



Section Four | **Formal Complaints, Discipline and Appeals**

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1. Definitions

Individual:	All categories of membership defined in the Association’s Bylaws, as well as all individuals engaged in activities with the Association including, but not limited to, athletes, coaches, referees, officials, volunteers, committee members, and directors and Case Managers of the Association.
Maltreatment:	Maltreatment is defined as volitional acts that result in harm or the potential for physical or psychological harm. See Appendix A for further detail
Tier 1 Complaint:	Complaints related to a Maltreatment by an Individual.
Tier 2 Complaint:	Complaints related to any disagreement between Individuals that, as decided by the Independent Third Party, does not fall under the scope of a Tier 1 or Tier 3 Complaint.
Tier 3 Complaint:	Complaints related to violation of rules of the contest or policies governing activities at events.
Complainant:	Individual that files the Tier 1, 2, or 3 complaint.
Respondent:	Individual that is accused in a complaint and therefore will respond to the complaint.
Independent Third Party (ITP):	An independent person or organization that is retained by SSA to receive reports related to a violation related to Tier 1, 2 or 3 and, if needed, consult on action to be taken. Their performance will be reviewed on an annual basis. SSA has contracted ITP Sport to handle the independent intake of all complaints. ITP Sports will be responsible for the management of Tier 1 and 2 complaints, with appropriate referral of Tier 3 complaints to SSA Reference to ITP throughout this document is in relation to ITP Sports.
ITP Case Manager:	A qualified and independent team member from ITP Sport who is assigned by ITP Sport Chief Complaints Officer to oversee the management and administration of the complaint in accordance with this Policy.

Activity: Any practices, tryouts, training camps, tournament, championship, competition, and any event that an Individual is participating in that is organized and/or sanctioned by SSA, or which has any direct or indirect impact on SSA. The Independent Third Party appointed by SSA may, in their sole discretion, decide that an activity should be included in the scope of this definition. This decision may not be appealed.

Member Organization: An organization that has been admitted into membership of SSA.

Minor: An individual who is under the age of majority at the time and in the jurisdiction where the alleged violation occurred. At the time of writing this policy an individual under the age of 18 is a Minor.

Consent: Consent is (a) informed (knowing), (b) voluntary (freely given), and (c) active (not passive). Consent must be demonstrated by clear words or actions, indicating that a person who is legally and functionally competent has indicated permission to engage in mutually agreed upon sexual activity.

Power Imbalance: A Power Imbalance may exist where, based on the totality of the circumstances, an Individual has supervisory, evaluative, a duty of care, decision making, or other authority over another Individual.

Power may be represented by seniority, ability, physical size, role/title within the organization, public profile, gender identity or expression, sexual orientation, ethno-racial identity, level of physical and intellectual disability, and their intersections, as some examples. Maltreatment occurs when this power is misused. Moreover, it is recognized that those from traditionally marginalized groups have experienced positions of lesser power.

Canada Soccer Discipline Code The disciplinary processes Canada Soccer and its members follow when the FIFA Laws of the Game, Canada Soccer Code of Conduct and Ethics, Canada Soccer Rules and Regulations, Canadian Anti-Doping Policy, FIFA Anti-Doping Regulations and any/all Canada Soccer Competition and Regulations are breached

SSA Saskatchewan Soccer Association

2. PURPOSE, Scope of Application & Jurisdiction

2.1. Individuals are expected to fulfill certain responsibilities and obligations including, but not limited to, complying with SSA's policies, bylaws, rules, regulations, and the [Code of Conduct](#). Irresponsible behaviour by Individuals can result in severe damage to the integrity of SSA and its stakeholders. Conduct that breaches any governing documents may be subject to sanctions pursuant to this policy. The purpose of this policy is to establish a due process to handle any complaint fairly and independently.

2.2. This Policy acts as a guiding document to:

2.2.1. Specify the organization, procedures, and functions of the judicial processes of SSA.

2.2.2. Describe the judicial processes SSA, its directors, and Member Organizations will follow when the FIFA Laws of the Game, SSA Code of Conduct and Ethics, SSA & Canada Soccer rules and regulations, Canadian Anti-Doping Policy, FIFA Anti-Doping Regulations, and any/all SSA and/or Canada Soccer competition regulations are breached.

2.2.3. Jurisdiction

- a. FIFA shall have jurisdiction with respect to disputes between Canada Soccer and parties belonging to other FIFA Member Associations and/or Confederations.
- b. Canada Soccer and its judicial bodies shall have jurisdiction with respect to disputes between parties where the disputes involve Canada Soccer and its members.
- c. SSA shall have jurisdiction with respect to disputes between parties where the disputes involve SSA and its members.
 - I. All complaints related to violent conduct, physical assault or attempted physical assault of a match official or organization are under the jurisdiction of the SSA.
 - II. Assault is defined as attempted deliberate physical contact or deliberate physical contact or attempted violent conduct or violent conduct (e.g. striking, kicking, spitting, etc.) and/or verbal or physical threats toward a match official or organizer.
 - III. The complainant shall provide notice of the incident, along with a preliminary report of the assault, within 48 hours of the alleged assault to the local governing body.
 - IV. The governing body shall promptly contact SSA to provide the initial report and support the formal complaint process thereafter, as required.
- d. Regular and Associate Member Organizations will have jurisdiction to manage judicial processes relating to:
 - I. Any registered entity or individual under the jurisdiction of that organization.
 - II. Any other matter not described herein that falls within the jurisdiction of the Member Organization.

2.3. This Policy, as a guiding document, will NOT apply to decisions relating to:

2.3.1. Membership status of Regular and Associate Members within SSA, which is under the authority and jurisdiction of the SSA Board of Directors.

- 2.3.2. Violations of SSA policies and procedures, or directives, and considerations of Good Standing which reside within the authority and jurisdiction of the Executive Director.
- 2.3.3. Service of volunteers - all volunteers (including referees and coaches, with the exception of elected directors) serve at the will of the organization and may be relieved of some or all of their duties at the discretion of the organization at any time, with or without rationale.
- 2.3.4. Minor infractions/single incidents of failing to achieve expected standards of conduct that generally do not result in harm to others, SSA, its members, or the sport. Procedures for dealing with minor infractions may be informal and will be determined at the discretion of the person in authority.
- 2.4. This policy applies to all communications and interactions between Individuals including communication by telephone or electronically.
- 2.5. This policy applies to the conduct of Individuals during all Activities, including while they are performing services at off-site assignments.
- 2.6. Every Member Organization and Entity/Club:
 - 2.6.1. Is responsible for the safety and proper conduct of its players, officials and spectators.
 - 2.6.2. Is required to take all precautions necessary to ensure all games and soccer related activities provide a safe and harassment free experience for all.
 - 2.6.3. Is required to take all precautions necessary to prevent match manipulations.
 - 2.6.4. Will have in place, at a minimum, policies, procedures, rules and regulations which address game abandonment due to spectator misconduct and team official misconduct.
- 2.7. SSA provides members with the mechanism outlined in this and related policies so that complaints are handled fairly, expeditiously, and affordably.
- 2.8. This policy does not prevent discipline from being applied, during a game or event, according to SSA's Event Discipline Procedure. Further sanctions may be applied according to this policy.
- 2.9. As stated in the SSA By-laws, SSA Member Organizations are responsible to have bylaws, policies and regulations in place that meet the standards set by this policy; in the absence of such written policies, SSA members shall be bound by the principles and standards set out herein.

