



Last Updated: October 2020

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## Section 9: CMBA Officials Disciplinary Policy

Calgary Minor Basketball Association does 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.

### 9.1. Purpose of Policy

- To have a clear process outlined for the discipline procedure of CMBA Officials.
- Any official who:
  - impedes or stops the progress of a game, or
  - participates in any action or behavior deemed to be aggressive, discriminatory, harassing, threatening or abusive in nature, or
  - breaches the standards of the respective 'Code of Conduct', or
  - fails to complete job responsibilities or expectations outlined in training, league updates which includes submitting game reports within 48 hours; with accompanying screen shot of the game sheet for all technical and unsportsmanlike fouls issued, use of gym monitors, completion and signing of all score sheets, etc.
- will be subject to disciplinary action as determined by the Sportsmanship and Conduct Committee (SCC) of the Calgary Minor Basketball Association.

The SCC of Calgary Minor Basketball Association is comprised of the following;

1. SCC Officials Member
2. CMBA Officials Committee Chairperson and/or Vice Chairperson
3. SCC Chair
4. SCC Liaison
5. CMBA Technical Director and/or Operations Manager

### 9.2. 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 CMBA may submit a written complaint/concern to the CMBA office via game report.

The SCC will consider the complaint and proceed as required, including;

1. Dismissal of the complaint (when deemed frivolous or in bad faith).
2. Recording of the complaint for future reference (Including details and circumstance of the concern/complaint).



3. Addressing of the complainant, respondent and other involved parties to attempt immediate remedy to the concern/complaint.
4. Advise CMBA Officials Committee Chairperson of the circumstances of the incident and advise that the SCC will be assembled to address the concern/complaint.

The individual who is the subject of the disciplinary proceedings must be contacted and be provided with the opportunity to present their version of events to the SCC. The subject of the disciplinary proceedings may be contacted in person, by telephone or by other means of electronic communication. From the time of the first attempt at contact, the subject individual has seventy-two (72) hours to reply, otherwise proceedings may begin in any event.

### **9.3. Discipline Levels**

#### **9.3.1. Level 1**

- Written Warning by CMBA Officials Committee Chair
- A CMBA Evaluator would be assigned to observe, assess and evaluate the official's performance in their next game.
- Documentation filed in official's file, copied to the SCC Liaison

#### **9.3.2. Level 2**

- Suspension for 1 weekend from CMBA play
- Meeting with SCC Chair and SCC Officials Representative prior to reinstatement
- Documentation copied to the SCC Liaison

#### **9.3.3. Level 3**

- 30-day suspension from participation and/or attendance at any or all activities operated by the CMBA
- May include an immediate adjustment to rate of pay
- Meeting with SCC Chair and SCC Referee Representative prior to reinstatement
- Documentation copied to the SCC Liaison

#### **9.3.4. Level 4**

- Suspension from participation and/or attendance at any or all activities operated by the CMBA for a period greater than 30 days but less than lifetime
- May include an immediate adjustment to rate of pay
- Meeting with SCC Chair and SCC Official Representative prior to reinstatement
- Documentation copied to the SCC Liaison

#### **9.3.5. Level 5**

- Lifetime suspension from participation and/or attendance at any or all activities operated by the CMBA
- Documentation copied to the SCC Liaison



Note: For repeated minor infractions, the offending party may be elevated from level to level as a result of each independent incident. However, it is to be noted that the SCC has authority to impose any disciplinary step that it determined to be warranted and appropriate to the action/behavior before the committee, including lifetime suspension for a first offence (eg. physical assault).

The determinations of the SCC will be recorded 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.

#### **9.4. Appeal Process**

A decision by the SCC Chair under Level 1 or Level 2 is final and not subject to appeal. The respondent is entitled to appeal the decision of the SCC for any infraction at Level 3 and up. All appeals must be made within 72 hours of the notice of suspension and must be submitted in writing to the SCC Liaison.

In considering an appeal, the CMBA Executive shall have the authority to uphold, increase, reduce, or rescind a suspension. A decision of the CMBA Executive on appeal from a decision of the SCC is final and shall not be subject to further appeal or review.

Anyone suspended for one year or more may make an application to the CMBA Executive, and the SCC Chair, to be reinstated after one calendar year from the date of the suspension.