

RMMBA DISCIPLINE COMMITTEE GOVERNANCE

1. The President of the Association may convene a Discipline Committee to review the circumstances of any incident that, in the absolute discretion of the President, requires possible disciplinary action on the part of the Association.
2. The Discipline Committee shall be comprised of the President of the RMMBA, and three other members of the Board of Directors (the “Board”) appointed from time to time by the President. The President shall chair the Discipline Committee.
3. A quorum for meetings shall be all of the members of the Committee, present in person or by telephone or other telecommunication device that permits all individuals participating in the meeting to speak and to hear each other.
4. All disciplinary actions shall remain confidential between the parties involved as well as by members providing statements to the Discipline Committee. Incident reports may be sent confidentially to discipline@rmmba.ca.
5. The Discipline Committee shall keep the identity of any member providing a statement to the Discipline Committee anonymous if requested to do so by the member providing the statement. No third party may compel the RMMBA to reveal the identity of any of its members that have provided statements in confidence to the RMMBA.
6. The Discipline Committee shall classify incidents into one of the following categories:
 - a. **Low Risk** –includes but is not limited to incidents that do not involve physical contact, nor abusive language and aggressive behaviour, but that violate Section 18 of the Association’s bylaws;
 - b. **Medium Risk** - includes but is not limited to incidents that do not involve physical contact, but do include abusive language or gestures and aggressive behaviour, and that violate Section 18 of the Association’s bylaws. A Low Risk incident shall be elevated to a Medium Risk incident if it is a second violation for the member; and
 - c. **High Risk** - includes but is not limited to:
 - i. verbal threats;
 - ii. an incident that involves physical contact with another member, umpire, or coach of the Association, or with a player, umpire, coach or parent of another organization;
 - iii. an incident that would compromise the safety of a member of the Association or a member of another organization;
 - iv. an incident that would violate Section 18 of the Association’s bylaws;
 - v. violation of the RMMBA’s Harassment and Sexual Harassment Policy;
 - vi. in the event that the incident is a third violation for the member; or
 - vii. in the event there is a history of prior discipline in each of the past two (2) years.

7. If an incident is classified as Low Risk, the member shall be put on probation but shall not be suspended while the Discipline Committee completes its review.
8. If an incident is classified as Medium Risk or High Risk, the following clauses will apply:
 - a. the member involved in the incident shall be temporarily suspended from any activity involving the Association pending review by the Discipline Committee. The member shall not have any contact with the party that was aggrieved by the incident. Any attempt to contact the aggrieved member shall result in an indefinite suspension to the member;
 - b. the Discipline Committee shall independently obtain the details of the incident that has taken place and keep a written record of such details. As a part of this process, the Discipline Committee may ask questions of any individual they deem may have knowledge of the incident which would help facilitate their deliberations; and
 - c. the Discipline Committee shall make a determination with respect to the consequences to the member within thirty (30) days of the incident and shall inform the member in writing of their determination. Notwithstanding the above, the thirty (30) day period noted above shall commence on February 16, 2025 for any incidents brought to the Discipline Committee that occurred before this date. The Discipline Committee shall determine one of the following outcomes:
 - i. No further discipline is required, and the temporary suspension be removed;
 - ii. The suspension be upheld subject to any actions requested of the member by the Discipline Committee; or
 - iii. the member be expelled from the Association.
9. Sections 19, 20 and 21 of the Association's bylaws shall apply to a member that is suspended or expelled.
10. For appeals made after April 7, 2025, a member may appeal their suspension or expulsion by paying a \$500.00 deposit to the RMMBA. The deposit shall be returned to the member if the member is successful in their request to overturn the sanction that they are appealing.
11. For discipline matters commencing after April 7, 2025, in the event that the RMMBA has to incur legal costs related to a discipline matter that is subject to an appeal, the member shall be required to reimburse the RMMBA for its legal costs in the event that the member's appeal is unsuccessful.
12. A member may appeal their suspension or expulsion within 30 days of the Discipline Committee's determination as noted in Section 19 of the Association's bylaws and by paying the deposit referred to above. The member shall provide in writing to the Discipline Committee their reasons for believing that such action is unjust. Appeals that simply disagree with the original decision will be denied. An appeal may be based on:

- a. Process;
 - b. An alleged misinterpretation or misapplication of a rule;
 - c. An alleged error in findings; or
 - d. In the case of discipline, the severity of the consequence.
13. Upon receiving the written appeal of a member, the Discipline Committee must submit a written report (the “Discipline Committee Report”), including a summary of the facts and any recommendations, to the Board within ten (10) days of receiving the appeal.
14. Within ten (10) days of receiving the Discipline Committee Report, the Board shall vote on the sanction that shall be imposed against the member and shall be made in accordance with Part Four (4) of the Association’s Bylaws. The determination by the Board shall be final and there shall be no further appeals allowed.
15. Notwithstanding anything in this policy or the Association’s bylaws, should the RMMBA Executive decide to have oversight boards at BC Minor Baseball or Baseball BC administer discipline, or should the BC Minor Baseball or Baseball BC oversight committee decide to administer discipline, that process will supersede this policy. The process will not be duplicated as to form any part of double punishment or for two sets of jeopardy for one person who is the subject of the discipline.
16. Baseball BC shall assume jurisdiction of all very serious disciplinary cases that occur during baseball activities associated with the programming of Baseball BC members. Such very serious discipline cases will be managed by an Independent Third-Party (ITP), at the direction of Baseball BC. With the exception of Clauses 3, 4 and 16, Baseball BC’s discipline policies and not the RMMBA’s policies, will be used by ITP when managing these cases. Very serious discipline cases shall include but are not limited to:
 - a. Physical, verbal, or emotional abuse towards a minor;
 - b. Sexual offenses;
 - c. Racism & Discrimination;
 - d. Homophobic comments directed at another person;
 - e. Specific threats of violence;
 - f. Physical violence which does not include game related incidents between players unless deemed to be extreme; or
 - g. Any other conduct deemed to be very serious.
17. For matters referred to Baseball BC and ITP, Baseball BC and ITP may presume that evidence and statements gathered by the RMMBA as a part of its own investigation is credible and reliable. The objective of this clause is to ensure that members of the RMMBA are not required to provide the same statement to multiple parties. Baseball BC and ITP may request that the President of the RMMBA to confirm that the evidence and statements provided are true and accurate.
18. Complaints involving very serious infractions may be made directly to Baseball BC.

19. Any member that has been suspended for four (4) or more games or for more than seven (7) days (referred to as a “Lengthy Suspension”) must meet with the President and provide the following prior to being reinstated:

- a. Written acknowledgement that the member has violated the RMMBA Code of Conduct;
- b. Written acknowledgement that if another violation is to occur within six (6) months of being reinstated by the RMMBA, the member may be expelled from the RMMBA or otherwise disciplined at the sole discretion of the President; and
- c. Reference letters if requested by the President at the President’s sole discretion.

The member shall not be reinstated until such time that the member provides the materials to the President pursuant to Clause 17 above. Clause 17 shall also apply to the following:

- a. players applying for admission to the RMMBA after being suspended or expelled by another baseball association; or
- b. players that have left the RMMBA and joined another association after receiving a Lengthy Suspension from the RMMBA but wish to return to the RMMBA.

These terms of reference will be reviewed annually, and any recommended changes will be submitted to the Board for approval.