2.10. If SSA is informed that sanctions were applied to an Individual by a Member Organization and/or Clubs they will report the information to ITP who may, upon review, recommend the same sanctions on the respondent under the jurisdiction and scope of SSA.

3. ALIGNMENT

3.1. SSA recognizes that Individuals may also be registered with other Members and/or Clubs. SSA reserves the right to engage in its own review and/or investigation based on this policy if it deems that the process applied by a Member Organization was not up to the standards of SSA and best practices across safe sport.

3.2. If SSA is informed that sanctions were applied to an Individual by a Member and/or Clubs they will report the information to ITP who may, upon review, might recommend the same sanctions on the respondent under the jurisdiction and scope of SSA.

4. REPORTING A COMPLAINT

4.1. All complaints must be reported directly to the ITP through its reporting mechanism (see point 3). In the case where the complaint is reported to SSA, they will immediately submit it to the ITP and will have no involvement in the process of resolution unless directed by the ITP.

4.2. Individuals are expected to report all complaints as soon as possible and no later than 14 days after experiencing or witnessing the interaction, incident, event, or situation of concern. ITP will, at their own discretion, determine if any delay in reporting should affect how or whether the matter will be accepted and/or resolved, based on the review of the information provided to them. This decision is not appealable.

4.3. Tier 1 and 2 Complaints must be reported by using the online form or the toll-free number, which is monitored 24 hours a day 7 days a week and 365 days a year:
<https://app.integritycounts.ca/org/itpsport> or by dialing 1-866-921-6714

4.4. Tier 3 Complaints must be reported through the online form only:
<https://app.integritycounts.ca/org/itpsport>

4.5. An adult individual who learns of information and reasonably suspects that a child has suffered an incident of child abuse, including sexual abuse, shall immediately make a report of the suspected abuse to the local authorities and the ITP. Information on the Saskatchewan Child Abuse Protocol can be found [here](#).

5. ITP CASE MANAGER

Upon the receipt of the complaint, an ITP Case Manager will be assigned by ITP Sport to oversee the management and administration of the complaint in accordance with this Policy and such appointment is not appealable. The ITP Case Manager will:

- 5.1. Assess and identify whether it is a Tier 1, 2 or 3 complaint. The ITP Case Manager may consult the Officials Commission, for the purposes of the assessment.
- 5.2. Assess if the complaint is frivolous or outside of the jurisdiction of this policy. If the consensus is that the complaint is frivolous or outside of the jurisdiction of this policy, the reasoning will be provided to the complainant and SSA, and the complaint will be dismissed immediately. Tier 3 complaints will be reported and referred to the SSA or Member Organization who holds jurisdiction of the complaint.
- 5.3. If it is deemed the complaint is not frivolous and is within the jurisdiction of this policy, the complaint will be accepted and the decision to accept the complaint will be communicated to the Individual and SSA or Member Organization. The decision to accept the complaint indicates the complaint is under review. This does not indicate that the allegation is founded and recommended for next steps.
- 5.4. An accepted complaint will be referred to the organization holding jurisdiction over the complaint to be handled accordingly.
- 5.5. Anonymous complaints may be accepted at the sole discretion of the ITP Case Manager; however, SSA strongly discourages anonymous complaints recognizing that non-criminal offences are generally impossible to address without the involvement of the Complainant.
- 5.6. The ITP Case Manager's decision to accept or dismiss the complaint may not be appealed.

6. DISPUTE RESOLUTION

- 6.1. Individuals are encouraged to explain to the person who is showing signs of maltreatment that the conduct is unwelcome but they are not required to do so. If addressing the person responsible could lead to an escalation of the maltreatment or to safety risks, individuals are not expected to address the unwelcome conduct or have further direct contact. If an Individual feels they can safely make it known to the person responsible that the behavior is unwelcome, this is suggested to support resolution or demonstrate attempts to resolve the issue at hand, which is beneficial for supporting the complainant when the complaint is addressed in a complaint and discipline policy.
- 6.2. SSA supports the principles of Alternative Dispute Resolution (ADR) and is committed to the techniques of negotiation, facilitation, and mediation as effective ways to resolve disputes. ADR also avoids the uncertainty, costs, and other negative effects associated with lengthy investigation, hearings, and appeals.
- 6.3. It is encouraged for all Individuals to communicate openly, and to collaborate and use problem solving and negotiation techniques to resolve their differences. SSA believes that negotiated settlements are most often preferable to arbitrated outcomes.

6.4. If an ADR process is mandated, a mediator shall be appointed to mediate the dispute by the ITP.

6.5. Should a negotiated settlement be reached, the settlement shall be reported to all parties involved. Following the settlement/decisions, any actions and/or sanctions shall be enacted on the timelines specified by the negotiated decision, pending approval. Failure to comply with the signed negotiated settlement will result in a suspension of the individual from participating in the sport activities. The lifting of the suspension will be reviewed by the organization upon the completion of all conditions identified in the signed negotiated settlement.

6.6. Any negotiated settlement will be binding on the parties. Negotiated settlements may not be appealed.

6.7. Should a negotiated settlement not be reached, the case may proceed to a formal complaints process.

7. TIER 1 AND 2 COMPLAINT REVIEW AND INVESTIGATION

Once the complaint is accepted, the following steps will be taken:

7.1. If it is considered appropriate or necessary, immediate discipline or the imposition of an interim suspension or other relevant sanctions may be recommended by the ITP Case Manager and applied by SSA, after which further discipline or sanctions may be applied according to this Policy. SSA will communicate this decision to the parties involved and to other Individuals, Member Organizations, and Canada Soccer as it is deemed necessary in the circumstances to protect the wellbeing of its members.

7.2. If there are multiple Individuals submitting complaints against the same respondent for allegations of a similar nature or occurrence in time, the ITP may decide to combine the complaints into one investigation with multiple complaints / complainants. This will be communicated to all complainants for consent.

7.3. Not all inappropriate behavior may meet the threshold of Tier 1 and may be processed under other tiers identified in this policy.

7.4. Once the complaint is accepted the ITP Case Manager will notify the respondent of the complaint, share the original complaint and any additional information and request the respondent submit their response to the allegation(s) within 14 days. In some cases, this deadline may be extended based on the decision of the ITP Case Manager. This decision may not be appealed.

7.5. Based on the information collected from both parties and potential witnesses, the ITP Case Manager will decide if the matter meets the threshold for proceeding to a disciplinary hearing.

7.6. In exceptional circumstances, the ITP Case Manager may determine that a reported incident requires further investigation by an independent third-party investigator.

7.6.1. If an investigation by a third-party investigator is required, the ITP Case Manager will appoint the investigator that is skilled in investigating cases that align with the allegations.

7.6.2. The Investigator must not be in a conflict-of-interest situation and should have no direct connection to the complainant, respondent, or SSA and its Member Organizations.

7.6.3. The appointed investigator will have discretion on the investigations approach and will be considered a neutral third party with a mandate to seek the truth and make findings based on evidence collected through the investigation process. It is expected the investigator, in the course of conducting the investigation, will follow current and accepted best practices for investigation, principles of fairness and natural justice, and any applicable Federal and/or Provincial legislation.

7.6.4. Upon completion of their investigation, the investigator shall prepare a report that will include a summary of evidence gathered from the parties to the investigation, witnesses, and documentary information. The investigator will provide an analysis of the relevant information gathered and make findings based on the evidence, including a rationale for the findings made. Findings by the investigator shall be based on a balance of probabilities.

