



**- DISCIPLINE and APPEALS**

Effective Date: 2020 Revision

**Introduction**

Sports4all follows the discipline and appeals policies and procedures that are set out by Sports4all. All coaches, players and team managers are responsible for familiarizing themselves with the Sports4all Discipline policy.

In accordance with Club, Region and Sports4all policy, the Discipline Committee will meet to discuss any discipline matters. All matters brought to the Committee are confidential and will be reviewed or heard as appropriate at the next scheduled meeting following the incident. Any additional dates required will be posted on the Sports4all website in advance.

All members of Sports4all (players, coaches, parents, etc.) are responsible for ensuring they are familiar with Club and Governing body discipline policies.

No player or coach should serve any penalty until the Discipline Committee has rendered a decision; only the Committee can determine the extent of a penalty.

**Scope: Discipline of Registrant:**

A registrant is accused of an offence and is subject to discipline when:

- a) a game official reports an offence; or
- b) a registered individual or organization complains, or a complaint is received from a third party, in writing, to (info@sports4all.ca) that an offence has been committed which, after investigation, warrants further action by a Discipline Hearing Panel. Action shall only be taken if the complainant willingly agrees to be identified and agrees to act as a witness.

Misconduct must be reported, in writing, to info@sports4all.ca and with which an accused party is either registered or with which the Club of the accused is affiliated. The report shall be written in the English language and include all details of the incident.

The Discipline Review Panel shall:

- a) Read the misconduct report in order to verify that the correct charges have been

identified; b) Make a decision on the charge(s)

The Discipline Review Panel may:

- a) Postpone a decision to a subsequent Discipline Hearing Meeting if it determines that further clarification and/or reports are required, or
- b) Schedule a Discipline Hearing if it considers that additional charges should be laid against any registrant or registered organization.

### **Discipline of Parents and Spectators**

Sports4all Discipline Committee and Board of Directors reserve the right to take action against parents or spectators for breaches of the Club's Code of Conduct and our Policy Against Workplace Violence & Harassment. Such action could include, but is not limited to, a request that the parent (and/or their child) does not attend a specified number of matches or practices, another form of reprimand such as a seasonal field ban, or, in extreme circumstances, or may lead to suspension or expulsion from the Club.

If a written complaint about the behaviour of a parent is received, a certified Discipline Chair and at least one other Discipline Committee member or Board member will review the complaint. If the Review Panel determines that the misconduct is serious and deserves further investigation, the Panel will seek the views, in writing, of the parent concerned. The Review Panel will then determine whether to refer the matter to a Discipline Committee for a full hearing.

Sports4all recognizes that the support of sports parents is vital to its success. It is anticipated that such action will be used very sparingly but Sports4all reserves the right to issue these penalties against parents as part of our ability to control our processes and the quality of our programs.

### **Appeals**

No action or legal proceeding will be commenced against Sports4all or its club members, staff, volunteers, coaches, players, referees, etc, in respect of a complaint or dispute, unless Sports4all has refused or failed to provide or abide by the dispute resolution process and/or appeal process as set out in Club policies and/or procedures.