

## DISCIPLINARY POLICY

1. Players, parents, referees, spectators and coaches ['Club Representatives'] shall abide by the rules of conduct, the laws of the game, the policies and the by-laws of FIFA, the United States Soccer Federation, USYS, and the by-law and policies of Colorado Soccer Association. In addition, participants shall abide by any league or tournament rules and standards of conduct in which their team may be playing.
2. Club Representatives will lead by example in demonstrating fair play and sportsmanship at all times. Club Representatives shall provide a safe playing experience for players, and encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice, or other event. Colorado Soccer Association has the authority to suspend any Club Representative as it deems appropriate, if their conduct is considered detrimental to the Colorado Soccer Association.
3. Responsibility for Referee Support & Safety. Club Representatives shall provide support to referees and game officials at all times.
4. Prohibited actions at Colorado Soccer sanctioned activities include, but are not limited to the following;
  - a. Fighting or physical violence of any type;
  - b. Threatening, bullying, or abusive behavior directed at other fans, players, officials, or staff members;
  - c. Racial, sexual, xenophobic, sexist, obscene, abusive, and/or homophobic language (including on signs or visible representations), chants, or gestures or conduct;
  - d. Causing damage to property;
  - e. Indecent exposure or the wearing of obscene clothing;
  - f. Throwing any items onto the field of play;
  - g. Possession or use of any illegal substance;
  - h. Brandishing of Weapons of any kind in a manner which may threaten or intimidate any participant, referee, spectator or game/club official in any way.
5. In the event that an issue arises that in a participant's opinion cannot be solved by the team manager, coach, or club director, or the participant has exhausted these avenues, the matter should be reported to the CEO of Colorado Soccer Association.

6. Colorado Soccer Association staff will inform the accused party of the mandatory and/or possible penalties resulting from their actions. The accused party may accept the penalties at this time, or may request a hearing on the matter by the Disciplinary Committee within 48 hours of receiving notice.
7. Should a hearing on disciplinary matters become necessary, notice will be provided to the party subject to discipline as well as the club leaders involved. The notice will include;
  - a. Who is being charged/accused?
  - b. What charges are being brought and why? What are the relevant rules/bylaws/policies that were violated?
  - c. What are the possible consequences should the charges be found true?
    - i. Penalties that may be imposed include expulsion; suspension; community service; being forbidden to attend game matches or practices; completion of education modules; warnings and/or community service.
  - d. When and where will the hearing take place?
  - e. What procedural rules will apply to the hearing?
  - f. When will a decision be rendered?
8. As provided for in the Colorado Soccer By-laws, any event giving rise to a disciplinary event shall be rendered by a hearing panel of the Disciplinary Committee within 7 business days from the date of the reporting of the event. If more time is needed to prepare a defense, and/or the time and place is not “practicable” for the charged party, a request for additional time may be made and will not be unreasonably withheld. Repeated requests for delay will not be granted except in the case of extraordinary circumstances.
9. The hearing panel will consist of only disinterested parties. Should a member who normally serves on the hearing panel be directly involved in the incident in question, they shall recuse themselves and a new, disinterested member shall be appointed according to the committee membership parameters set for in the CSA Bylaws.
10. Should the any party require assistance in the hearing, assistance shall be allowed. The person assisting the party shall only be allowed to speak at the hearing if it is agreed by both parties prior to the hearing.
11. Both parties have the right to call and confront witnesses. Should a witness be unable to attend, the panel may consider any written statements and the accused party shall have the opportunity to answer the allegations in any written statements. Both parties shall be notified of witnesses in reasonable time prior to the hearing. Should a party have no notice of a witness, that

party may request a delay in the hearing. The hearing panel shall consider the specific circumstances and importance of the witness when considering the granting of a delay.

12. Each party has 10 minutes to present their case, in its entirety, including any witness testimony. Additional time may be granted by the chair of the hearing panel.
13. A record shall be kept of the hearing. This is encouraged to be an electronic recording, but when not possible, may include notes kept by a third party.
14. A written decision based solely on the evidence of record shall be made in a timely fashion. The specific evidence which led to the decision shall be included, as well as the penalty to be imposed and any appeal rights and procedures.
15. Notice of substantive and material action of the hearing panel in the course of proceeding shall be provided should the panel decide during the course of the hearing that it needs to proceed in some way that was not originally planned (i.e. considering new witnesses or asking for additional arguments).
16. No ex parte communication is permitted between a party and any person involved in making a decision or procedural determination except to clarify procedures to be followed.
17. Any appeals of the decision of the hearing panel of the Disciplinary Committee shall be made to the Protests and Appeals Committee. Notice of the appeal shall be sent to the CEO of Colorado Soccer Association.
18. A record of all disciplinary proceedings and decisions of the Disciplinary Committee will be kept by Colorado Soccer and reported to the appropriate governmental, regulatory and organizational entities.