



SASKATCHEWAN

SOCCER ASSOCIATION

POLICIES AND PROCEDURES MANUAL

Section Four Discipline & Complaints Policy

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1 Discipline and Complaints

1.0 Purpose

- 1.0.1 Individuals are expected to fulfill certain responsibilities and obligations including, but not limited to, complying with the policies, bylaws, rules and regulations of SSA and those of its Member Organizations, as applicable and as amended from time to time. Non-compliance may result in the imposition of sanctions pursuant to this Policy.

2 Jurisdiction and Application of this Policy

- 2.0.1 FIFA shall have jurisdiction with respect to disputes between Canada Soccer and parties belonging to other FIFA Member Associations and/or Confederations.
- 2.0.2 Canada Soccer and its judicial bodies shall have jurisdiction with respect to disputes between parties where the disputes involve Canada Soccer and its members.
- 2.0.3 Member Organizations will have jurisdiction with respect to disputes involving any registered entity or Individual under the jurisdiction of that organization, or any other matter not described herein that falls within the jurisdiction of the Member Organization and that does not otherwise fall within the scope of this Policy.
- 2.0.4 Otherwise, this Policy applies to all Individuals and to any alleged breaches of SSA policies, bylaws, rules or regulations.
- 2.0.5 This Policy applies to matters that may arise during the business, activities, and Events of SSA including, but not limited to, competitions, practices and training, evaluations, treatment or consultations (e.g., massage therapy), training camps, travel associated with SSA activities, and any meetings.
- 2.0.6 This Policy also applies to Individuals' conduct outside of the business, activities, and Events of SSA when such conduct adversely affects SSA's relationships (and the work and sport environment) or is detrimental to the image and reputation of SSA, or upon the acceptance of SSA.
- 2.0.7 Without limiting the generality of the foregoing, this Policy applies to alleged breaches of the Code of Conduct and Ethics by Individuals who have retired from the sport of soccer where any claim regarding a potential breach of the Code of Conduct and Ethics occurred when the Individual was active in the sport. In addition, this Policy will apply to breaches of the Code of Conduct and Ethics that occurred when the Individuals involved interacted due to their mutual involvement in the sport of soccer or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the Individual(s).

- 2.0.8 If an Individual makes a complaint or Reports an incident that occurred at a time during which a different SSA policy was in force (i.e., Code of Conduct and Ethics, Discipline and Complaints Policy), the matter will be governed by the substantive rules in the policy in force at the time that the incident occurred to determine whether an offense or breach of the policy has occurred, unless the panel hearing the matter determines that the principle of *lex mitior* applies to the circumstances of the case; however, for such cases, this Discipline and Complaints Policy will apply retroactively, prior to its approval date, as it relates to procedural matters.
- 2.0.9 Applicability of this Policy will be determined by the Independent Third Party at their sole discretion and shall not be subject to appeal.
- 2.0.10 This Policy does not apply to matters relating to:
- a) Membership status of Regular and Associate Members within SSA, which is under the authority and jurisdiction of the SSA Board of Directors.
 - b) Violations of SSA policies and procedures, or directives, and considerations of Good Standing which reside within the authority and jurisdiction of the SSA Executive Director.
 - c) 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.
 - d) Minor infractions/single incidents of failing to achieve expected standards of conduct that generally do not result in harm to others, SSA, its Member Organizations or Individuals, or the sport. Procedures for dealing with minor infractions may be informal and will be determined at the discretion of the person in authority.
- 2.0.11 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.
- 2.0.12 In addition to being subject to disciplinary action pursuant to this Discipline and Complaints Policy, an employee of SSA who is a Respondent to a Report may also be subject to consequences in accordance with the employee's employment agreement, if applicable, or SSA's human resources or other applicable policies.
- 2.0.13 SSA will adhere to all disclosure and reporting responsibilities required by any government entity, local police force, or child protection agency.

2.1 Minors

- 2.1.1 Complaints may be brought for or against an Individual who is a Minor. Minors must have a parent/guardian or other adult serve as their representative during this process. Any Individual who Reports or brings a complaint on behalf of a Minor that involves known or suspected abuse, neglect or Maltreatment of a Minor that is not Reported to the Office of the Sport Integrity Commissioner (OSIC) pursuant to Section 3 below must also Report this to local child welfare services, the applicable provincial or territorial social service ministries or departments, or local police.
- 2.1.2 Communication from the Independent Third Party, the Case Manager, Complaint Resolution Officer or discipline panel, as applicable, must be directed to the Minor's representative.
- 2.1.3 If the Minor's representative is not their parent/guardian, the representative must have written permission to act in such a capacity from the Minor's parent/guardian.
- 2.1.4 A Minor is not required to attend an oral hearing, if held, or participate in an investigation if conducted. In such circumstances, no adverse inference can be drawn against the Minor.

3 Reporting a Complaint 11 24

3.0 UCCMS Participants:

- 3.0.1 Incidents that involve alleged Maltreatment or Prohibited Behaviour involving a UCCMS Participant must be reported to the OSIC and will be addressed pursuant to the OSIC's policies and procedures.
- 3.0.2 OSIC shall determine the admissibility of such complaints in accordance with the relevant and applicable OSIC Guidelines regarding the initial review and preliminary assessment, at their sole discretion.
- 3.0.3 If the Independent Third Party receives a complaint that they consider would otherwise fall within the above sections, they shall refer the matter to the OSIC and notify the Individual(s) that made the complaint of such action within seven days of referring the matter to the OSIC.

