

POLICY:

DISCIPLINARY ACTION

Any **Player, Coach, Spectator, Game/Team or League Official** who impedes, harasses, or otherwise intimidates another player, coach, game/team or league official shall be subject to disciplinary action as determined by the Disciplinary Committee of the Prescott and District Soccer Association.

Any **Player, Coach, Spectator, Game/Team or League Official** who impedes or stops the progress of a match shall be subject to disciplinary action as determined by the Disciplinary Committee of the Prescott and District Soccer Association.

Any **Player, Coach, Spectator, Game/Team or League Official** who participates in any action or behavior deemed to be aggressive, discriminatory, harassing, threatening or abusive in nature shall be subject to disciplinary action as determined by the Disciplinary Committee of the Prescott and District Soccer Association.

Any **Player, Coach, Game/Team or League Official** who breaches the standards of the respective 'Code of Conduct' may be subject to disciplinary action as determined by the Disciplinary Committee of the Prescott and District Soccer Association.

Disciplinary Committee;

The Prescott and District Soccer Associations' Discipline Committee will be comprised of the Referee in Chief and any two of the following executive members;

Division Convener,
Association Vice President,
Any other active Director of the Prescott District Soccer Association.

Complaint/Concern Procedure;

Any individual(s) who feels concerned or aggrieved by the action/behavior of another individual, in respect to activities associated with the Prescott and District Soccer Association may submit a written complaint/concern to the Association Referee in Chief.

The Referee in Chief will consider the complaint and proceed as required, including;

- I. Dismissal of the complaint (when deemed frivolous or in bad faith).
- II. Recording of the complaint for future reference (Including details and circumstance of the concern/complaint).
- III. Addressing of the complainant, respondent and other involved parties to attempt immediate remedy to the concern/complaint .
- IV. Advise Division Convener and Association President of the circumstances of the incident and advice that a Disciplinary Committee will be assembled to address the concern/complaint.

The Disciplinary Board will meet within a 48 hour period to determine the merits and subsequent dispositions of the complaint/concern.

In all cases likely to result in a letter of reprimand and or suspension if a finding of guilt is determined, the complainant, respondent, and any other interested parties will be invited to present evidence prior to , and/or during the disciplinary hearing.

During the course of determination the Board will examine all evidence presented, including but not limited to; initial complaint; witnesses to the event/action; written support/statements, history of behavior, past precedent etc.

The Disciplinary Board will recognize the benefits of progressive discipline and will thus utilize a discipline continuum when determining possible dispositions, including but not limited to;

Complaint Unfounded – No Action Taken

Complaint Unproved - Documented for future reference.

Step 1 Complaint Supported – Verbal Warning

Step 2 Complaint Supported – Letter of Concern/Reprimand

Step 3 Complaint Supported – Suspension from participation and/or attendance at any/all activities sponsored and operated by the PDSA (1-30 days)

Step 4 Complaint Supported - Suspension from participation and/or attendance at any/all activities sponsored and operated by the PDSA (Season)

Step 5 Complaint Supported - Suspension from participation and/or attendance at any/all activities sponsored and operated by the PDSA (Lifetime).

(Note: For repeated minor infractions, the offending party is elevated from step to step as a result of each independent incident. However, it is to be noted that the Disciplinary Committee has authority to impose any disciplinary step that it determines is warranted and appropriate to the action/behavior before the committee, including lifetime suspension for a first offence (ie: assault upon an official).

The determinations of the disciplinary committee will be recorded on a 'Disciplinary Committee Report' and the respondent will receive a copy of the decision detailing the nature of the concern/complaint, the evidence provided, the rationale for the determination, the identified disposition, and the process for appeal of the Committees' decision. A copy of the 'Disciplinary Committee Report' will be forwarded to the PDSA Secretary for filing.

The Referee in Chief will maintain possession of the original 'Disciplinary Committee Report' for safekeeping and future reference.

Appeal Process;

The respondent is entitled to appeal the decision of the Disciplinary Committee, and/or the disposition imposed. The respondent must initiate the appeal request, (within 72 hours of receipt of decision), in writing to the President of the Prescott and District Soccer Association.

The President of the PDSA will conduct an independent investigation as he/she feels is fair and adequate and will advise the respondent, initially by phone, and then in writing of their appeal decision.

The President's review of the disciplinary hearing including findings and disposition will be final and binding, without exception.

Note: The PDSA will not tolerate physical abuse, racial slurs, degradation or the harassment/discrimination of our members and participants. The directors of the Association will strictly adhere to 'No Tolerance' principles in these areas.