7.7. All parties must cooperate fully in the review or the potential investigation and resolution of the complaint.

7.8. If a respondent attempts to circumvent the process by failing to respond to a complaint in a thorough or timely fashion or at all, or if the complainant or/and the respondent refuse to participate in the review or third-party investigation process, the ITP Case Manager may proceed based on the information made available to them by the complainant and any witnesses interviewed/investigated as part of the process.

7.9. The ITP Case Manager retains the discretion of whether to share the full investigation report with the parties. However, in every case a reasoning for the decision will be shared with the complainant and respondent. The decision of whether to share the full investigation report may not be appealed.

8. ITP CASE MANAGER RECOMMENDATIONS

Upon completing the review of the complaint and/or review of an investigation, if applicable, the ITP Case Manager will determine one or more of the following:

- 8.1. The matter should be treated as a Tier 1 complaint and will proceed to a Tier 1 disciplinary hearing. In cases with multiple allegations, some may be dismissed if not confirmed by the review/3rd party investigation.
- 8.2. The matter should be treated as a Tier 2 complaint and will be addressed under the respective process for Tier 2 complaints.
- 8.3. The matter should be treated as a Tier 3 complaint and will be addressed under the jurisdiction of the appropriate organization.
- 8.4. The review/3rd party investigation has revealed that the complaint is frivolous, vexatious, or otherwise an abuse of process.
- 8.5. The review/3rd party investigation has revealed that the complaint does not fall under the jurisdiction of this policy.
- 8.6. The allegations were not confirmed and that the case must be dismissed.

The decision will be communicated to SSA and all parties involved.

9. TIER 1 DISCIPLINARY HEARING

Upon referral to the Disciplinary Committee, the ITP will appoint a Discipline Committee as follows:

- 9.1. The Discipline Committee shall be an independent tribunal comprised of one (1) to three (3) members, established solely for the purpose of adjudicating the infractions brought before it pursuant to this Policy. In the event where there are three members, the ITP Case Manager will appoint one of the Discipline Committee's members to serve as the Chair.
- 9.2. The Discipline Committee will decide on the format under which the complaint will be heard. This decision may not be appealed.
- 9.3. The format of the hearing may be an oral in-person hearing, an oral hearing by telephone or other communication medium, a hearing based on a review of documentary evidence submitted in advance of the hearing, or a combination of these methods.
- 9.4. The hearing will be governed by the Discipline Committee deemed appropriate in the circumstances, provided that:
 - 9.4.1. The parties will be given appropriate notice of the day, time, and place of the hearing, in the case of an oral in-person hearing or an oral hearing by telephone or other communication medium.

9.4.2. Copies of any written documents which the parties wish to have the Discipline Committee consider will be provided to all Parties, through the ITP Case Manager, in advance of the hearing.

9.4.3. The Parties may engage a representative, advisor, legal counsel, or any other supporting professional/representative at their own expense.

9.4.4. The Discipline Committee may request that any other individual participate and give evidence at the hearing.

9.4.5. The Discipline Committee may allow as evidence at the hearing any oral evidence, document or other items relevant to the subject matter of the complaint. The Discipline Committee may exclude such evidence that is unduly repetitious and shall place such weight on the evidence as it deems appropriate.

9.4.6. If it is a panel of 3 members, the decision will be by a majority vote.

9.5. After hearing the matter, the Discipline Committee will reach a decision as to whether an infraction has occurred and if it has, what the sanction should be.

9.6. The Discipline Committee will issue a written decision, including reasons, for distribution by the ITP Case Manager to the Respondent, the Complainant, and SSA.

9.7. The decision will be considered a public record, unless determined otherwise by the Discipline Committee.

10. TIER 1 SANCTIONS

10.1. In all cases judicial bodies must adhere to, but are not limited by, the sanction requirements outlined in Appendix B of this policy which meet the minimum sanctions required by Canada Soccer, and which, are subject to amendment at any time without notice.

10.2. Prior to determining sanctions, the Discipline Committee will consider factors relevant to determining appropriate sanctions which include:

10.2.1. The nature and duration of the respondent's relationship with the complainant, including whether there is a power imbalance, or if the respondent is a person of authority.

10.2.2. The respondent's prior history and any pattern of inappropriate behavior or maltreatment.

10.2.3. The ages of the individuals involved.

- 10.2.4. Whether the respondent poses an ongoing and/or potential threat to the safety of others.
 - 10.2.5. The respondent's voluntary admission of the offense(s), acceptance of responsibility for the violation, and/or cooperation in the process.
 - 10.2.6. Real or perceived impact of the incident on the complainant and/or SSA and its Member Organizations.
 - 10.2.7. Circumstances specific to the respondent being sanctioned (e.g. lack of appropriate knowledge or training regarding the requirements in this Policy)
 - 10.2.8. Respondent who is a person in authority or otherwise in a position of trust, intimate contact or responsible for high-impact decision-making may face more serious sanctions.
- 10.3. Any single factor, if severe enough, may be sufficient to justify the sanction(s) imposed. A combination of several factors may justify elevated or combined sanctions.
- 10.4. The Discipline Committee may apply the following disciplinary sanctions, singularly or in combination:
- 10.4.1. Verbal or Written Warning - A verbal reprimand or an official, written notice and formal admonition that more severe sanctions will result should the individual be involved in other violations.
 - 10.4.2. Education - The requirement that an Individual undertake specified educational or similar remedial measures to address the violation(s). Probation - Should any further violations occur during the probationary period, will result in additional disciplinary measures, likely including a period of Suspension or permanent Ineligibility from Activities. This sanction can also include loss of privileges or other conditions, restrictions, or requirements for a specified period of time.
 - 10.4.3. Suspension - Suspension, either for a set time or until further notice, from participation, in any capacity, in any Activity. A suspended Individual is eligible to return to participation, but reinstatement may be subject to certain restrictions or contingent upon the Individual satisfying specific conditions noted at the time of suspension. Suspension from All Soccer Activity includes all soccer related activity within a specified jurisdiction including, but not limited to, a ban from all playing, coaching, managing, organizing, practice or team training, and refereeing, and may also include specific limitations on interactions with youth and/or access to fields as a spectator and/or any other requirement as specified in the decision.
 - 10.4.4. Eligibility Restrictions - Restrictions or prohibitions from some types of participation but allowing participation in other capacities under strict conditions.

10.4.5. Permanent Ineligibility/Expulsion - Permanent ineligibility to participate, in any capacity, in any Activity.

10.4.6. Fine

10.4.7. Other Discretionary Sanctions - Other sanctions may be imposed, including, but not limited to, other loss of privileges, no contact directives, a fine or a monetary payment to compensate for direct losses, or other restrictions or conditions as deemed necessary or appropriate.

10.5. The above sanctions are representative penalties only. They may be modified to fit the circumstances of the infraction, and they are presented generally in order of severity.

10.6. Unless the Discipline Committee decides otherwise, any disciplinary sanctions (such as a period of ineligibility) will begin immediately and timelines will be provided for fulfillment of other sanctions (such as a written apology), notwithstanding an appeal. Failure to comply with a sanction as determined by the Discipline Committee will result in an automatic suspension until such time as compliance occurs.