3.1 Individuals:

- 3.1.1 Any complaints involving alleged breaches of SSA's policies that do not fall within Section 3 above must be Reported in writing by an Individual (or Individuals) to the Independent Third Party within twenty-one (21) days of the occurrence of the incident through the online form on the Sask Sport website . For the avoidance of doubt, this includes Reported complaints referred back to the Independent Third Party by the OSIC following a determination made by the OSIC that a complaint initially reported to it does not fall within its jurisdiction. The OSIC is not required to comply with the deadline specified in this Section 3.1.1. If SSA receives a complaint, it must immediately provide it to the Independent Third Party. Where SSA receives a complaint directly (or through its own independent third party, where applicable), it shall report the complaint to the Independent Third Party in a timely manner.
- 3.1.2 A Complainant who fears retribution or reprisal or who otherwise considers that their identity must remain confidential may Report a complaint to the Independent Third Party and request that their identity be kept confidential. If the Independent Third Party considers that the Complainant's identity must remain confidential, the Independent Third Party may ask that SSA take carriage of the complaint and act as the Complainant pursuant to Section 4.0.8 below.
- 3.1.3 If the Independent Third Party considers that it is unnecessary to keep the Complainant's identity confidential, they shall inform the Complainant, who may decide whether or not to pursue the Reported complaint. However, the Independent Third Party may not reveal the identity of the Complainant unless the Complainant expressly informs them of their desire to pursue the complaint and has indicated, in writing, their approval to have their identity divulged.

4 Independent Third Party Responsibilities: 11 24

- 4.0.1 Upon receipt of a Reported complaint from an Individual (or Individuals) or the OSIC, the Independent Third Party shall:
- determine whether the complaint falls within the jurisdiction of this Policy;
 - if it can be accepted pursuant to Section 3.1.1 above; and
 - whether it is either a frivolous or vexatious complaint, or if it has been made in bad faith.
- 4.0.2 If the Reported complaint is not accepted by the Independent Third Party for any of the aforementioned reasons, the Independent Third Party shall inform the Complainant and provide the reasons for which the complaint was not accepted. If the Reported complaint is not accepted because it does not fall within the jurisdiction of this Policy but would fall within the jurisdiction of another sport's policy(ies), the Independent Third Party shall inform the Complainant(s) so that they may Report their complaint to the appropriate organization. If the Reported complaint is accepted by the Independent Third Party, the Independent Third Party shall proceed to make the determinations indicated in Sections 4.0.5-4.0.9 below and notify the Parties accordingly that the Reported complaint has been accepted.



- 4.0.3 In cases where the Independent Third Party receives a complaint or Report involving known or suspected abuse, neglect or Maltreatment of a Minor that is not reported to the OSIC pursuant to Section 3.0.1, they shall Report this to local child welfare services, the applicable social service ministries or departments, or local police. The Independent Third Party shall not be responsible for fulfilling the aforementioned obligation if the Individual making the complaint or filing the Report confirms in writing that they have already Reported to any such authorities.
- 4.0.4 The Independent Third Party shall direct any complaints related to field of play violations to either SSA or the relevant Member Organization that has jurisdiction over the complaint (i.e., jurisdiction of contest). If the matter is referred to SSA, it shall be managed under the Complaint Resolution Officer process described below.
- 4.0.5 The Independent Third Party shall direct a Reported complaint to be managed by the Complaint Resolution Officer appointed by SSA if the Complainant alleges that any of the following incidents have occurred:
- Disrespectful conduct or behaviour
 - Minor acts of physical violence (i.e., pinching, shoving, intentionally blocking another person from their desired path, throwing an object at another person), unless the physical violence is between a Person in Authority and a Vulnerable Participant, in which case the matter will fall under Section 4.0.7 below
 - Conduct contrary to the values of SSA
 - Conduct that intentionally interferes with a competition or with any Athlete's preparation for a competition
 - Non-compliance with SSA's policies, procedures, rules, or regulations
 - Minor violations of the *Code of Conduct and Ethics*, *Social Media Policy*, or the *Athlete Protection Policy*
- 4.0.6 Comment to Article 3.1.1: Where any of the above-mentioned incidents occur on the field of play, they shall be addressed through the policy/process applicable to the field of play incident, and by the individual with appropriate authority under that policy/process/sport specific rulebook, subject to an Individual's right to file a Report regarding the incident pursuant to this Policy.
- 4.0.7 Subject to Section 3.0.1, the Independent Third Party shall direct a Reported complaint to be managed by a Case Manager appointed by SSA if the Complainant alleges that any of the following incidents have occurred:
- Repeated incidents pursuant to Section 4.0.5
 - Abusive, racist, or sexist comments, conduct or behaviour
 - Any incident of hazing
 - Behaviour that constitutes Maltreatment, Prohibited Behaviour, Workplace Harassment or Harassment
 - Major incidents of physical violence (e.g., fighting, attacking)
 - Pranks, jokes, or other activities that endanger the safety of others
 - Conduct that intentionally damages SSA's image, credibility, or reputation
 - Consistent disregard for SSA's bylaws, policies, rules, and regulations



- i) Major or repeated violations of the Code of Conduct and Ethics, Social Media Policy, or Athlete Protection Policy
 - j) Intentionally damaging SSA's property or improperly handling the organization's monies
 - k) Abusive use of alcohol or any other intoxicating substance, any use or possession of alcohol or any other intoxicating substance by Minors, or use or possession of illicit drugs and narcotics
 - l) A conviction for any Criminal Code offense
- 4.0.8 Notwithstanding any provision in this Policy, SSA may, at its discretion, or upon request by the Independent Third Party in accordance with Section 3.1.2, act as the Complainant and initiate the complaint Reporting process under the terms of this Policy. In such cases, SSA will identify an individual to represent the organization, unless SSA is acting as the Complainant pursuant to Section 3.1.2.
- 4.0.9 If multiple Individuals file a complaint against the same Respondent that include allegations regarding the same incident(s), the Independent Third Party may, with the consent of all Parties, consolidate the complaints into a single procedure.
- 4.0.10 In circumstances where a Member Organization fails to conduct disciplinary proceedings within a reasonable timeline in relation to a complaint that falls within its jurisdiction, is otherwise unable to manage the complaint for valid and justifiable reasons, such as a conflict of interest, due to a lack of capacity or where the Member Organization does not have policies in place (or adequate policies in place) to address the complaint, SSA may, at its discretion, take jurisdiction over the matter and conduct the necessary proceedings in accordance with the policies in this Safe Sport Policy Manual.

