12 to 60 months	Up to lifetime
Association Official	Administrative	Fine \$250 to \$1000 And/or Bond up to \$1000	N/A	6 to 24 months	24 to 60 months	Up to lifetime Suspension
Match Official	Administrative	Associated game fee if officiating	N/A	6 to 12 months	12 to 60 months	Up to lifetime
Team	Administrative	Fine \$250 to \$1000 And/or Bond up to \$1000	N/A	3 to 12 months	12 to 36 months	Up to lifetime
Spectator	Touchline / Field / Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	N/A	3 to 12 months	12 to 60 months	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

**17. Abuse at a Hearing**

- Reported for “using offensive, insulting or abusive language and/or gestures” directed at a Judicial Panel member(s)

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Player	Administrative	None	1 month	3 to 12 months	12 to 60 months	Up to lifetime
Team Official	Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	1 month	3 to 12 months	12 to 60 months	Up to lifetime
Association Official	Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	3 to 6 months	6 to 12 months	12 to 36 Months	Up to lifetime
Match Official	Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	1 month	3 to 12 months	12 to 60 months	Up to lifetime
Team	Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	1 month	3 to 12 months	12 to 60 months	Up to lifetime
Spectator	Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	1 month	3 to 12 months	12 to 60 months	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.



**18. Appearance and/or Fitness**

- Failure to adhere to Code of Conduct for appearance and/or fitness (fitness pertains to Match Officials only)

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Player	Touchline / Field / Administrative	Fine or a Bond Up to \$250	Reprimand to 1 month	1 to 2 months	2 to 6 months	12 months
Team Official	Touchline / Field / Administrative	Fine or a Bond Up to \$250	Reprimand to 1 month	2 to 3 months	3 to 6 months	12 months
Association Official	Touchline / Field / Administrative	Fine \$200 And/or Bond up to \$1000	Reprimand to 1 month	1 to 6 months	6 to 12 months	12 months
Match Official	Touchline / Field / Administrative	Fine or a Bond Up to \$250	Reprimand to 1 month	1 to 6 months plus Match fee	6 to 12 months	12 months
Team	Touchline / Field / Administrative	Fine or a Bond Up to \$250	Reprimand to 1 month	1 to 2 months	2 to 6 months	12 months
Spectator	Touchline / Field / Administrative	Fine or a Bond Up to \$250	Reprimand to 1 month	1 to 2 months	2 to 6 months	12 months

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

**19. Consuming or Being Under the Influence of Alcohol and/or Drugs and/or Tobacco**

- Failure to adhere to the Judicial Code, Policies of BC Soccer
- Consuming or being under the influence of alcohol or drugs in the proximity of Youth

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Player	Touchline / Field / Administrative	None	1 to 6 months	6 to 12 months	12 to 60 months	12 to 60 months
Team Official	Touchline / Field / Administrative	Fine \$300 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime
Association Official	Touchline / Field / Administrative	Fine \$300 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime
Match Official	Touchline / Field / Administrative	Associated Match fee if officiating and a Bond up to \$1000	1 to 6 months	6 to 12 months	12 to 60 months	12 to 60 months
Team	Touchline / Field / Administrative	Fine \$300 And/or Bond up to \$1000	Up to 6 months	Up to 12 months	60 months to lifetime	Up to lifetime
Spectator	Touchline / Field / Administrative	None	1 to 6 months	6 to 12 months	12 to 60 months	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

**20. Intentional Unethical Physical Contact**

- Intentional unethical physical contact with any person including but not limited to pushing, pulling, charging, striking, kicking, an/or any other attempted negative physical contact
- A tackle or challenged deemed “serious foul play” during a match by a referee

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Player	Touchline / Field / Administrative	None	2 matches	3 to 6 matches	6 to 10 matches	12 months
Team Official	Touchline / Field / Administrative	Fine and/or Bond up to \$300	3 matches	4 to 8 matches	6 months	12 to 24 months
Association Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 Months	6 months	12 months	12 to 36 Months
Match Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 Months	6 months	12 months	12 to 36 Months
Team (would be considered brawling)	n/a	n/a	n/a	n/a	n/a	n/a
Spectator	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 Months	6 months	12 months	12 to 36 Months
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	Fine and/or Bond up to \$1000	6 months	12 months	12 to 24 months	Up to lifetime
Against a Youth by an Adult	Administrative	Fine and/or Bond up to \$5000	12 months	12 to 36 months	60 months	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

## 21. Intentional Unethical Physical Contact – Spitting

- Spitting at any person (does not need to make contact)