10.7. An Individual's criminal conviction, at any time, for any of the following Criminal Code offenses shall carry a presumptive sanction of permanent suspension from participating in an Activity and expulsion from SSA:

10.7.1. Any offense involving trafficking of illegal drugs or substances

10.7.2. Any offense involving child pornography

10.7.3. Any sexual offence

10.7.4. Any offence of assault involving a Minor

10.7.5. Any offence of physical or psychological violence involving a Minor

10.8. An Individual's conviction, at any time, for any of the following Criminal Code offenses may be deemed an infraction under this policy as determined by the ITP Case Manager and may result in permanent suspension from participating in an Activity and expulsion from SSA:

10.8.1. Any theft or fraud offence

10.8.2. Any offence of assault other than involving a Minor

10.8.3. Any offence of physical or psychological violence other than involving a Minor

10.9. Records of all decisions will be maintained by SSA.

11. TIER 2 PROCESS

11.1. Tier 2 complaints shall be dealt with by the ITP.

11.2. The ITP subject matter experts (SME) may take steps they consider appropriate to seek to resolve the matter and may determine any appropriate disciplinary sanctions to be taken against a Respondent in accordance with this Policy.

11.3. The SME will issue a written decision, including reasons, for distribution by the ITP Case Manager to the Respondent, the Complainant, and SSA.

12. TIER 2 SANCTIONS

12.1. The following examples of disciplinary sanctions, singularly or in combination may be applied:

12.1.1. Verbal reprimand

12.1.2. Written reprimand to be placed in the Respondent's file

12.1.3. Direction to provide a verbal apology

12.1.4. Team service or other voluntary contribution to SSA or its Member Organizations

12.1.5. Education

12.1.6. Fine

12.1.7. Probation

12.1.8. Suspension

12.1.9. Any other appropriate sanctions as determined by the Arbitrator.

12.2. The decision will not be considered a public record, unless determined otherwise by the ITP Case Manager.

13. TIER 3 PROCESS

13.1. Tier 3 complaints will be reported and dealt with under advisement of the organization holding Jurisdiction.

13.2. Cases under the Jurisdiction of the SSA will utilize the following procedure:

- 13.2.1. If the matter is to proceed by way of a hearing:
- a. A Case Manager will be appointed.
 - b. An independent judicial body shall be appointed by the case manager.
 - c. The timelines and format shall be determined and managed by the case manager.
 - d. Once a party has elected to proceed by way of a hearing, should they not meet the timelines, or fail to participate, the hearing will proceed in any event.
 - e. If a respondent does not give notice and fails to attend a scheduled personal hearing the respondent shall be levied a fine of up to \$500 and shall also be liable to repay costs related to the hearing for all parties. Sanctions will not be considered complete until the fine and costs are paid.
 - f. Judicial processes (hearings) will generally be managed by a single adjudicator and by document review.
 - g. The decision on the make-up of the judicial body, format and timelines of the judicial process are not appealable.
 - h. Document Review - in conducting a hearing by document review, the judicial body:
 - I. shall consider the information provided by the complainant and respondent prior to making a decision;
 - II. may review previous disciplinary sanctions against the respondent, in order to curb repeat negative behaviour, which shall not be considered precedent setting;
 - III. may exclude evidence that is unduly repetitious and may place weight on the evidence it deems appropriate.
 - i. The Judicial Body will issue a decision.
 - I. After the hearing has concluded, the judicial body will determine whether an infraction has occurred and, if so, the sanctions to be imposed. The judicial body may issue a verbal or summary decision following the hearing's conclusion, but in all cases a full written decision with rationale shall be issued within fourteen (14) days and distributed to all parties.
 - j. The written decision must clearly outline:
 - I. The length of the disciplinary sanction,
 - II. the timelines for compliance,
 - III. the jurisdiction the decision applies to; governing bodies may assess sanctions within their jurisdiction only, with the exception of specific infractions which are noted in Appendix B, which shall automatically be applied province wide,
 - IV. Any other conditions related to the decision.
 - k. Unless otherwise outlined in the decision:
 - I. disciplinary sanctions will be served and applied within the entire jurisdiction of the governing body managing the judicial process.
 - II. any disciplinary sanction will begin immediately upon receipt of the decision.
 - III. all fines shall be payable within 30 days and shall accrue interest as per organization policy until paid in full.

14. APPEALS

14.1. To submit an appeal for a Tier 1 or 2 complaint, the Complainant or Respondent must provide a written statement setting out their grounds of appeal to the ITP Case Manager within fourteen (14) days of the date of receiving the decision. Grounds for appeal must include:

14.1.1. Failing to follow procedures as set out in this Policy

14.1.2. Making a decision which was influenced by bias (where bias is defined as a lack of neutrality to such an extent that the decision-maker is unable to consider other views) or conflict of interest

14.1.3. Making a decision which was grossly unreasonable

14.2. Within sixty (60) days of receiving the written appeal, the ITP Case Manager may refer the appeal to a new hearing panel composed of one (1) to three (3) individuals. The hearing panel may dismiss the appeal or allow the appeal. If they allow the appeal, they may revoke the sanction or findings, or impose a different sanction. In each case, the hearing panel must give reasons in writing for its decision.

14.3. Every appeal will be handled in a manner that upholds the principles of procedural fairness applicable in the circumstances.

14.4. In every case, affected persons shall be notified in writing of the appeal, and provided with the opportunity to deliver responding evidence and submissions.

14.5. To submit an appeal to a Tier 3 complaint managed by SSA, the Complainant or Respondent must provide a written statement setting out their grounds of appeal to the SSA Case Manager within fourteen (14) days of the date of receiving the decision. The Appeal must include:

14.5.1. Grounds for the appeal - A decision cannot be appealed on its merits alone. An appeal may only be heard if there are sufficient grounds for appeal. Sufficient grounds include the Judicial Body:

- a. Made a decision over which it did not have authority or jurisdiction (as set out in the respondent's governing documents)
- b. Failed to follow its own procedures (as set out in the respondent's governing documents)
- c. Made a decision that was influenced by bias (where bias is defined as a lack of neutrality to such an extent that the decision-maker is unable to consider other views)
- d. Made a decision that was grossly unreasonable

14.5.2. Detailed reasons for the appeal

14.5.3. All evidence that supports these grounds

14.5.4. Requested remedy or remedies

14.5.5. An appeal fee of five hundred dollars (\$500)

14.5.6. If the appeal is denied on the basis of insufficient ground, because it was not submitted in a timely manner, or because it did not fall under the scope of this policy, the appellant will be notified, in writing, of the reasons for this decision. This decision may not be appealed. The appeal fee, minus a \$50 admin fee, will be returned to the appellant if the appeal is denied by the case manager.

14.6. If the case manager is satisfied there are sufficient grounds for an appeal, the case manager will appoint a judicial body to hear the appeal. The judicial body will generally be managed by a single adjudicator.

14.7. A Judicial Process will be completed in a manner that upholds the principles of procedural fairness applicable in the circumstances.

14.8. The judicial body shall issue its decision, in writing and with reasons, after the hearing's conclusion.

14.9. The judicial body's written decision, with rationale, will be issued within twenty-four (24) days and distributed to all parties. In extraordinary circumstances, the judicial body may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued thereafter.