4.1 Investigations and Assessments

- 4.1.1 In exceptional circumstances, and only when the Independent Third Party considers that the conditions indicated in this section have been satisfied, the Independent Third Party may determine that a Reported incident requires further investigation by an independent third-party investigator. The Independent Third Party will direct that an investigation be conducted:
- a) Only if the Reported incident falls within Section 4.0.7 above;
 - b) In accordance with and by an independent investigator appointed pursuant to the Investigations Policy – Discrimination, Harassment and Maltreatment and Prohibited Behaviour;
 - c) Where the Independent Third Party considers that there is a need for an independent assessment to determine whether an allegation (or, where there are several allegations, which allegations) should be heard by a discipline panel pursuant to this Policy because they constitute, if found to be true, a likely breach of the Code of Conduct and Ethics, the Social Media Policy, the Athlete Protection Policy, or any other relevant and applicable SSA policy, or whether the allegations are frivolous, vexatious or made in bad faith; and
 - d) For the purpose of making non-binding recommendations to the Independent Third Party so that they may discharge their responsibilities pursuant to this Policy.



- 4.1.2 If the Independent Third Party considers that an independent investigation or assessment must be conducted for the reasons mentioned above, the investigation shall be conducted before any disciplinary procedures are commenced pursuant to this Policy; however, when an investigation is conducted and where it is necessary in the circumstances, a Provisional Suspension or interim measures may be imposed in accordance with Sections 4.2.1- 4.2.3 below.
- 4.1.3 Upon receipt of the investigator's report, the Independent Third Party shall determine whether the matter will proceed pursuant to Sections 45 and below and shall inform the Parties and SSA.
- 4.1.4 If the Independent Third Party does not consider that an independent investigation is necessary and the Reported complaint has been accepted pursuant to Section 23, the matter shall proceed pursuant to Section 4.3 and following below.

4.2 Provisional Suspensions

- 4.2.1 If it is considered appropriate or necessary on the basis of the circumstances, immediate discipline or the imposition of a Provisional Suspension or interim measures may be imposed against any Individual by the Executive Director of SSA (or their designate) upon the recommendation of the Independent Third Party (except where there are time constraints) after which further discipline or sanctions may be applied according to this Policy. SSA will communicate any decision to impose a Provisional Suspension or interim measures to the Parties involved and to any other Individual or organization that is required to receive such information in order to ensure that the Provisional Suspension or interim measure can be implemented as directed.
- 4.2.2 If an infraction occurs at a competition, it will be dealt with by the procedures specific to the competition, if applicable. Provisional Suspensions or interim measures may be imposed for the duration of a competition, training, activity, or Event only, or as otherwise determined appropriate by the Executive Director of SSA.
- 4.2.3 Notwithstanding the above, SSA may determine that an alleged incident is of such seriousness as to warrant the imposition of a Provisional Suspension of a Respondent pending completion of an investigation, assessment and/investigation by the OSIC, criminal process, the hearing, or a decision of the discipline panel.
- 4.2.4 Any Respondent against whom a Provisional Suspension or interim measure is imposed may make a request to the Independent Third Party or the discipline panel (if appointed) to have the Provisional Suspension or interim measure lifted. In such circumstances, SSA shall be provided with an opportunity to make submissions, orally or in writing, regarding the Respondent's request to have their Provisional Suspension lifted. Provisional Suspensions or interim measures shall only be lifted in circumstances where the Respondent establishes that it would be manifestly unfair to maintain the Provisional Suspension or interim measure against them.
- 4.2.5 Any decision not to lift a Provisional Suspension or interim measure shall not be subject to appeal.



4.3 Complaint Handled by Complaints Resolution Officer 11 24

- 4.3.1 Following the Independent Third Party's determination that the Reported complaint or incident shall be managed by a Complaint Resolution Officer appointed pursuant to Section 4.0.5 above, the Independent Third Party shall encourage the Parties to attempt to resolve the matter through mediation pursuant to the Dispute Resolution Policy. If the Parties do not agree to pursue mediation, or if mediation is attempted but is unsuccessful, the Independent Third Party, in collaboration with the Safe Sport Liaison, will appoint a Complaint Resolution Officer. The Complaint Resolution Officer appointed to handle a Reported complaint or incident must be unbiased and not in a conflict of interest situation with any of the Parties.
- 4.3.2 The Complaint Resolution Officer will ask the Complainant and the Respondent for written submissions (taking any accessibility requirements into consideration) regarding the Reported complaint or incident. Both Parties shall also have the right to submit to the Complaint Resolution Officer any relevant evidence, including, but not limited to witness statements, documentary evidence or evidence from other media (i.e., photos, screenshots, videos or other recordings).
- 4.3.3 Each Party shall have the right to receive the other Party's submissions and evidence, including the Complainant's complaint. If the matter before the Complaint Resolution Officer involves a Complainant who wishes to keep their identity confidential, the Complaint Resolution Officer may redact documents as they consider reasonably necessary to protect the confidentiality of the Individual, but only to the extent that any redactions do not compromise the Respondent's procedural fairness rights. In the case of oral submissions, each Party shall have the right to be present when such submissions are made.
- 4.3.4 Following receipt of the Parties' submissions, the Complaint Resolution Officer may (but is not required to) convene the Parties to a meeting, either in person or by way of video or teleconference, in order to ask the Parties questions and/or, if permitted by the Complaint Resolution Officer, to allow the Parties to ask questions of one another.
- 4.3.5 Following their review of the submissions and evidence related to the Reported complaint or incident, the Complaint Resolution Officer shall determine if any of the incidents listed in Section 4.0.5 above have occurred and, if so, if one or more of the following sanctions should be applied:
- a) Verbal or written reprimand
 - b) Verbal or written apology
 - c) Service or other contribution to SSA
 - d) Removal of certain privileges
 - e) Suspension from certain teams, Events, and/or activities
 - f) Suspension from certain activities for a designated period
 - g) Any other sanction considered appropriate for the offense
 - h) Education or training opportunities



- 4.3.6 If, after hearing the Parties and reviewing their submissions, the Complaint Resolution Officer considers that none of the incidents listed in Section 4.0.5 above have occurred, they shall dismiss the Reported complaint.
- 4.3.7 The Complaint Resolution Officer will inform the Parties of their decision, in writing and with reasons. Any sanction imposed shall take effect upon the Parties' receipt of the decision. Should the circumstances require a decision to be rendered immediately or within a short timeline, the Complaint Resolution Officer may render a short decision, either orally or in writing, followed by a written reasoned decision.
- 4.3.8 Any decision rendered by the Complaint Resolution Officer shall be provided to and maintained in the records of SSA and Canada Soccer. Decisions will be kept confidential by the parties and the aforementioned organizations and shall be retained and discarded in accordance with the relevant and applicable privacy legislation.
- 4.3.9 Any decision rendered by a Complaint Resolution Officer is final and not subject to appeal.