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	None	7 matches	10 matches	6 months	12 months
Team Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	10 matches	6 months	12 months	12 to 24 months
Association Official	Administrative	Fine and/or Bond up to \$500	3 to 6 months	6 to 12 months	12 to 24 months	24 to 60 months
Match Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 to 6 months	6 to 12 months	12 to 24 months	24 to 60 months
Team	Touchline / Field / Administrative	Fine and/or Bond up to \$1000	n/a (Individuals involved are sanctioned)	n/a (Individuals involved are sanctioned)	n/a (Individuals involved are sanctioned)	n/a (Individuals involved are sanctioned)
Spectator	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 to 6 months	6 to 12 months	12 to 24 months	24 to 60 months
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	As per above	5 matches	6 to 12 months	12 to 24 months	24 to 60 months
Against a Youth by an Adult	Administrative	As per above	6 months	6 to 12 months	12 to 24 months	24 to 60 months

## 22. Intentional Unethical Physical Contact – Violent Conduct

- Any form of assault including but not limited to head butting, biting, punching and/or elbowing
- Any form of intentional unethical physical contact with excessive force including but not limited to pushing, pulling, striking or kicking
- A tackle or challenge deemed “violent conduct” by a match official during a match

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	None	3 to 6 matches	4 to 8 matches	6 to 12 months	12 to 60 Months
Team Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	7 matches	6 months	12 months	12 to 24 months
Association Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 to 6 months	6 to 12 months	12 to 24 months	24 to 60 months
Match Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 to 6 months	6 to 12 months	12 to 24 months	24 to 60 months
Team (Considered brawling)	Touchline / Field / Administrative	n/a	n/a	n/a	n/a	n/a
Spectator	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 to 6 months	6 to 12 months	12 to 24 months	24 to 60 months
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	As per above	6 months	6 to 12 months	12 to 24 months	Up to lifetime
Against a Youth by an Adult	Administrative	As per above	12 months	12 to 24 months	24 to 60 months	Up to lifetime

### 23. Discrimination and/or Harassment

- As described in the British Columbia Universal Code of Conduct

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	Fine \$2500 And/or Bond up to \$2500	3 months or 10 matches	Up to 12 months	Up to 24 months	Up to lifetime
Team Official	Administrative	Fine up to \$10, 000 And/or Bond up to \$10, 000	6 months 45 days	6 to 12 months	Up to 24 months	Up to lifetime
Association Official	Administrative	Fine up to \$10,000 And/or Bond up to \$1000	8 to 12 months 45 days	12 to 24 months	Up to 48 months	Up to lifetime
Match Official	Administrative	Fine up to \$10, 000 And/or Bond up to \$10, 000	4 months 45 days	Up to 12 months	Up to 24 months	Up to lifetime
Team	Administrative	Fine up to \$20,000 And/or Bond up to \$10, 000	3 months forfeit point deduction/DQ	Up to 12 months	Up to 24 months	Up to lifetime
Spectator	Administrative	Fine \$2500 And/or Bond up to \$2500 20,000	3 months 2 years	Up to 12 months	Up to 24 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	Fine up to \$10,000	3 to 6 months	6 to 12 months	12 to 24 months	Up to lifetime
Against a Youth by an Adult	Administrative	Fine up to \$10, 000	6 to 24 months	12 to 60 months	24 to 60 months	Up to lifetime Suspension

## 24. Coercion, Threats and/or Intimidation

- Comments, gestures or motions that are threatening or can be perceived to be intimidating or threatening
- May be where several (more than 2) players or officials of the same team confront a match official in a perceived intimidating manner

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	\$1000 And/or Bond up to \$1000	6 to 12 Matches	8 to 20 Matches	Up to 24 months	Up to lifetime
Team Official	Administrative	Fine \$1000 And/or Bond up to \$1000	2 to 4 months	4 to 8 months	Up to 24 months	Up to lifetime
Association Official	Administrative	Fine \$1000 And/or Bond up to \$1000	4 to 8 months	Up to 12 months	Up to 36 months	Up to lifetime
Match Official	Administrative	Fine \$1000 And/or Bond up to \$1000	2 to 4 months	4 to 8 months	Up to 24 months	Up to lifetime
Team	Administrative	Fine \$1000 And/or Bond up to \$1000	6 to 12 Matches	8 to 20 Matches	Up to 24 months	Up to lifetime
Spectator	Administrative	Fine \$1000 And/or Bond up to \$1000	2 to 4 months	4 to 8 months	Up to 24 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	Fine up to \$1000	2 to 4 months	4 to 8 months	Up to 24 months	Up to lifetime
Against a Youth by an Adult	Administrative	Fine up to \$10, 000	6 to 24 months	12 to 60 months	24 to 60 months	Up to lifetime suspension

