

Lacombe Soccer Club Discipline Policy

Purpose

The Lacombe Soccer Club (LSC) is committed to fostering a safe, respectful, and enjoyable environment for all participants, including players, coaches, referees, parents, and spectators. This Discipline Policy outlines the procedures for addressing misconduct and ensuring accountability in alignment with the LSC's Code of Conduct and CASA's bylaws.

Scope

This policy applies to all LSC members, including players, parents, guardians, coaches, referees, and spectators, during any LSC-sanctioned event, including games, practices, and meetings.

Definitions

Misconduct: Any behavior that violates the LSC Code of Conduct, CASA bylaws, or any applicable regulations.

Disciplinary Committee: A group appointed by the Executive Board to handle disciplinary matters.

Appellant: The individual appealing a disciplinary decision.

Disciplinary Process

1. Reporting Misconduct

Any incident of alleged misconduct must be reported in writing to the LSC within 72 hours of the incident.

Reports should include:

Date, time, and location of the incident.

Description of the alleged misconduct.

Names of individuals involved and any witnesses.

2. Initial Review

The Executive Board or Disciplinary Committee will review the report to determine if the incident warrants further investigation.

If deemed minor, the issue may be resolved informally through mediation or a verbal warning.

For serious or repeated incidents, a formal investigation will be initiated.

3. Investigation

The Disciplinary Committee will:

Gather statements from all parties involved, including witnesses.

Review any available evidence (e.g., video footage, emails).

Ensure all parties are treated equitably and fairly during the investigation.

4. Decision and Consequences

The Disciplinary Committee will deliberate privately and make a decision based on the evidence presented.

Possible consequences include:

Verbal or written warnings.

Suspension from games, practices, or events for a specified period.

Permanent ban from LSC activities.

Mandatory completion of sportsmanship training or related programs.

5. Communication of Decision

The decision will be communicated in writing to the accused individual and relevant parties within 7 days of the hearing.

The letter will include:

The outcome of the hearing.

Any penalties or actions required.

Information on the right to appeal.

Appeal Process

1. Filing an Appeal

Appeals must be submitted in writing within 7 days of receiving the disciplinary decision.

The appeal should clearly outline:

The grounds for the appeal (e.g., procedural errors, new evidence).

Any supporting documentation.

2. Review of Appeal

The Executive Board will review the appeal to determine if it warrants reconsideration.

A new hearing may be scheduled if the appeal meets the criteria.

3. Final Decision

The Executive Board's decision on the appeal will be final and communicated in writing within 14 days of the appeal hearing.

Documentation and Confidentiality

All disciplinary incidents, investigations, and outcomes will be documented and stored securely.

Information related to disciplinary matters will be kept confidential and shared only with relevant parties.

Policy Review

This policy will be reviewed annually by the Executive Board to ensure it remains effective and aligned with LSC's values and governing regulations.

Acknowledgment

By participating in LSC activities, all members agree to adhere to this Discipline Policy and understand the consequences of misconduct.

Approved by the Lacombe Soccer Club Executive Board on December 03, 2024.

All Suspensions will be reviewed by the Lacombe Soccer Club President to ensure consistency in the application of discipline is maintained.

Lacombe Soccer Club shall use the following discipline scale:

Severity of Discipline:

a. Mild (Reprimand to 2 game suspension)

This would be applied when it is a first offence which is less severe in nature. The offending individual has shown true remorse and the actions are out of character. There is little chance of this person reoffending.

b. Moderate (Minimum 3 game suspension)

This is for offences which are mild to moderate in severity. Application of this type of discipline would be for a second offence. It would also be applied to individuals who have not accepted responsibility for their actions, show no remorse and the likelihood of re-offending is high.

c. Severe (Minimum 5 games to lifetime suspension)

This is for the most serious offences of the Lacombe Soccer Club. An example could be physically threatening or assaulting another individual. Application of this type of discipline would be for individuals who have re-offended multiple times or have not accepted responsibility for their actions, show no remorse and are likely to reoffend.