4.4 Handled by Discipline Panel 11 24

- 4.4.1 Case Manager
 - a) If the Independent Third Party determines that the Reported complaint or incident falls within Section 4.0.7 above, SSA shall appoint an independent Case Manager to fulfil the responsibilities listed in Sections 4.4.1 and following. The Case Manager shall not be in a conflict of interest or have a direct relationship with any of the Parties.
 - b) The appointed Case Manager will have the responsibility to:
 - i. Propose and, where appropriate based on the circumstances, encourage the use of the Alternate Dispute Resolution Policy
 - ii. Appoint the discipline panel, if necessary
 - iii. Coordinate all administrative aspects and set timelines
 - iv. Provide administrative assistance and logistical support to the discipline panel as required, including providing the discipline panel with any information related to previously established infractions committed by the Respondent(s) of the policies of SSA, Canada Soccer, any other Member Organization, or any other sport organization that had authority over the Respondent
 - v. Provide any other service or support that may be necessary to ensure a fair and timely proceeding
- 4.4.2 Procedures:
 - a) The Case Manager will establish and adhere to timelines that ensure procedural fairness and that the matter is heard in a timely fashion.

- b) The Case Manager will propose and, if appropriate in the circumstances, encourage that the Parties use the Alternate Dispute Resolution Policy with the objective of resolving the dispute. If applicable, and if the dispute is not resolved, or if the Parties refuse to use the Alternate Dispute Resolution Policy, the Case Manager will appoint a discipline panel, which shall consist of a single arbitrator, to hear the Reported complaint. In extraordinary circumstances, and at the discretion of the Case Manager, a discipline panel of three persons may be appointed to hear the complaint. In this event, the Case Manager will appoint one of the discipline panel's members to serve as the Chair.
- c) The Case Manager, in cooperation with the discipline panel, will then decide the format under which the Reported complaint will be heard. This decision may not be appealed.
- d) 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. The hearing will be governed by the procedures that the Case Manager and the discipline panel deem appropriate in the circumstances, provided that:
 - i. The discipline panel determines procedures and timelines, as well as a hearing duration, that is as expedient and cost-efficient as possible in order to ensure that costs to the Parties and SSA are reasonable
 - ii. 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
 - iii. Copies of any written documents which the Parties wish to have the discipline panel consider will be provided to all Parties, through the Case Manager, in advance of the hearing
 - iv. The Parties may engage a representative, advisor, translator, transcription services, or legal counsel at their own expense
 - v. The discipline panel may request that any other individual participate and give evidence at the hearing
 - vi. If not a Party, SSA shall be allowed to attend the hearing as an observer and will be provided with access to any documents submitted. With the permission of the discipline panel, SSA may make submissions at the hearing or may provide the discipline panel with clarifying information that may be required for the panel to render its decision.
 - vii. The discipline panel may exclude any evidence filed by the Parties that is unduly repetitious or otherwise an abuse of process. The discipline panel shall otherwise apply relevant and applicable evidentiary rules in relation to the admissibility and weight given to any evidence filed by the Parties.
 - viii. Nothing is admissible in evidence at a hearing that:
 - ix. would be inadmissible in a court by reason of any privilege under the law of evidence; or
 - x. is inadmissible by any statute.



- xi. Where a discipline panel composed of three members is appointed, the decision will be by a majority vote
- 4.4.3 If the Respondent acknowledges the facts of the incident, the Respondent may waive the hearing, in which case the discipline panel will determine the appropriate sanction. The discipline panel may still hold a hearing for the purpose of determining an appropriate sanction.
- 4.4.4 The hearing may proceed if a Party chooses not to participate in the hearing.
- 4.4.5 If a decision may affect another Party to the extent that the other Party would have recourse to a complaint or an appeal in their own right, that Party will become a Party to the complaint, shall be permitted to participate in the proceedings as determined by the discipline panel and will be bound by the decision.
- 4.4.6 In fulfilling its duties, the discipline panel may obtain independent advice.
- 4.4.7 Facts established by a criminal court, by a civil court or by a professional disciplinary tribunal of competent jurisdiction shall be admissible as evidence within the disciplinary process, as allowable by applicable law.

4.5 Decision 11 24

- 4.5.1 After hearing and/or reviewing the matter, the discipline panel will determine whether an infraction has occurred and, if so, the sanctions to be imposed. If the discipline panel considers that an infraction has not occurred, the Reported complaint will be dismissed.
- 4.5.2 Within fourteen (14) days of the hearing's conclusion, the discipline panel's written decision, with reasons, will be distributed by the Case Manager to all Parties, the Independent Third Party, SSA's Safe Sport Liaison, the relevant Member Organization, Canada Soccer and Sask Sport's Dispute Resolution Office. In extraordinary circumstances, the discipline panel may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued before the end of the fourteen (14) day period.
- 4.5.3 Subject to Section 4.5.4 below, unless the matter involves a Vulnerable Participant, once the appeal deadline in the *Appeal Policy* has expired, Sask Sport shall publish the outcome of the case on its website. Publication shall be limited to the provision(s) of the relevant policies that have been violated, the name of the Respondent(s) and the sanction(s) imposed, if any. Additionally, where SSA acts as the Complainant under Section 4.0.8 above, only SSA, and not the original Complainant, shall be identified as an involved Individual. If the matter is appealed, the publication provisions in the Appeal Policy shall apply. Identifying information regarding Minors or Vulnerable Participants will never be published by SSA or Sask Sport. Any decision in which an Individual is suspended for a period of one year or longer will be added to the Sask Sport long-term suspension registry.