## 25. Brawling

- Instigated and/or participated in a Brawl before, during, or after a Match

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	None	6 matches or weeks	3 to 12 months	6 months	6 to 12 months
Team Official	Administrative	Fine up to \$1,000 And/or Bond up to \$1000	3 to 12 months	6 to 36 months	12 to 60 months	Up to lifetime
Association Official	Administrative	Fine up to \$1,000 And/or Bond up to \$1000	3 to 12 months	6 to 60 months	Up to lifetime	Up to lifetime
Match Official	Administrative	None	3 to 12 months	12 to 60 months	24 to 60 months	Up to lifetime
Team	Administrative	Fine \$500 And/or Bond up to \$1000	3 to 12 months	Up to 12 months	60 months to lifetime	Up to lifetime
Spectator	Administrative	Fine up to \$1,000 And/or Bond up to \$1000	3 to 12 months	6 to 36 months	12 to 60 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	As per above	3 to 12 months	6 to 60 months	Up to lifetime	Up to lifetime
Against a Youth by an Adult	Administrative	As per above	3 to 12 months	6 to 60 months	Up to lifetime	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.



**26. Provoking the General Public**

- Stimulating or challenging the general public or Spectators with irritation verbally or through inappropriate gestures

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Field / Administrative	Fine \$1000 And/or Bond up to \$1000	2 matches	5 matches	6 to 12	12 to 60 months
Team Official	Field / Administrative	Fine \$1000 And/or Bond up to \$1000	2 months	3 to 6 months	6 to 12 months	12 to 60 months
Association Official	Field / Administrative	Fine \$1000 And/or Bond up to \$1000	3 months	4 to 8 months	6 to 24 months	12 to 60 months
Match Official	Field / Administrative	Fine \$1000 And/or Bond up to \$1000	2 months	3 to 6 months	6 to 12 months Possible removal from BC Soccer referee list	12 to 60 months Possible removal from BC Soccer referee list
Team	Field / Administrative	Fine \$2500 And/or Bond up to \$2500	1 month	2 to 8 months	9 to 36 months	Up to lifetime
Spectator	Field / Administrative	Fine \$1000 And/or Bond up to \$1000	3 months	4 to 8 months	6 to 24 months	12 to 60 months
<b>ADDITIVE</b>						
If the offence above is Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Youth by an Adult	Administrative	As per above	3 months	4 to 8 months	6 to 24 months	12 to 60 months

## 27. Inciting Hatred and/or Violence

- Instigating hatred and/or violence directed at another person or group, including using mass and/or social media or if it takes place on a match day in or around a stadium.

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	Fine \$2,500 And/or Bond up to \$2500	12 matches	12 to 24 months	24 to 36 months	Up to lifetime
Team Official	Administrative	Fine \$2,500 And/or Bond up to \$2500	6 months	12 to 24 months	24 to 36 months	Up to lifetime
Association Official	Administrative	Fine \$2,500 And/or Bond up to \$2500	12 months	12 to 24 months	24 to 36 months	Up to lifetime
Match Official	Administrative	Fine \$2,500 And/or Bond up to \$2500	6 months	12 to 24 months	24 to 36 months	Up to lifetime
Team	Administrative	Fine \$2,500 And/or Bond up to \$2500	6 months	12 to 24 months	24 to 36 months	Up to lifetime
Spectator	Administrative	Fine \$2,500 And/or Bond up to \$2500	3 months	6 to 12 months	12 to 24 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	As per above	6 months	12 to 24 months	24 to 36 months	Up to lifetime
Against a Youth by an Adult	Administrative	As per above	12 months	24 months	24 to 60 months	Up to lifetime

**28. Lack of Safe Practices and/or Intentions**

- Behaving in a way that puts any player in danger or encouraging foul or dangerous play
- Failure to ensure the safety of players

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	None	2 matches	3 to 6 matches	6 to 10 matches	12 months
Team Official	Touchline / Field / Administrative	Associated Match fee if officiating	Reprimand to 6 months Suspension	12 to 60 months	12 to 60 months	N/A 12 months?
Association Official	Administrative	Fine \$500 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime
Match Official	Administrative	Fine \$500 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime
Team	Administrative	Fine \$500 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime
Spectator	Administrative	Fine \$500 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	Fine \$500 And/or Bond up to \$1000	6 months	6 to 12 months	12 to 60 months	Up to lifetime
Against a Youth by an Adult	Administrative	Fine \$500 And/or Bond up to \$1000	12 months	12 to 36 months	36 to 60 months	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

