



# MANITOBA SOCCER ASSOCIATION POLICIES AND ADMINISTRATIVE PROCEDURES



## REFEREE DISCIPLINE POLICY

### STATEMENT

The Manitoba Soccer Association (MSA) Referee Department may administer the discipline of all members (referee, instructor, and assessors) of the referee program. The MSA Referee Department may refer matters to the MSA Referee Discipline Panel as required.

### ADMINISTRATIVE PROCEDURES

#### 1. Conduct of Referees and Action in Relation to Registration

- (a) The MSA Referee Department shall have the power to act at any time in relation to the registration of a Referee who has:
  - (i) less than proficiently applied the Laws of the Game; or
  - (ii) committed a technical irregularity; or
  - (iii) proved to have been considered an agent for a Club or a Player in the transfer or attempted transfer and/or engagement of a Player; or
  - (iv) willfully mis-stated his/her/their age or date of birth; or
  - (v) as a player or coach, violated the Laws of the Game to such a degree that a Disciplinary Committee subsequently imposes a penalty of suspension from playing or coaching; or
  - (vi) been found to have committed an act of misconduct pursuant to the Rules of MSA or Canada Soccer (CS).
- (b) The MSA Referee Department, on its own authority or on the advice of the MSA Referee Discipline Panel, may act in relation to the Registration of a Referee.
- (c) Any behaviour alleged to constitute a breach under 1(a) (i) or (ii) above must have been notified to or otherwise come to the attention of the MSA Referee Department within fourteen 14 days of the relevant incident(s) for such to be acted upon under 1(a).
- (d) A technical irregularity under 1 (a) (ii) above shall be any failure by a Referee to meet any requirement imposed on, or notified to, a Referee by the MSA Referee Department as appropriate from time to time.



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A “technical irregularity” includes, but is not in any way limited to, any failure to comply with administrative requirements imposed on a Referee such as the pre and post game responsibilities including requirements to file reports, game sheets, answer correspondence, attend match venues for scheduled games, provide availability in a timely fashion, arrives late or fails to show for games or disciplinary hearings at a particular time, etc., or any breach of CS Code of Conduct for Referees, MSA Control of Referee and Regulations, or MSA Conflict of Interest Policy.

- (e) Where a Referee is alleged to have breached 1(a) (i) – (vi) above, the MSA Referee Department shall advise the Referee, in writing, of the relevant allegation(s) and supporting facts and state, where deemed necessary, that the matter will be considered by the MSA Referee Discipline Panel.

A Referee may be dealt with in the normal course as a participant for any alleged misconduct pursuant to the Rules and Regulations of the MSA (i.e. by a Disciplinary Committee), in addition to having issues relating to the Registration as a Referee considered by the MSA Referee Department in relation to the same behavior. In such cases, a charge of Misconduct pursuant to the Rules and Regulations of the MSA shall be considered before any matter relating to the issue of Registration is dealt with by the MSA Referee Department under Rule 1.

In circumstances where it is considered appropriate, the MSA Referee Department and / or MSA Referee Discipline Panel may order that the Registration of a Referee be suspended with immediate effect, pending determination of a charge of Misconduct under the Rules and Regulations of the MSA or pending the determination of a charge under 1(a) (i) or (ii) above and, in the latter case, the reason for such suspension is to be notified to the referee in writing and reported to the MSA Referee Department hearing any resultant charge.

The Referee shall respond within fourteen (14) days and may either:

- (i) deny the allegation(s), setting out a statement of their case; or
- (ii) admit the allegation(s). A Referee who admits the allegation(s) may set out any submissions which they wish the MSA Referee Department to examine when considering what, if any, action to take; or
- (iii) request a personal hearing.



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### PROCEDURES OF A HEARING

In considering any allegation at a personal hearing, the MSA Referee Discipline Panel may adopt such procedures as it considers appropriate and expedient for the determination of the matter brought before it; and shall not be bound by any enactment of rule or law relating to the admissibility of evidence in proceedings before a court of law.

As a guide to the procedures to be followed at a personal hearing, the following may be used unless the MSA Referee Discipline Panel considers it appropriate to amend them:

- (1) The allegation(s) will be read out to the Referee, who will be asked if the allegation(s) are admitted or denied.
- (2) Evidence in support of the allegation(s) to be called.
- (3) Evidence in response to the allegation(s) to be submitted by the Referee, who may, with the permission of the MSA Referee Discipline Panel, be accompanied by a representative.  
(Any such representative shall not be permitted to give evidence as a witness).
- (4) The MSA Referee Discipline Panel and the Referee (as appropriate) shall be entitled to ask questions of any witness giving evidence in support of the allegation(s). The MSA Referee Discipline Panel shall be entitled to ask questions of the Referee, who may give evidence in defence of the allegation(s).  
The MSA Referee Discipline Panel may draw such inferences as it considers appropriate from the failure of the Referee to give evidence or answer a question.
- (5) In the event of evidence submitted in answer to the allegation(s) disclosing a point which the MSA Referee Discipline Panel considers was not covered in the evidence of, or not put to, any witness in support of the allegation(s), the MSA Referee Discipline Panel may recall and ask questions of such witness. The Referee or relevant representative may also ask questions.
- (6) After the evidence has been completed to the satisfaction of the MSA Referee Discipline Panel, the Referee or representative shall be entitled to make submissions based upon the evidence, but this may not include reference to facts not disclosed in the evidence presented to the MSA Referee Discipline Panel. At the conclusion of the submissions all persons shall withdraw whilst the MSA Referee Discipline Panel considers the evidence and submissions presented to it and determines whether the



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allegation(s) have been proved or not. After reaching a decision, the MSA Referee Discipline Panel shall recall the Referee and any representative and announce whether the allegation(s) are proved or not proved. The decision shall be subsequently confirmed in writing. As an alternative the MSA Referee Discipline Panel may, where it considers appropriate, not announce its decision at the meeting but inform the Referee that such a decision will be communicated in writing.

- (7) Where the MSA Referee Discipline Panel finds the allegation(s) proved, it shall have the power to act in relation to the Registration of the Referee as it considers appropriate. This may include, but is not limited to, censure, a period of remedial training, suspension, fine or removal of Registration.