- 4.5.4 If the discipline panel dismisses the Reported complaint, its decision may only be published with the Respondent's consent. If the Respondent does not provide such consent, the information referred to in Section 4.5.3 will be kept confidential by the Parties, the Case Manager, SSA, Canada Soccer and Sask Sport, and shall be retained and discarded in accordance with the relevant and applicable privacy legislation. Failure to respect this provision may result in disciplinary action being taken pursuant to this Policy.
- 4.5.5 Sask Sport will publish the outcome of the case as provided for in Sections 4.5.2 or 4.5.3, as applicable, by placing the required information on its website and shall leave the information up for the longer of one (1) month or the duration of the sanction.
- 4.5.6 The discipline panel's decision will come into effect as of the date that it is rendered, unless decided otherwise by the discipline panel. The discipline panel's decision will apply automatically to and must be respected by SSA and any Individuals involved.
- 4.5.7 The Case Manager shall communicate decisions rendered pursuant to this Policy to the Safe Sport Liaison, the Parties, the Independent Third Party, to Canada Soccer and to Sask Sport. Except where a decision is published in accordance with Section 4.5.2 or 4.5.3, decisions shall be considered confidential. Records of all decisions will be maintained by SSA and Canada Soccer in accordance with their respective privacy policies.
- 4.5.8 When the discipline panel imposes a sanction, the decision shall include, at a minimum, the following details:
- Jurisdiction;
 - Summary of the facts and relevant evidence;
 - Where applicable, the specific provision(s) of SSA's policies, bylaws, rules or regulations that have been breached;
 - Which Party or organization is responsible for the costs of implementing any sanction;
 - Which organization is responsible for monitoring that the sanctioned individual respects the terms of the sanction;
 - Any reinstatement conditions that the Respondent must satisfy (if any);
 - Which organization is responsible for ensuring that the conditions have been satisfied; and,
 - Any other guidance that will assist the Parties to implement the discipline panel's decision.
- 4.5.9 If necessary, a Party – or the organization that is responsible for implementing or monitoring a sanction – may seek clarifications from the discipline panel regarding the order so that it can be implemented or monitored appropriately.

4.6 Sanctions 11 24



- 4.6.1 Except where a sanction is specifically prescribed in Appendix A for a particular breach of any SSA policy, rule or regulation, the Complaint Resolution Officer or discipline panel (as applicable) will consider the following factors (where applicable) when determining the appropriate sanction:
- a) The nature and duration of the Respondent's relationship with the Complainant, including whether there is a power imbalance;
 - b) The Respondent's prior history and any pattern of misconduct, Prohibited Behaviour or Maltreatment;
 - c) The respective ages of the individuals involved;
 - d) Whether the Respondent poses an ongoing and/or potential threat to the safety of others;
 - e) The Respondent's voluntary admission of the offense(s), acceptance of responsibility for the misconduct, Prohibited Behaviour or Maltreatment, and/or cooperation in the investigative and/or disciplinary process;
 - f) Real or perceived impact of the incident on the Complainant, SSA, Canada Soccer or the soccer community;
 - g) Circumstances specific to the Respondent being sanctioned (e.g. lack of appropriate knowledge or training regarding the requirements in the Code of Conduct and Ethics; addiction; disability; illness);
 - h) Whether, given the facts and circumstances that have been established, continued participation in the sport community is appropriate;
 - i) A Respondent who is in a position of trust, intimate contact or high-impact decision-making may face more serious sanctions; and/or
 - j) Other mitigating or aggravating circumstances.
- 4.6.2 Any sanction imposed must be proportionate and reasonable. However, progressive discipline is not required, and a single incident of Prohibited Behaviour, Maltreatment or other misconduct may justify elevated or combined sanctions.
- 4.6.3 The discipline panel may apply the following disciplinary sanctions, singularly or in combination:
- a) Verbal or Written Warning - A verbal reprimand or an official, written notice that an Individual has violated the Code of Conduct and Ethics or other policy and that more severe sanctions will result should the Individual be involved in other violations
 - b) Education - The requirement that an Individual undertake specified educational or similar remedial measures to address the violation(s) of the Code of Conduct and Ethics or the UCCMS or other policy
 - c) Probation - Should any further violations of the Code of Conduct and Ethics or the UCCMS or other policy occur during the probationary period, this may result in additional disciplinary measures, including, without limitation, a period of suspension or permanent ineligibility. This sanction can also include loss of privileges or other conditions, restrictions, or requirements for a specified period



- d) Suspension - Suspension, either for a set time or until further notice, from participation, in any capacity, in any program, activity, Event, or competition sponsored by, organized by, or under the auspices of SSA. A suspended Individual may be 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
 - e) Eligibility Restrictions - Restrictions or prohibitions from some types of participation but allowing participation in other capacities under strict conditions
 - f) Permanent Ineligibility - Ineligibility to participate in any capacity in any program, activity, Event, or competition sponsored by, organized by, or under the auspices of SSA
 - g) 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
- 4.6.4 The discipline panel may apply the following presumptive sanctions which are presumed to be fair and appropriate for the listed Maltreatment:
- a) Sexual Maltreatment involving a Minor Complainant, or a Complainant who was a Minor at the time of the incidents complained of, shall carry a presumptive sanction of permanent ineligibility
 - b) Sexual Maltreatment, Physical Maltreatment with contact, and Maltreatment related to interference or manipulation of process shall carry a presumptive sanction of either a period of suspension or eligibility restrictions
 - c) While a Respondent has pending charges related to allegations of a crime against a person, if justified by the seriousness of the offence, the presumptive sanction shall be a period of suspension until a final determination is made by the applicable process.
- 4.6.5 An Individual's conviction for certain Criminal Code offenses involving harmful conduct shall carry a presumptive sanction of permanent ineligibility from participating in the activities of SSA. Such Criminal Code offences may include, but are not limited to:
- a) Any child pornography offences
 - b) Any sexual offences
 - c) Any offence of physical violence
- 4.6.6 When imposing sanctions under this Policy, the discipline panel may take into account any previously established infractions committed by the Respondent(s) of the disciplinary policies of SSA, Canada Soccer, any other Member Organization, or any other sport organization that had authority over the Respondent.
- 4.6.7 Failure to comply with a sanction as determined by SSA will result in an automatic suspension from participation in the activities of SSA until such time as compliance occurs.