**29. Failure to Control**

- Failing to control players or Spectators after request by the referee
- Failure to address harassment by team or Spectators
- Failure to address foul, abusive, insulting or offensive language and/or behaviour by players or Spectators
- Failure to identify a Spectator or other individual responsible for misconduct towards a Match Official

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Team Official	Touchline / Field / Administrative	Fine \$300 And/or Bond up to \$1000	2 to 8 weeks	4 to 12 weeks	3 to12 months	6 to 24 months
Association Official	Touchline / Field / Administrative	Fine \$300 And/or Bond up to \$1000	4 to 8 weeks	8 to 12 weeks	6 to12 months	6 to 24 months

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

**30. Failure to Report a Serious Incident**

- Failed to report a serious incident or offence (match-related or not) to the organization in which the individual is directly affiliated to (or assigned by, in cases of match officials)

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Team Official	Administrative	None	3 to 12 months	12 to 60 months	12 to 60 months	Up to lifetime
Association Official	Administrative	None	3 to 12 months	12 to 60 months	12 to 60 months	Up to lifetime
Match Official	Administrative	None	3 to 12 months	12 to 60 months	12 to 60 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	None	6 months	6 to 24 months	24 to 60 months	Up to lifetime
Against a Youth by an Adult	Administrative	None	6 to 12 months	12 to 60 months	12 to 60 months	Up to lifetime

**31. Inducement and/or Poaching**

- Induced, poached or attempted to induce or poach a registered player to leave their team before the end of that team’s current playing season

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Team Official	Administrative	Fine \$300 And/or Bond up to \$1000	1 to 6 months	6 to 60 months	Up to Lifetime	Up to lifetime
Association Official	Administrative	Fine \$300 And/or Bond up to \$1000	3 to 12 months	6 to 60 months	Up to Lifetime	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

### 32. Gamesmanship

- Attempting or using unethical ploys or tactics to gain an advantage
- Delaying the restart of play by the opposing team (ex. Holding onto the ball, kicking the ball away, obstructing the movement of a player, etc.)

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline/Field	Fine up to \$500 And/or Bond up to \$1000	2 to 4 Matches	2 to 5 matches	Balance of season or 6 months	6 to 12 months
Team Official	Touchline / Field / Administrative	Fine up to \$1,000 And/or Bond up to \$1000	2 to 4 Matches	2 to 5 matches	Balance of season or 6 months	6 to 12 months
Association Official	Administrative	Fine \$1000 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime

### 33. Ineligible Participation

- Played an ineligible or suspended player in a Sanctioned game

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

- Permitted a suspended player Plays on a team the player knows they are not registered on (without a permit)
- Plays on a team the player knows they are not registered on (without a permit)
- Match Official is not registered

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	Fine \$300 And/or Bond up to \$1000	6 months	24 months	60 months	Up to lifetime
Team Official	Administrative	Fine \$300 and/or Bond up to \$1000	1 to 12 months	3 to 24 months	24 to 60 months	Up to lifetime Suspension
Association Official	Administrative	Fine \$1000 And/or Bond up to \$1000	3 to 12 months	6 to 60 months	Up to Lifetime	Up to lifetime
Match Official	Administrative	Fine \$300 And/or Bond up to \$1000	3 to 12 months	6 to 60 months	Up to Lifetime	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

**34. Forgery and/or Falsification**

- Changed any information on a registration form without the consent of the person being registered on such form.
- Provided false or inaccurate information on a registration form.
- Knowingly registered with more than one team in a playing season without officially transferring.
- Falsified a signature on a registration form.
- Knowingly provided an invalid photograph of a person for the purpose of registering that person.
- Any falsification of a Match or referee report
- Changed any information on a registration form without the consent of the person being registered on such form.
- Provided false or inaccurate information on a registration form.

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	Fine \$250 to \$2,000 And/or Bond up to \$1000	6 months	Up to 36 months	Up to 60 months	Up to lifetime
Team Official	Administrative	Fine \$500 And/or Bond up to \$1000	12 months	12 to 60 months	60 months to lifetime	Up to lifetime
Association Official	Administrative	Fine \$250 to \$2500 And/or Bond up to \$2500	12 months	24 to 60 months	60 months to lifetime	Up to lifetime
Match Official	Administrative	Fine \$500 to \$2000 And/or Bond up to \$2000	12 months	Up to 36 months	Up to 60 months	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.