14.10. The right is reserved for an appeal to be made to Canada Soccer Appeals Committee.

15. OTHER CONSIDERATIONS

15.1. Confidentiality

15.1.1. Individuals can be assured that the ITP Case Manager and SSA will take all possible steps to preserve confidentiality to the extent reasonably possible and in accordance with applicable privacy legislation and other legal requirements. Despite assurances of confidentiality and privacy, SSA must report incidents that are likely to give rise to a claim to its insurance provider at the time SSA is made aware of the incident. Moreover, the ITP Case Manager and SSA may be required to share relevant information with child protection authorities and law enforcement. The ITP Case Manager and SSA may also be required to provide sufficient information about the allegation(s) to an Individual to enable them to provide a proper response. In many cases, this will mean that anonymity is not feasible or fair.

15.1.2. SSA will keep and retain all relevant records in accordance with the applicable legislation. Such records will be stored in a confidential file maintained and accessed only by the those that are authorized to have access to the confidential information.

15.1.3. SSA will immediately report all suspensions of one year or greater in length to Canada Soccer and Sask Sport.

15.1.4. The judicial process is confidential and involves only the parties, the case manager, the judicial body, and any independent advisors to the judicial body.

15.2. Fabricated, Malicious, Frivolous or Vexatious Complaints

15.2.1. If it is determined that an Individual made a report or influenced others to make a report that is fabricated, malicious, frivolous or vexatious, they will be subject to disciplinary action up to and including expulsion. Repeated unfounded reports can lead to more severe disciplinary action, up to and including expulsion.

15.2.2. An allegation is false if the events reported did not occur and the person making the report knows the events did not occur. A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. An unsubstantiated allegation alone that is made in good faith is not grounds for violation, nor will it necessarily be considered fabricated, malicious, frivolous or vexatious.

15.3. Manipulation of Process, Retaliation and Aiding & Abetting

15.3.1. Individuals will be subject to discipline if they are directly or indirectly interfering with this policy by:

- a. Falsifying, distorting, or misrepresenting information, the resolution process, or an outcome.
- b. Attempting to discourage an Individual's proper participation in or use of this processes.
- c. Harassing or intimidating (verbally or physically) any person involved in the process.
- d. Publicly disclosing identifying information of an Individual, without permission.
- e. Failing to comply with any temporary or provisional measure or other final sanction
- f. Publicizing materials an Individual gains access to during the review process or hearing, except as required by law or as expressly permitted
- g. Attempts to influence another person to interfere with or manipulate the process
- h. Facilitating, promoting, or encouraging the commission of maltreatment.

15.4. Retaliation

15.4.1. Retaliation is prohibited. It is a violation of this policy to retaliate in any way against an Individual who has raised a good faith concern or made a bona fide report about alleged or suspected misconduct, or against a witness, investigator, decision maker or another person who has cooperated or participated in the process. Retaliation includes threatening, intimidating, harassing, coercing, or any other conduct that would discourage a reasonable person from engaging or participating in this process.

15.4.2. Retaliation after the conclusion of the sanction process is also prohibited. Retaliation may be present even where there is a finding that no misconduct occurred.

15.4.3. Any person who experiences such retaliation must immediately report their concern to ITP and SSA. Disciplinary action will be taken against an Individual who engages in retaliatory conduct, up to and including expulsion.

15.4.4. SSA supports a culture dedicated to keeping all participants, particularly youth and the vulnerable safe. Raising good faith concerns is fundamental to this culture and individuals need to feel a sense of safety to bring forward any concerns of misconduct.

15.5. Conflict of Interest

15.5.1. All Individuals involved in this process must identify any direct or indirect perceived conflict of interest relating to the complaint. Failure to disclose a conflict of interest, or once disclosed failure to have absolutely no influence on the case will be subject to discipline.

16. Appendix A Maltreatment

The categories of Maltreatment below are not mutually exclusive, nor are the examples provided in each category an exhaustive list. Rather, what matters for the assessment of the Maltreatment is whether the conduct falls into one or more of the categories, not into which category it falls. Abuse, assault, harassment, bullying, and hazing can be experienced in more than one category of Maltreatment.

Maltreatment is defined as volitional acts that result in harm or the potential for physical or psychological harm, including:

Psychological Maltreatment

Psychological Maltreatment includes, without limitation, verbal conduct, non-assaultive physical conduct, conduct that denies attention or support, and/or a person in authority's pattern of deliberate non-contact behaviours that have the potential to cause harm.

1. Verbal Conduct: without limitation, verbally assaulting or attacking someone, including in online forms; unwarranted personal criticisms; implied or expressed body shaming; derogatory comments related to one's identity (e.g. race, gender identity or expression, ethnicity, Indigeneity, disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumours or false statements about someone to diminish that person's reputation; using confidential sport and non-sport information inappropriately.
2. Non-assaultive physical conduct: physical behaviour, or the encouragement of physical behaviour, that has the potential to be harmful or instill fear, including, without limitation:
 - a. body-shaming, such as, without limitation, repeated and unnecessary weigh-ins, setting unreasonable weigh-in goals, inappropriately taking food away from athletes, prescribing inappropriately restrictive diets, inappropriately focusing on the physical appearance of a person's body, unnecessary or inappropriate emphasis on biometric data
 - b. forms of physically aggressive behaviours such as, without limitation, throwing objects at or in the presence of others without striking another, damaging another's personal belongings, hitting, striking or punching objects in the presence of others.
3. Conduct that causes denial of attention or support: without limitation, forms of lack of support or isolation such as ignoring psychological needs or socially isolating a person repeatedly or for an extended period of time, abandonment of an athlete as punishment for poor performance; arbitrarily or unreasonably, denying feedback, training opportunities, support or attention for extended periods of time and/or asking others to do the same.
4. A person in authority's pattern of deliberate non-contact behaviours that has the objective potential to be harmful.

5. Psychological Maltreatment is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour.
attention for extended periods of time and/or asking others to do the same.

Physical Maltreatment

1. Physical Maltreatment includes contact or non-contact infliction of physical harm.
 - a. Contact behaviours: without limitation, deliberately punching, kicking, beating, biting, striking, strangling or slapping another; deliberately hitting another with objects, providing a massage or other purported therapeutic or medical interventions with no specific training or expertise.
 - b. Non-contact behaviours: without limitation, isolating a person in a confined space forcing a person to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a hard surface); the use of exercise for the purposes of punishment, withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; denying access to a toilet; providing alcohol to a Participant who is under the legal drinking age; providing illegal drugs or non-prescribed medications to a Participant, encouraging or permitting an athlete under their authority to return to play following any injury, including after a concussion, when they knew or ought to have known that the return is premature, or without the clearance of a medical professional where reasonably required; encouraging an athlete to perform a potentially dangerous skill for which the Participant knows or ought to know that the athlete is not developmentally ready.
2. Physical Maltreatment is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour.

Neglect

1. Neglect refers to the omission of adequate care and attention and is evaluated with consideration given to the Participant's needs and requirements. Examples of Neglect include without limitation: not allowing an athlete adequate recovery time and/or treatment for a sport injury; disregarding and/or not considering a person's physical or intellectual disability, not ensuring appropriate supervision of an athlete during travel, training or competition; not considering the welfare of the athlete when prescribing dieting or other weight control methods (e.g., weigh-ins, caliper tests); disregarding the use of performance-enhancing drugs by an athlete, failure to ensure safety of equipment or environment; allowing an athlete to disregard sport's rules, regulations, and standards.
2. Neglect is determined by behaviour viewed objectively, not whether harm is intended or results from the behaviour.