- 4.6.8 Records of all decisions will be maintained by SSA. SSA will submit all records to Canada Soccer. Such records shall be retained and discarded in accordance with the relevant and applicable privacy legislation.

4.7 OSIC Sanction 11 24

- 4.7.1 SSA acknowledges the obligation of Canada Soccer, as a Program Signatory to the OSIC, to ensure that any sanctions or measures imposed by the OSIC's Director of Sanctions and Outcomes will be implemented and respected within Canada Soccer's jurisdiction (including at the provincial, territorial and club level), once Canada Soccer receives appropriate notice of any sanction or measure from the OSIC and communicates the same to SSA. The Safe Sport Liaison shall communicate any OSIC sanctions or measures resulting in a suspension of one year or longer, received from Canada Soccer to Sask Sport.

4.8 Appeals

- 4.8.1 The decision of the discipline panel may be appealed in accordance with the *Appeal Policy*.

4.9 Confidentiality

- 4.9.1 The discipline and complaints process is confidential and involves only the PSO Safe Sport Liaison and relevant staff as determined by the Safe Sport Liaison, the Parties, the Independent Third Party, the investigator (if one is appointed), the Case Manager, the Complaint Resolution Officer, the discipline panel, Sask Sport and any independent advisors to the discipline panel, as well as Canada Soccer (as applicable).
- 4.9.2 None of the Parties (or their representatives or witnesses) or organizations referred to in Section 4.9.1 will disclose confidential information relating to the discipline or complaint to any person not involved in the proceedings, unless SSA (or Canada Soccer, as applicable) is required to notify an organization such as an international federation, Sport Canada, Sask Sport or other sport organization (i.e., where a Provisional Suspension or interim measures have been imposed and communication is required to ensure that they may be enforced), or notification is otherwise required by law.
- 4.9.3 Any failure to respect the aforementioned confidentiality requirement may result in further sanctions or discipline by the Complaint Resolution Officer or discipline panel (as applicable) against the Party(ies) in breach.

4.10 Timelines

- 4.10.1 If the circumstances of the Reported complaint are such that adhering to the timelines outlined by this Policy will not allow a just resolution to the complaint, the discipline panel may direct that these timelines be revised.

4.11 Privacy



- 4.11.1 The collection, use and disclosure of any personal information pursuant to this Policy is subject to SSA's usual policies and practices regarding private and/or confidential information.
- 4.11.2 SSA, or any of its delegates pursuant to this Policy (i.e., the Independent Third Party, Complaints Resolution Officer, Case Manager, discipline panel), shall comply with SSA's usual policies and practices regarding private and/or confidential information in the performance of their services under this Policy.

5 Appendix A Definitions

- 5.0.1 *“Affected Party”* – any individual or entity, as determined by the Appeal Manager, who may be affected by a decision rendered under the Appeal Policy and who may have recourse to an appeal in their own right under the Appeal Policy.
- 5.0.2 *“Appellant”* – the Party appealing a decision pursuant to the Appeal Policy.
- 5.0.3 *“Appeal Manager”* – an individual appointed by SSA to oversee the administration of the Appeal Policy. The Appeal Manager’s responsibilities shall include those as described in the Appeal Policy. The Appeal Manager shall be independent of SSA. Appeal Managers that satisfy the relevant requirements to perform such duties can be found on the Sask Sport website here.
- 5.0.4 *“Athlete”* – includes any Individual who is registered with SSA (either directly or indirectly through their club, national sport organization or other sport organization) for either recreational or competitive purposes.
- 5.0.5 *“Board”* – the Board of Directors of SSA.
- 5.0.6 *“Case Manager”* – an independent individual appointed by SSA to fulfill the responsibilities described in the Discipline and Complaints Policy. In order to be appointed as a Case Manager, the individual must have relevant experience and skills to manage complaints and perform their duties, either as a legal practitioner or sport administrator. Case management service providers that satisfy the relevant requirements to perform such duties can be found on the Sask Sport website here.
- 5.0.7 *“Club Licensing”* - Club Licensing system in accordance with Canada Soccer’s Rules and Regulations directives whose objectives are to safeguard the credibility and integrity of Club competitions, to improve the level of professionalism of soccer in Saskatchewan, to promote sporting values in accordance with the principles of fair play as well as safe and secure match environments, and to promote transparency in the finances, management and control of MO.
- 5.0.8 *“Complainant”* – the Party making a complaint pursuant to the Discipline and Complaints Policy and as referred to in the Investigations Policy.
- 5.0.9 *“Complaint Resolution Officer”* – an individual appointed by SSA to handle the duties of the Complaint Resolution Officer as described in the Discipline and Complaints Policy. Complaint Resolution Officers that satisfy the relevant requirements to perform such duties can be found on the Sask Sport website here.
- 5.0.10 *“CONCACAF”* - Confederation of North and Central American and Caribbean Associations of Football; and is a Confederation of the FIFA.
- 5.0.11 *“Conflict of Interest”* – Any situation in which a representative’s decision-making, which should always be in the best interests of SSA, is influenced or could be perceived to be influenced by personal, organizational, family, financial, business, or other private interests.



