

## **Niagara Interlock Baseball**

### Discipline & Appeal Procedures

Scope: Players, Coaches, Parents, Volunteers and other persons affiliated with a Niagara Interlock Baseball activity

#### 1.0 Goals:

- 1) To establish a procedure to handle ejections, and violations of the Niagara Interlock Baseball, Baseball Ontario and/or Baseball Canada code of conducts
- 2) To establish a fair, reasonable and rationale approach to ejections and violations that aims to apply reasonable consequences.
- 3) To establish a Discipline Panel that will oversee and review all ejections and violations on behalf of Niagara Interlock Baseball
- 4) To establish an Appeal Panel that will review, upon request, the decisions made by the Discipline Panel. The Appeal Panel will only review the process followed and applied. The Appeal Panel will not review the sanctions applied by the Discipline Panel.
- 5) To ensure that Niagara Interlock Baseball is able to ensure fair play, order and consequences for violations.

#### 2.0 Discipline Panel:

- 1) Membership: Three (3) members from three (3) different organizations.
- 2) If the incident being reviewed directly involves a player, coach, parent or member of a Discipline Panel members association, that panel member should recuse themselves from the process and Niagara Interlock Baseball will appoint a replacement member. In the event that there are multiple associations involved and only when alternates cannot be appointed, the Chair or Vice-Chair may be appointed regardless if their association is involved in the incident

#### 3.0 Appeal Panel:

- 1) Membership: Two (2) members from two (2) two different organizations
- 2) The Appeal Panel will only review appeals of the process that was used by the Discipline Panel. There should only be rare cases where a conflict of interest occurs with an Appeal Panel member. If this does occur, Niagara Interlock Baseball will appoint an alternate Appeal Panel member.

#### 4.0 Ejections:

- 1) Any person ejected by the Umpires or a Convenor during a Niagara Interlock Baseball activity will be subject to an automatic one (1) game suspension. The suspension must be served at the next schedule regular season, playoff or tournament game.

2) Any person ejected by the Umpires or a Convenor during a Niagara Interlock Baseball activity for the reason of physical violence (fighting, intentional on-field contact or for threatening an official), racist or sexist or harassing (online or in-person) behaviour will be suspended until the matter has been reviewed and ruled on by the Discipline Panel.

Any person who is involved in an incident after a completed activity in a parking lot, stands or similar may also be subject to suspension and review by the Discipline Panel.

3) Any person who is ejected for a second time in the same season will be suspended for three (3) games and will be automatically reviewed by the Discipline Panel which may result in further sanctions.

4) Any person who is ejected for a third time in the same season will be suspended indefinitely and will only be reinstated once the Discipline Panel has ruled on the matter. The minimum suspension for a third ejection will be seven (7) games.

5) All suspensions will be applied in number of games.

6) Any suspensions that are not able to be completed in the season will carry forward to the following season. If any suspensions are applied near the end of a season, the person will not be reinstated the following season without first being seen by the Discipline Panel before the following season.

#### 5.0 Discipline Panel Timelines / Process:

1) All ejections or incidents are to be reported to the Chair and/or Vice-Chair within 24 hours of the ejection or incident.

2) Once an ejection or incident notice is received by the Chair and/or Vice-Chair, they will inform the President of the offender's association to inform them and to outline what the automatic suspension will be (see above). They will then inform the Discipline Panel of the ejection or incident, the details, any past incidents with those involved and will task the Discipline Panel to meet within 72 hours of being notified.

If the ejection is a common, non-violent/threatening incident, the Discipline Panel can inform the Chair and/or Vice-Chair that there is no further investigation or sanctions required and the automatic suspensions are to be applied.

3) If the Panel feels that further sanctions may be warranted, they will begin a Panel hearing to determine the outcome.

#### 6.0 Discipline Panel Hearing:

1) Panel hearings will be conducted solely by the panel for the purpose of applying the applicable sanctions after an incident

2) Panel hearings should be conducted and completed as timely as possible and should last no longer than seven (7) calendar days once they have been informed of the incident.

3) The Panel may require to gather witness accounts or statements. They will also contact the ejected party to provide a statement or information about the situation.

4) The ejected party will be provided an opportunity to speak with the Panel during the investigation and deliberation. This opportunity is not guaranteed to be in person and must fit the Panels timelines.

5) Once the Panel has gathered all information they need, they will make a decision on the suspension and next steps. Outcomes are not limited to suspensions only. Outcomes cannot include financial penalty, even if damages have occurred.

6) Once the Panel has made a decision it will provide the decision in writing to the Chair and/or Vice-Chair. The Chair and/or Vice-Chair will deliver the decision to Niagara Interlock Baseball, the Association President and the involved parties. The Association President will be responsible for enforcing the decision of the Panel. If an Association President is found to not be enforcing the sanctions, they will be open to sanctions from Niagara Interlock Baseball including but not limited to the suspension of the team in which the parties were involved.

7) Decisions by the Panel are final. Appeals of the Panels decision must be filed within 48 hours of notification and can only be made on the following grounds: Note, involved parties are not permitted to return to Niagara Interlock Activities during the Appeal Process.

1) A miscarriage of the process was carried out. In this event, the parties involved may appeal to the Appeal Panel. Reasonable timeline delays will not be grounds for appeal.

2) A direct conflict of interest was not resolved before the decision from the Panel was made. In this event, the parties involved may appeal to the Appeal Panel.

8) The only method for appealing the sanction that was applied will be if a non-involved members association brings forward a motion to the Niagara Interlock Baseball and a 2/3rds majority vote is taken and passed to review the sanction that was applied.

#### 7.0 Appeal Panel Timeline / Process:

1) The Appeal Panel will only meet if an appeal of the Discipline Panel has been brought to the Chair and/or Vice-Chair within 48 hours of the Discipline Panel decision being conveyed to involved parties. Once the Chair and/or Vice-Chair have been notified of an appeal they will inform the Appeal Panel.

2) The Appeal Panel must review the WRITTEN appeal with 48 hours.

3) The Appeal Panel will only review claims of undue process or unresolved conflicts of interests.

4) Once the Appeal Panel has met and reviewed the appeal, they will render a decision to the Chair and Vice-Chair. Their recommendation can be one or a combination of the following:

1) Reject the appeal and uphold the Discipline Panel decision.

- 2) Remove the sanction on the involved parties due to a violation of process.
- 3) Reduce the sanction on the involved parties due to a violation of the ejections section of this policy.
- 4) Increase or impose further sanctions based on the ejections section of this policy.
- 5) Once the decision from the Appeal Panel is sent, the Chair and Vice-Chair, must inform Niagara Interlock Baseball of the decision and inform the parties involved.
- 6) There is no process to appeal the Appeal Panel decision. Only Niagara Interlock Baseball can overturn a decision by the Appeal Panel and this must be done with a 2/3<sup>rd</sup> majority vote.

#### 8.0 Decisions Being Made by Niagara Interlock Baseball:

- 1) In the event that an act is so egregious, Niagara Interlock Baseball has the right to review and apply sanction to those involved by having a special meeting of all available associations. Niagara Interlock Baseball also reserves the right to escalate incidents to local authorities and governing bodies.

#### 9.0 Violations outside of Niagara Interlock Baseball:

- 1) Niagara Interlock Baseball will recognize and uphold any sanctions applied for actions outside of Niagara Interlock Baseball such as Ontario Baseball Association, Baseball Canada and/or Niagara District Baseball Association.