### 35. Doping

- As defined in accordance with the CCES Anti-Doping Regulations

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Field / Administrative	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations
Team Official	Field / Administrative	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations
Association Official	Field / Administrative	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations
Match Official	Field / Administrative	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

**36. Participation in Unaffiliated Soccer**

- Participation in unaffiliated leagues, affiliated organizations (clubs), cup competitions or tournaments, without permission from BC Soccer

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Association Official	Administrative	Fine \$2,000 to \$10,000 And/or Bond up to \$10, 000	Reprimand to 2 years	Up to 5 years	Up to a lifetime	Up to lifetime
Match Official	Administrative	None	Up to 6 months Possible removal from BC Soccer referee list	Up to 18 months Possible removal from BC Soccer referee list	Up to 36 months Possible removal from BC Soccer referee list	Up to lifetime Possible removal from BC Soccer referee list
Team	Administrative	Fine \$2,000 to \$10,000 And/or Bond up to \$10, 000	Up to \$1,000 fine and may be prohibited from having events Sanction by BC Soccer in the future.	Fine and up to 1 year; may be prohibited from having events Sanctioned by BC Soccer in the future.	Fine and up to 5 years; Suspension and may be prohibited from having events Sanction by BC Soccer in the future.	Up to a lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

### 37. Promotion of Unaffiliated Soccer

- Partnering with or promoting the interest of unaffiliated soccer

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Association Official	Administrative	Fine \$2,000 to \$10,000 And/or Bond up to \$10, 000	Reprimand to 2 years	Up to 5 years	Up to a lifetime	Up to lifetime

### 38. Gambling

- Bet on any soccer match

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	Up to \$500 And/or Bond up to \$1000	Up to 12 months	Up to 60 months	Up to lifetime	Up to lifetime
Team Official	Administrative	Up to \$500 And/or Bond up to \$1000	12 months	Up to 60 months	Up to lifetime	Up to lifetime
Association Official	Administrative	Up to \$500 And/or Bond up to \$1000	12 months	Up to 60 months	Up to lifetime	Up to lifetime
Match Official	Administrative	Up to \$500 And/or Bond up to \$1000	12 months	Up to 60 months	Up to lifetime	Up to lifetime
Spectator	Administrative	Up to \$500 And/or Bond up to \$1000	Up to 12 months	Up to 60 months	Up to lifetime	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

### 39. Corruption

- Dishonest or fraudulent conduct
- Bribery
- Embezzlement
- Acting in an official capacity for personal gain
- Attempted to offer or accepted any offer, either directly or indirectly, any consideration whatsoever to another team, player or players of any other team, with a view to influence the result of the Match

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	Fine \$10,000	Lifetime Suspension	N/A	N/A	N/A
Team Official	Administrative	Fine \$10,000	Lifetime Suspension	N/A	N/A	N/A
Association Official	Administrative	Fine \$10,000	Lifetime Suspension	N/A	N/A	N/A
Match Official	Administrative	Fine \$10,000	Lifetime Suspension	N/A	N/A	N/A
Team	Administrative	Fine \$10,000	Lifetime Suspension	N/A	N/A	N/A
Spectator	Administrative	Fine \$10,000	Lifetime Suspension	N/A	N/A	N/A

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

#### 40. Other Acts and/or Sending-off Offences

- Other acts of unsporting behaviour including but not limited to:
  - Denying the opposing team of a goal scoring opportunity
  - Entering the Video Operation Room (VOR)
  - Using unauthorized electronic or communication equipment and/or behaving in an inappropriate manner as the result of using electronic or communication equipment
  - Aggressive behaviour towards any other person
  - Offences where the ball or another object is thrown
  - Deliberately leaving the technical area to show dissent towards, or remonstrate with a match official or to act in a provocative or inflammatory manner
  - Entering the opposing technical area in an aggressive or confrontational manner

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	None	1 to 2 Matches	3 to 10 matches	Up to balance of season or 6 months	6 to 12 months
Team Official	Touchline / Field / Administrative	None	2 to 8 Matches	1 to 12 months	3 to 24 months	6 to 60 months
Association Official	Administrative	Fine \$500 And/or Bond up to \$1000	3 to 12 months	6 to 60months	Up to lifetime	Up to lifetime