- 5.0.12 *"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.
- 5.0.13 *"Criminal Record Check (CRC)"* – a search of the RCMP Canadian Police Information Centre (CPIC) system for adult convictions
- 5.0.14 *"Days"* – calendar days.
- 5.0.15 *"Director of Sanctions and Outcomes"* – the individual(s) responsible for overseeing the imposition of Provisional Measures, agreed outcomes, Sanctions and appearing before the Safeguarding Tribunal or the Appeal Tribunal in cases arising from a potential breach of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) (or other conduct rules, as applicable) within the jurisdiction of the Office of the Sport Integrity Commissioner (OSIC).
- 5.0.16 *"Discrimination"* – as defined in the UCCMS and as amended from time to time by the Sport Dispute Resolution Centre of Canada (SDRCC).
- 5.0.17 *"Enhanced Police Information Check (E-PIC)"* – a Criminal Record Check plus a search of local police information, available from Sterling Backcheck.
- 5.0.18 *"Event"* – an event sanctioned by SSA, and which may include a social Event.
- 5.0.19 *"FIFA"* - Fédération Internationale de Football Association, which is the Governing Organization of soccer in the world.
- 5.0.20 *"Governing Body"* - The organization that has the authority to manage a judicial process as per the policies of the governing body. Governing body may refer to Canada Soccer, SSA, or Member Organizations, clubs/zones or entities that are members of SSA.
- 5.0.21 *"Harassment"* – a vexatious comment (or comments) or conduct against an Individual or group, irrespective of whether the comment or conduct occurs in person or via any other media, including social media, which is known or ought to reasonably be known to be unwelcome. Types of behaviour that constitute Harassment include, but are not limited to:
- Written or verbal abuse, threats, or outbursts;
 - Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;
 - Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin;
 - Leering or other suggestive or obscene gestures;
 - Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - Practical jokes which endanger a person's safety, or which may negatively affect performance;



- g) Hazing, which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity, which does not contribute to any Individual's positive development, but is required to be accepted as part of a team or group, regardless of the individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability;
- h) Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
- i) Deliberately excluding or socially isolating a person from a group or team;
- j) Persistent sexual flirtations, advances, requests, or invitations;
- k) Physical or sexual assault;
- l) Behaviours such as those described above that are not directed towards a specific person or group but have the same effect of creating a negative or hostile environment; and
- m) Retaliation or threats of retaliation against a person who Reports harassment to SSA.

5.0.22 *"Independent Third Party"* – the independent organization or individual(s) retained by Sask Sport to receive complaints and to fulfill the responsibilities outlined in the Discipline and Complaints Policy, Investigation Policy and Appeal Policy, as applicable.

5.0.23 *"Individuals"* – refers to all categories of members in the Bylaws of SSA including, without limitation, Life Members, Participant Members and Organizer Members, as well as all people employed by, contracted by, or engaged in activities with SSA including, but not limited to, employees, contractors, Athletes, Team Personnel, officials, volunteers, managers, administrators, parents or guardians, spectators, committee members, directors or officers.

5.0.24 *"Maltreatment"* – as defined in the UCCMS, and as amended from time to time by the SDRCC.

5.0.25 *"Match Official/Referee"* – Individuals who perform as referees, assistant referees, 4th officials, referee administrators, referee assignors, referee supervisors, referee mentors, referee leads, referee instructors and referee assessors during sanctioned soccer activities.

5.0.26 *"Member Organizations"* (MO) – Regular Members and Associate Members, as defined in the SSA Bylaws.

5.0.27 *"Minor"* – any Individual who is under the age of 18. Adult Individuals are responsible for knowing the age of a Minor.

5.0.28 *"Non-Pecuniary Interest"* - An interest that an individual may have in a matter which may involve family relationships, friendships, volunteer positions or other interests that do not involve the potential for financial gain or loss.




- 5.0.29 *“Organizer”* – Anyone performing an activity connected with soccer at a Member Organization or entity, regardless of title, type of activity (administrative, sporting or any other) and duration of the activity. Includes all directors, officers, committee members, coaches, trainers, match officials, diversity officers, persons in charge of safety, and any other person responsible for technical, medical and/or administrative matters, members, clubs or leagues, as well as all other persons obliged to comply with SSA and Canada Soccer by-laws regardless of whether they are paid or volunteers.
- 5.0.30 *“OSIC”* – the Office of the Sport Integrity Commissioner, which is an independent division of the SDRCC, which comprises the functions of the Sport Integrity Commissioner.
- 5.0.31 *“Parties”* – in the context of a complaint under the Discipline and Complaints Policy, the Complainant and Respondent; in the context of an appeal under the Appeal Policy, the Appellant, Respondent and Affected Party (or Parties).
- 5.0.32 *“Pecuniary Interest”* – An interest that an individual may have in a matter because of the reasonable likelihood or expectation of financial gain or loss for that individual, or another person with whom that individual is associated.
- 5.0.33 *“Person in Authority”* – any Individual who holds a position of authority within SSA, including, but not limited to, coaches, officials, managers, support personnel, chaperones, committee members, directors or officers. In addition to the responsibilities described for Individuals in the Code of Conduct and Ethics, a Person in Authority shall be responsible for knowing what constitutes Maltreatment and Prohibited Behaviour.
- 5.0.34 *“Provisional Suspension”* – means that the Individual is barred temporarily from participating in any capacity in any Event or activity of SSA (or, as applicable, SSA’s Member Organizations), or as otherwise decided pursuant to the Discipline and Complaint Policy, prior to the decision rendered in a hearing conducted pursuant to the Discipline and Complaints Policy.
- 5.0.35 *“Power Imbalance”* – as defined in the UCCMS and as amended from time to time by the SDRCC.
- 5.0.36 *“Prohibited Behaviour”* – as defined in the UCCMS and as amended from time to time by the SDRCC.
- 5.0.37 *“Prohibited Method”* – as defined in the Canadian Anti-Doping Program, as amended from time to time by the Canadian Centre for Ethics in Sport.
- 5.0.38 *“Prohibited Substance”* – as defined in the Canadian Anti-Doping Program, as amended from time to time by the Canadian Centre for Ethics in Sport.
- 5.0.39 *“Reporting (or Report)”* – as defined in the UCCMS and as amended from time to time by the SDRCC.
- 5.0.40 *“Respondent”* – the Party responding to a complaint or investigation; or, in the case of an appeal, the body or organization whose decision is being appealed, or the Individual who was the subject of a decision that is being appealed.