Sexual Maltreatment

1. Sexual Maltreatment includes, but is not limited to:

- a. any non-Consensual touching of a sexual nature and/or the Criminal Code offence of sexual assault
 - b. forcing or coercing a person into sexual acts
 - c. participating in or performing acts on a person that violate their sexual integrity
 - d. Criminal Code offences that do not involve actual physical contact or that can occur through electronic means such as indecent exposure, voyeurism, non- consensual distribution of sexual/intimate images, luring and agreement or arrangement to commit a sexual offence
 - e. Sexual harassment, which is defined as any series of or serious comment(s) or conduct of a sexual nature that is unwelcome and that would be objectively perceived to be unwelcome, and which broadly includes jokes, remarks or gestures of a sexual or degrading nature, or distributing, displaying or promoting images or other material of a sexual or degrading nature, or any act targeting a person’s sexuality, gender identity or expression. It can also include stalking or harassment in person or by electronic means where the stalking or harassment is of a sexual nature.
2. Sexual Maltreatment can take place through any form or means of communication (e.g. online, social media, verbal, written, visual, hazing, or through a third party).
 3. Sexual Maltreatment of a Minor is any Sexual Maltreatment against a Minor. It includes the items described in section 3 above and also includes, but is not limited to, the Criminal Code offences that are specific to individuals who are not adults or to individuals under a particular age, such as sexual exploitation, sexual interference, and any offence related to exploitation of a Minor through prostitution. Sexual Maltreatment of a Minor is not limited to acts that involve physical contact but can include acts that can occur in person or via electronic means such as, but not limited to, invitation to sexual touching, making sexually explicit material available to a Minor, and acts that occur only online such as luring or agreement or arrangement to commit a sexual offence against a Minor. It also includes any offence related to child pornography as that term is defined in the law in Canada. For the sake of clarity, it shall not constitute a violation in and of itself for a Minor Participant to create, possess, make available or distribute images of themselves.
 4. A Participant is presumed to know that a person is a Minor.
 5. It is prohibited for a Participant to create, possess, make available or distribute images that sexualize or contain nudity of another person in the absence of Consent.
 6. Where there is a Power Imbalance, sexual acts or communications (electronic or otherwise) between any Participant and another Participant are prohibited.
 7. Examples of Sexual Maltreatment include, without limitation to:
 - a. Reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance, where the reprisal is made or threatened by a Participant who has more power in the context of a relationship that involves a Power Imbalance, or if the person to whom the solicitation or advance is made is a Minor

- b. Pressuring a person to engage in sexual activity, including by making repeated advances that are known or ought to be known to be unwelcome
- c. Questions asked of a person about their sexual preferences, sexual history, sexual organs or sexual experiences, particularly when such questions are asked by a Participant who has more power in the context of a relationship that involves a Power Imbalance, or asked of a Minor or Vulnerable Participant
- d. Sexual attention when the person giving the attention reasonably knows or ought to know that the attention is unwanted or unwelcome or where the object of the attention is a Minor. Sexual attention includes but is not limited to comments about a person's appearance, body or clothing that could be Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) 2022 Page | 7 objectively perceived by another person as being sexual in nature, practical jokes based on sex, intimidating sexual remarks, propositions, invitations or familiarity.
- e. Unwelcome remarks based on gender which are not of a sexual nature, but which are demeaning such as derogatory gender-based jokes or comments.

Grooming

1. Grooming is conduct that may precede other behaviours defined as Sexual Maltreatment or is carried out in conjunction with other forms of Sexual Maltreatment. Repeated Boundary Transgressions by a Participant toward a Minor or Vulnerable Participant may also be deemed to be Grooming, even in the absence of deliberate intention to facilitate a sexual relationship.
2. In assessing whether Grooming has occurred, the existence of a Power Imbalance should be taken into account.
3. The Grooming process is often gradual and involves building trust and comfort with a person, and sometimes also with the protective adults and peers around the person. It may begin with subtle behaviours that may not appear to be inappropriate but that can serve to sexualize a relationship, reduce sexual inhibitions, or normalize inappropriate behaviour. It may include the testing of boundaries (e.g., seemingly accidental touching) that gradually escalates to Sexual Maltreatment (e.g. sexualized touching). It is acknowledged that many victims/survivors of sexual abuse do not recognize the Grooming process as it is happening, nor do they recognize that this process of manipulation is part of the overall abuse process.

Boundary Transgressions

1. Identifying a Boundary Transgression is dependent on context, including the age of the persons involved and the existence of a Power Imbalance. It may be the case that a particular act or communication does not meet the threshold of any of the types of Maltreatment but is an act or communication that is nonetheless viewed as inappropriate in the circumstances. The assessment of the behaviour should consider whether the behaviour would raise concern in the mind of a reasonable observer, what objective appears to be guiding the interaction, and whose needs are being met. Even if the act in question does not, on its own, objectively cause harm to another person, a Boundary Transgression is nonetheless an act that should be corrected in

order to ensure the safety and security of all members involved in sport, recognizing that Boundary Transgressions are often part of the Grooming process.

2. Recognizing that there may be a need to be flexible in the way in which such Boundary Transgressions are addressed, a Boundary Transgression may trigger review of the circumstances and potentially be resolved informally, or a formal conduct review may be initiated.
3. Consequences can range from formal disciplinary action to simply recording the circumstances and its resolution and retaining it in the record of the Participant in the event future Boundary Transgressions occur. A repeated Boundary Transgression after a consequence should be treated seriously.
4. The concept of Boundary Transgressions is intended to be broad in scope. By way of example and not limitation, a Boundary Transgression may be a circumstance where:
 - a. one person uses contact information available to the person for the purpose of sport, to make contact with a person for a purpose that is not related to sport
 - b. a Participant uses or attempts to use a line of communication with another person that is not within the typical communication channels
 - c. communicating privately with a Minor through social media or text
 - d. a Participant inappropriately shares personal photographs
 - e. Participant arranges for or engages in inappropriate sharing of locker rooms
 - f. one-on-one meetings that are not held in an open and observable environment
 - g. there is inappropriate private travel or transportation
 - h. providing personal gifts

Discrimination

1. Discrimination can include overt or subtle forms of harm that uniquely define the adverse or inequitable experiences of marginalized persons.
2. The following are examples of Discrimination if they are based on one or more of the grounds of Discrimination within the definition:
 - a. Denying someone access to services, benefits, or opportunities
 - b. Treating a person unfairly
 - c. Communicating hate messages or unwelcome remarks or jokes
 - d. The perpetuation of misogynistic, racist, ableist, homophobic, or transphobic attitudes and stereotypes.
3. Discrimination does not require an intention to cause harm

Subjecting a Participant to the Risk of Maltreatment

1. Sport administrators or other sport decision-makers in positions of authority who place Individual in situations that they know or ought to have known make the Participant vulnerable to Maltreatment are subjecting a Participant to the risk of Maltreatment.
2. Subjecting a Participant to the risk of Maltreatment includes, without limitation:
 - a. instructing an athlete and coach to share a hotel room when traveling, knowingly hiring a Participant who has a past history of Prohibited Behaviour and who is under a sanction of temporary or permanent ineligibility pursuant to a UCCMS enforcement process
 - b. assigning guides and other support staff to a para-athlete when the guide or support staff has a past history of Prohibited Behaviour and is under a sanction of temporary or permanent ineligibility pursuant to a UCCMS enforcement process
 - c. assigning a guide or support staff to a para-athlete in the absence of consultation with the para-athlete

Aiding and Abetting

1. Aiding and Abetting is any act or communication taken with the purpose of directly assisting, furthering, facilitating, promoting, or encouraging the commission of Maltreatment or other Prohibited Behaviour by or against a Participant
2. Aiding and Abetting also includes, without limitation:
 - a. knowingly allowing any person who is suspended or is otherwise ineligible to participate in an Adopting Organization's Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) 2022 Page | 9 activities
 - b. providing any coaching-related advice or service to an athlete who is suspended or is otherwise ineligible
 - c. allowing any person to violate the terms of their suspension or any other sanctions imposed.

