

Policy Category	Advocacy
Policy Name	CDMFA Discipline Committee
Source	NCCP, Football Alberta, Football Canada, Universal Code of Conduct, Insurance Policy
Date	Voted, passed 2022-04-07, Revised 2023-03

Discipline Committee

The Disciplinary Committee's role is to monitor compliance with the CDMFA Code of Conduct and its governing RPPs and Bylaws. Using the "Primary Goal of the Disciplinary Process" as noted in the CDMFA Discipline Process RPP, the Committee will review complaints made to determine standing of the CDMFA to investigate the allegation.

Where the Committee does not have standing they may provide guidance to who is bringing the allegation forward and the involved organization. Where the Committee has standing, it will assess the merits of the information presented and may advance the matter to a hearing, where a decision may be made to find the allegation is sustained or not-sustained.

1. Committee Members

To facilitate this, members of the Discipline Committee must be able to;

- 1.1.1. Comply with Section 5 of the Code of Conduct (Directors, Committee Members, and Staff)
- 1.1.2. Assess when an allegation should be reported to the appropriate police of jurisdiction or appropriate social agency, rather than be managed by the Committee
- 1.1.3. Act as a mediator when complaints are brought forward between a club and one of its members
- 1.1.4. Ensure that a proper investigation is completed when allegations are brought forward of conduct that does not meet the code of conduct, RPPs and Bylaws
- 1.1.5. Be someone who is calm in nature and understand that they need to follow through on fact and not opinions
- 1.1.6. Not allow personal bias or opinion to affect one's ability to properly investigate a complainant or potential violation
- 1.1.7. Understand that information provided to them may be sensitive in nature, is treated as confidential, and cannot be discussed outside of the disciplinary committee and the CDMFA board unless during the course of the investigation with involved parties. Then information is only provided to the respective parties that are required to advance the investigation. Sharing opinions or premature conclusions should be avoided.

2. The Committee

- 2.1.1. The CDMFA will implement a Disciplinary Committee, with a minimum of 5 members (selected from the CDMFA Board), to hear all suspensions and expulsions as per Bylaws.
- 2.1.2. The Board of Directors of the CDMFA will make all appointments to the Disciplinary Committee and that the term of appointment shall be for one (1) year.
- 2.1.3. That all appointments will be made as soon as possible after the Annual General Meeting
- 2.1.4. The Board may remove members from the committee as required.
- 2.1.5. All Disciplinary Committee hearings will be presided over by a panel of at least 3 members of the Committee, where none of the panel members are directly associated with the subject.
- 2.1.6. The CDMFA Executive Director will call a meeting of the Disciplinary Committee as the result of a formal request from any member club as is considered reasonable, in order to hear the request and to rule on any suspensions or expulsions. All EFOA requests will automatically result in a hearing by the Disciplinary Committee.
- 2.1.7. That the subject of the hearing (player, coach, parent or volunteer) plus, one coach and one parent/guardian (if a player is the subject) and one team representative be allowed to attend the hearing (and the appeal if one is requested) and to listen to all the presentations of information to the panel and or the Board.
- 2.1.8. That the team representative be allowed to listen to the presentations as well as the deliberations and decisions of the panel or the Board.
- 2.1.9. That the subject's history be considered when determining suspensions or expulsions.
- 2.1.10. That the Disciplinary Committee decision be immediately communicated to the Board. The fine/suspension and/or expulsion is put into effect immediately (as per section 4, Suspensions & Expulsions)
- 2.1.11. That the Disciplinary Committee maintains a Disciplinary Archive that includes past incidents and suspensions or expulsions.