- 5.0.41 *“Personal Information”* – Any information about an individual that relates to the person’s personal characteristics including, but not limited to: sex, gender, age, income, home address, phone number, ethnic background, family status, health history, and health conditions, athletic testing and results and email
- 5.0.42 *“PIPEDA”* - The Personal Information Protection and Electronic Documents Act (PIPEDA) sets out ground rules for how private sector organizations may collect, use or disclose personal information in the course of commercial activities
- 5.0.43 *“PSO Safe Sport Liaison”* - Each PSO will identify at least one designated individual who is responsible for acting as a representative of their organization and lead point of contact for any safe sport or dispute resolution matters. This includes, but is not limited to; 1) working directly with the Independent Third Party to select Complaint Resolution Officers, Case Managers and Appeal Managers from approved listing (on Sask Sport website), 2) ensuring major and minor sanctions are enforced, 3) ensuring mediation agreements are approved by PSO/club and upheld, 4) long-term suspensions (1 year or longer) are reported to Sask Sport, 5) screening requirements and educational/training requirements are enforced. Safe Sport Liaisons must have knowledge and experience in board governance and must have completed the Governance Essentials e-learning course offered by the Canadian Centre for Ethics in Sport.
- 5.0.44 *“Sask Cup”* – The suite of championships offered by the Saskatchewan Soccer Association
- 5.0.45 *“SSA”* – Saskatchewan Soccer Association.
- 5.0.46 *“Sexual Harassment”* – as defined in the UCCMS and as amended from time to time by the SDRCC.
- 5.0.47 *“Social media”* – the catch-all term that is applied broadly to computer-mediated communication media such as blogs, YouTube, Facebook, Instagram, Tumblr, Snapchat, TikTok, and Twitter.
- 5.0.48 *“SDRCC”* – the Sport Dispute Resolution Centre of Canada.
- 5.0.49 *“Tampering”* – as defined in the Canadian Anti-Doping Program, as amended from time to time by the Canadian Centre for Ethics in Sport.
- 5.0.50 *“Team Personnel”* - All supervisory team personnel including but not limited to coaches, assistant coaches, managers, trainers and other medical staff, and gender representative personnel or anyone that wishes to have access to the field of play.
- 5.0.51 *“UCCMS”* – the Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as amended from time to time by the SDRCC.
- 5.0.52 *“UCCMS Participant”* - an Individual affiliated with Canada Soccer, and who has signed the required UCCMS Participant consent form.
- 5.0.53 *“Vulnerable Participant”* – as defined in the UCCMS and as amended from time to time by the SDRCC.



- 5.0.54 “*Vulnerable Sector Check (VSC)*” – a detailed check that includes a search of the RCMP Canadian Police Information Centre (CPIC) system, local police information, and the Pardoned Sex Offender database.
- 5.0.55 “*Workplace*” – any place where events, business or work-related activities are conducted. Workplaces include but are not limited to, the office or facilities of SSA, work-related social functions, work assignments outside offices, work-related travel, the training, and competition environment (wherever located), and work-related conferences or training sessions.
- 5.0.56 “*Workplace Harassment*” – vexatious comment(s) or conduct against a worker in a Workplace that is known or ought reasonably to be known to be unwelcome. Workplace Harassment should not be confused with legitimate, reasonable management actions that are part of the normal work/training function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions. Types of behaviour that constitute Workplace Harassment include, but are not limited to:
- a) Bullying;
 - b) Workplace pranks, vandalism, bullying or hazing;
 - c) Repeated offensive or intimidating phone calls, text messages or emails;
 - d) Inappropriate sexual touching, advances, suggestions or requests;
 - e) Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
 - f) Psychological abuse;
 - g) Excluding or ignoring someone, including persistent exclusion of a person from work-related social gatherings;
 - h) Deliberately withholding information that would enable a person to do his or her job, perform or train;
 - i) Sabotaging someone else’s work or performance;
 - j) Gossiping or spreading malicious rumours;
 - k) Intimidating words or conduct (offensive jokes or innuendos); and
 - l) Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning.
- 5.0.57 “*Workplace Violence*” – the use of or threat of physical force by a person against a worker in a Workplace that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker in a Workplace that could cause physical injury to the worker; or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker in a Workplace that could cause physical injury to the worker. Types of behaviour that constitute Workplace Violence include, but are not limited to:
- a) Verbal or written threats to attack;
 - b) Sending or leaving threatening notes, text messages or emails;
 - c) Physically threatening behaviour such as shaking a fist at someone, finger pointing, destroying property, or throwing objects;
 - d) Wielding a weapon in a Workplace;

- e) Hitting, pinching or unwanted touching which is not accidental;
- f) Dangerous or threatening horseplay;
- g) Physical restraint or confinement;
- h) Blatant or intentional disregard for the safety or wellbeing of others;
- i) Blocking normal movement or physical interference, with or without the use of equipment;
- j) Sexual violence; and
- k) Any attempt to engage in the type of conduct outlined above.

6 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 policies 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 province 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	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
	\$10,000	Organizer - 45 days; removal from position of authority, where appropriate
	\$10,000	MO/Entity - Fine
	\$0	Spectator - 6 month ban from entering any facility
1.3 Forgery and Falsification	\$250	Province wide Player - 6 matches
	\$500	Organizer, match agent, or intermediary – 1 year
	\$1000	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	Province wide Player or Organizer – 1 year
	Entity - \$500	
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 manner	As per competition regulations	1 st - 3 matches 2 nd - 6 months 3 rd - 1 year
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 delaying the restart of play due to negative reaction to referee sanctions, and/or refusing to comply with the directives of the match official.	\$300	6 matches
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	\$500	Immediate suspension from all soccer related activity, province wide, pending a hearing



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or violent conduct (e.g. striking, kicking, spitting, etc.) and/or verbal or physical threats toward a match official or organizer.		1 st – 1 year + fine + \$1000 bond + Respect in Sport participation 2 nd - 2 years + fine + \$1000 bond 3 rd - Expulsion
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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	<u>Immediate suspension</u> from all soccer related activity, province wide, pending a hearing 1 st – 1 year + \$1000 bond + Respect in Sport participation 2 nd - 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 supporting the team while suspended		1 st – 2 games 2 nd – 6 games 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