Failure to Report

1. Failure to Report possible Maltreatment or other Prohibited Behaviour:
 - a. It is a violation for any adult Participant who knew or ought to have known of a Participant's Prohibited Behaviour toward another person to fail to Report such conduct. For clarity, a Participant is not obligated to Report an instance of Prohibited Behaviour to which they were personally subject.
 - b. Where information regarding a Participant's Prohibited Behaviour toward another adult is made known to an adult Participant through an explicitly confidential disclosure, the adult Participant shall not be required to Report the information obtained through that disclosure. Nevertheless, if an adult Participant knew or ought to have known of the Participant's Prohibited Behaviour for reasons other than the explicitly confidential disclosure, it remains a violation for them to fail to Report such conduct.
 - c. The person making the Report does not need to determine whether a violation took place: instead, the responsibility lies in Reporting the objective behaviour. Early

intervention is required to prevent escalation, hence the obligation on all adult Participants to Report.

- d. The Reporting Obligation is ongoing and is not satisfied simply by making an initial Report. The Reporting Obligation includes Reporting, on a timely basis, any and all relevant information of which an adult Participant becomes aware.
- e. It is a violation for any adult Participant to fail to fulfill any applicable legal Duty to Report.

17. Appendix B Sanctions for Misconduct

Canada Soccer has established **minimum sanctions** within the Canada Soccer Discipline Code (CSDC).

The CSDC applies to every match and competition organized by SSA and its members and to breaches of the FIFA Laws of the Game, SSA & Canada Soccer By-Laws, Rules and Regulations, Code of Conduct and Ethics and polices and directives in force. It also applies to breaches of SSA and Canada Soccer By-Laws, Rules and Regulations, Code of Conduct and Ethics and policies that do not fall under the jurisdiction of any other body.

All SSA Member Organizations must ensure that any discipline sanctions set forth under their jurisdiction meet the minimum standards of Canada Soccer.

This article outlines sanctions that will be applied for judicial processes under the jurisdiction of SSA.

All sanctions listed herein meet or exceed Canada Soccer standards. SSA strives to ensure all participants experience a safe, welcoming, and inclusive sport environment; judicial processes and sanctions delivered consistently, province wide, will support the achievement of this goal. In order to improve consistency provide wide we encourage that all SSA Member Organizations use the sanctions for misconduct as described in the chart below as minimums.

Application of Sanctions:

Under the sanction column, if it indicates both a sanction and fine, and other conditions, then all must be applied.

When the list below indicates a fine and a sanction separately the judicial body may apply either or both.

1. Breaching the Code of Conduct and Ethics and SSA Policy

Name/Description of Misconduct	Fine	Minimum Sanction
1.1 Offensive Behaviour & Fair Play – anyone who insults someone in any way, using offensive gestures or language, who violates the principles of fair play	\$250	1 st offense – 30 days 2 nd offense – 45 days 3 rd offense – 60 days
1.2 Discrimination/Harassment – Players or organizers	\$2500 \$10,000 \$10,000	All soccer related activity, province wide Player - 1 st offense – 5 matches 2 nd offense – 1 year + fine 3 rd offense – 5 years + \$5000 fine Organizer - 45 days; removal from position of authority, where appropriate

	\$0	MO/Entity - Fine Spectator - 6 month ban from entering any facility
1.3 Forgery and Falsification	\$250 \$500 \$1000	Province wide Player - 6 matches Organizer, match agent, or intermediary – 1 year Entity – Expulsion from a competition and/or a transfer ban
1.4 Corruption	\$10,000	All soccer related activity, province wide Expulsion and ban from entering any facility
1.5 Unlawfully influencing match results (Match fixing)	\$10,000	All soccer related activity, province wide Complete ban on taking part in any soccer related activity; match suspension
1.6 Doping	As defined in accordance with the CCES anti- doping regulations	As defined in accordance with the CCES anti-doping regulations
1.7 Failure to respect decisions	Player/Organizer - \$250 Entity - \$500	Province wide Player or Organizer – 1 year
1.8 Spitting at another person	\$300	All soccer related activity, province wide 1 st offense – 6 matches 2 nd offense – 1 year + fine 3 rd offense – 2 years + \$500 fine
1.9 Inappropriate actions on social media or other forms of public communication	\$300	Player – 6 matches Organizer/Organization – fine
1.10 Actions which bring or attempt to bring the game or organization into disrepute	\$300	Player – 6 matches Member/Organizer/Organization - fine
1.11 Willfully making false claims (without foundation) against an individual or organization	\$300	Player – 6 matches Member/Organizer/Organization - fine

1.12 Participating while under the influence	\$200	Player – 6 matches Coach/Team Personnel/Organizer – 6 months
1.13 Willfully damaging property	\$200 + repayment of damages	Player – 6 matches + repayment of damages Coach/Team Personnel/Organizer – 6 months
1.14 Failure to attend a discipline hearing without giving notice	\$500 + repayment of hearing costs	All soccer related activity, province wide Immediate suspension from all soccer activity pending completion of judicial process
1.15 Violence or threats of violence occurring off the pitch	\$500	All soccer related activity, province wide Player – 6 matches + fine Organizer – fine Spectator – facility ban – 1 year
1.16 Non-Specified Code of Conduct Violations 9 21 The Code of Conduct & Ethics is not intended to specifically outline every instance of misconduct. As such, misconduct not specifically listed in this Code which is not in line with the values of SSA or the principles of the Code, may still constitute a breach of the Code and be subject to sanctions.	The Judicial Body has broad discretion to determine the fine for any non-specified code of Conduct violations offense.	The Judicial Body has broad discretion to determine the sanctions for any non-specified Code of Conduct violations. The Judicial Body shall also have discretion to determine the jurisdiction the ruling applies to (i.e. local, province, all soccer activity etc.).

2. Serious Infringements of the FIFA Laws of the Game (Sending Off Offenses): Misconduct Against Opponents or Persons Other than Match Officials or Organizers

Name/Description of Misconduct	Fine	Minimum Sanction(s)
2.1 Player: Serious foul play - including the use of excessive or brute force when challenging for the ball	As per competition regulations	1 st - 2 matches 2 nd - 5 matches 3 rd - 6 months
2.2 Player: Violent conduct - including elbowing, punching, kicking, running the goalkeeper, or other acts deemed violent (except when against a match official)	As per competition regulations	1 st - 3 matches 2 nd - 6 months 3 rd - 1 year
2.3 Player: Biting or spitting at an opponent or any other person (except when against a match official)	As per competition regulations	All soccer related activity, province wide 1 st - 6 matches 2 nd - 1 year 3 rd - 2 years
2.4 Player: Denying the opposing team a goal or an obvious goal - scoring opportunity by deliberately handling the ball (except a goalkeeper within their own penalty area)	As per competition regulations	1 match
2.5 Player: Denying a goal or an obvious goal-scoring opportunity to an opponent whose overall movement is towards the offender's goal by an offence punishable by a free kick	As per competition regulations	1 match
2.6 Player: Using offensive, insulting or abusive language and/or gestures (except when against a match official)	As per competition regulations	1 st - 3 matches 2 nd - 6 matches 3 rd - 1 year
2.7 Player: Receiving a second caution (yellow card) in the same match	As per competition regulations	1 st – 1 match 3 rd – 2 matches 5 th – 3 matches
2.8 Team Personnel: Delaying the restart of play by the opposing team e.g. holding onto the ball, kicking the ball away, obstructing the movement of a player	As per competition regulations	1 match
2.9 Team Personnel: Deliberately leaving the technical area to: show dissent towards, or remonstrate with, a match official; act in a provocative or inflammatory manner	As per competition regulations	1 st - 5 matches 2 nd - 6 months 3 rd - 1 year
2.10 Team Personnel: Enter the opposing technical area in an aggressive or confrontational	As per competition regulations	1 st - 3 matches 2 nd - 6 months 3 rd - 1 year

manner		
2.11 Team Personnel: Deliberately throwing/kicking an object onto the field of play	As per competition regulations	1 st - 1 match 2 nd - 5 matches 3 rd - 6 months
2.12 Team Personnel: Entering the field of play to: confront a match official (including at half-time and full-time); and interfere with play, an opposing player or a match official	As per competition regulations	1 st - 5 matches 2 nd - 6 months 3 rd - 1 year
2.13 Team Personnel: Physical or aggressive behaviour (including spitting or biting) towards an opposing player, substitute, team official, spectator or any other person (e.g. ball boy/girl, security or competition official etc.) (except when against a match official)	As per competition regulations	All soccer related activity, province wide 1 st - 8 matches 2 nd - 1 year 3 rd - 2 years
2.14 Team Personnel: Receiving a second caution in the same match	As per competition regulations	1 st – 1 match 3 rd – 2 matches 5 th – 3 matches
2.15 Team Personnel: Using offensive, insulting or abusive language and/or gestures (except when against a match official)	As per competition regulations	1 st - 3 matches 2 nd - 6 matches 3 rd - 1 year
2.16 Using unauthorized electronic or communication equipment and/or behaving in an inappropriate manner as the result of using electronic or communication equipment	As per competition regulations	1 match
2.17 Violent conduct	As per competition regulations	1 st - 5 matches 2 nd - 6 months 3 rd – 1 year

3. Misconduct against Match Officials and Organizers

SSA and its members are committed to eliminating abuse of match officials and organizers from the game at all levels.

Name/Description of Misconduct	Fine	Minimum Sanction(s)
3.1 Using offensive, insulting or abusive language and/or gestures toward a match official or organizer.	\$300	1 st - 6 matches + Respect in Sport participation 2 nd - 12 matches + \$600 fine 3 rd - 12 months + \$2500 fine + \$1000 bond
3.2 Failing to leave the field of play after dismissal, and/or	\$300	6 matches

delaying the restart of play due to negative reaction to referee sanctions, and/or refusing to comply with the directives of the match official.		
3.3 Entering the match official change room/personal space without invitation to engage in discussion in a threatening or unwarranted manner.	\$300	All soccer related activity, province wide 1 st - 6 matches + fine + Respect in Sport participation 2 nd - 12 matches + \$600 fine 3 rd - 12 months + \$2500 fine + \$1000 bond
3.4 Refusal to leave the match official change room/personal space in a timely manner after being dismissed or directed	\$300	All soccer related activity, province wide 1 st – 6 matches + fine + Respect in Sport participation 2 nd – 12 matches + \$600 fine 3 rd – 12 months + \$2500 fine + \$1000 bond
3.5 Assault – attempted deliberate physical contact or deliberate physical contact, or attempted violent conduct or violent conduct (e.g. striking, kicking, spitting, etc.) and/or verbal or physical threats toward a match official or organizer.	\$500	<u>Immediate suspension from all soccer related activity, province wide, pending a hearing</u> 1 st – 1 year + fine + \$1000 bond + Respect in Sport participation 2 nd - 2 years + fine + \$1000 bond 3 rd - Expulsion

4. Disorderliness at Matches and Competitions

Name/Description of Misconduct	Fine	Minimum Sanction(s)
3.1 Inciting hatred and violence during a match (player or organizer)	\$2,500	All soccer related activity, province wide Player - 12 matches Organizer – 6 months - all soccer related activities; removal from a position of authority, where appropriate.
3.2 Inciting hatred and violence (player or organizer) using mass and/or social media or if it takes place on a match day in or around a stadium	\$10,000	All soccer related activity, province wide Player - 12 matches Organizer – 6 months - all soccer

		related activities; removal from a position of authority, where appropriate.
3.3 Provoking the general public during a match (player or organizer)	\$1,000	Player - 2 matches Organizer – 45 days - all soccer related activities; removal from a position of authority, where appropriate.

5. Team Misconduct

Name/Description of Misconduct	Fine	Minimum Sanction(s)
4.1 Where a referee sanctions at least five (5) members of the same team during a match (caution or expulsion)	\$250 – Team/Club	As per competition regulations
4.2 Where several players or team personnel of the same team threaten or harass match officials or organizer.	\$1000 – Team/Club	Immediate suspension from all soccer related activity, province wide, pending a hearing 1st – 1 year + \$1000 bond + Respect in Sport participation 2nd - 2 years + fine + \$1000 bond 3rd - Expulsion
4.3 Where two (2) or more players surround a match official to protest a decision.	\$250 – Team/Club	As per competition regulations
4.4 Un-played match and/or abandonment	\$2500	Team/Club – match shall either be forfeited or replayed as per competition regulations
4.5 Contributing to/participating in a brawl	As per competition regulations	Province wide 6 matches – for those found guilty of inciting or provoking the offence
4.6 Inappropriate conduct of a team official(s) resulting in the abandonment of a game.	As per competition regulations	1 st – 2 matches 2 nd – 6 matches 3 rd – 1 season

6. Participation while Ineligible, Un-registered or Under Suspension

Name/Description of Misconduct	Fine	Minimum Sanction(s)
5.1 Player participation while ineligible, un-registered or under suspension		1 st – 2 games 2 nd – 6 games 3 rd – 6 months
5.2 Team Personnel who acts in a manner that may be deemed to be coaching, managing or		1 st – 2 games 2 nd – 6 games

supporting the team while suspended		3 rd – 6 months
5.3 Any individual under suspension who, while attending a game as a spectator, behaves in a manner that brings disrepute to the game.		All soccer related activity, province wide 1 st – 6 months 2 nd – 1 year 3 rd – 2 years
5.4 Referee acting in a sanctioned game without being properly registered.		All soccer related activity, province wide 1 st – suspension until registration has been completed 2 nd – review of membership status by Referee Committee 3 rd – 12 months from all soccer activity
5.5 Any referee found to be officiating games for non-registered organizations, teams, and entities.		All soccer related activity, province wide 1 st – immediate suspension until review of membership status by Referee Committee + \$150 fine 2 nd – 1 year, \$300 fine 3 rd year – 2 years from all soccer activity + \$500 fine

7. Caution Accumulations

Name/Description of Misconduct	Minimum Sanction(s)
6.1 Three cautions in the same competition during the same season.	1 match
6.2 Five cautions in the same competition during the same season.	1 match
6.3 Seven cautions in the same competition during the same season.	1 match for every subsequent caution