



**SASKATOON
ADULT SOCCER**

APPENDIX 1: SASKATOON ADULT SOCCER INC. DISCIPLINE POLICY

Revised September 2024

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1.0 DEFINITIONS

- (a) SAS: Saskatoon Adult Soccer Inc.
- (b) SSA: Saskatchewan Soccer Association.
- (c) SYS: Saskatoon Youth Soccer Inc.
- (d) SDSRAI: Saskatoon and District Soccer Referees Association Inc.
- (e) Participant: A Player, Coach, Manager, Team representative, Spectator, Volunteer, or individual member of SAS.
- (f) Discipline Administrator: SAS representative(s) reviewing the specific incident.
- (g) Subject: Participant(s) who requested a hearing or who were called in to a hearing by SAS.
- (h) Affected Party: Participant(s) that experienced some level of impact, or consequence due to a particular action by the Subject.
- (i) Referee Report: Misconduct Report, Match Report, or another form of documentation issued by the referee to the SAS office to indicate participant misconduct of some nature.
- (j) Discipline Hearing Committee (DHC): Members of the SAS Board of Directors, or other members of the soccer community who have volunteered to help decide outcomes of Discipline Hearings.
- (k) Season(s): Pertaining to either or both the Indoor league (October – April) or Outdoor league (May – September).
- (l) Foul/Abusive Language/Gesture: A word or gesture undermining a decision including but not limited to a disrespectful tone or gesture (motion of assigning a card, diving motion, applause), swearing at or about a person, event or under one's breath.
- (m) Delayed game; a timespan of 60 seconds. More than 60 seconds is considered a delay.
- (n) Repeat Offenders: players that were previously suspended in the last 5 calendar years for the same offense unless otherwise specified.

2.0 GENERAL

- (a) All sanctions, disciplinary actions, procedures etc. outlined in the following document may be applied to any individual involved in an incident at an SAS sanctioned event, whether that individual is acting as a player, coach, manager, fan, and/or team representative. In addition, when the misconduct of an individual affects partner organizations, or is of a level of severity that must involve higher authorities, SAS has the right to turn over any relating information to other parties as required.
- (b) Participants, Officials, and Spectators may only take part in, or attend games on, the condition that they observe the By-Laws, Rules and Regulations, and Policies of the SAS.

- (c) Every Club and/or Team is required to take all precautions necessary to prevent its Participants, Officials and Spectators from threatening, verbally abusing, or assaulting Participants, Officials, and Spectators at Games.
- (d) Failure to observe timelines shall render any action taken after the expiration of the time null and void.
- (e) An accused person has the right to attend any Hearing at his/her own expense.
- (f) The Report provided by the Official to the SAS shall be regarded as his/her Affidavit to the Discipline Administrator. SAS Board Members and/or other parties as appointed by the President may also submit reports. The presence of the Official and/or other party is not required at any Hearing unless requested by the Discipline Committee; and
- (g) In addition to matters referred to in any other By-Laws, Rules and Regulations, Policies, or Code of Conduct of the SAS, it shall be misconduct if any Person, Team or Club is proved at a Hearing, to the satisfaction of a Discipline Hearing Committee of the SAS, to have done, permitted, or assisted any of the following:
 - (i) A violation of the By-laws, Rules and Regulations, Policies, or Code of Conduct of the SAS;
 - (ii) A violation of the By-laws, Rules and Regulations, or Policies of a League;
 - (iii) A violation of the By-laws, Rules and Regulations, or Policies of a Membership;
 - (iv) An offer, or attempt to offer, either directly or indirectly, any consideration whatsoever to any Club, Team, Player, or Official, in an attempt, or with a view, to influence the results of any Game;
 - (v) An acceptance, or attempt to accept, either directly or indirectly, any consideration whatsoever to any Club, Team, Player, or Official, in an attempt, or with a view, to influence the results of any Game;
 - (vi) An act, or acts, that, in the opinion of the SAS, is considered to be ungentlemanly, insulting, or improper, such as to bring the game of soccer into disrepute; or
 - (vii) A statement, or statements, made either verbally, or in writing, that, in the opinion of the SAS, is considered to be ungentlemanly, insulting, or improper, such as to bring the game of soccer into disrepute.

3.0 JURISDICTION

- (a) The SAS retains jurisdiction over the following:
 - (i) Any Player, Team, Club, Team Contact, Manager, Coach or Volunteer in the SAS or SYS league; and
 - (ii) Any recreational or competition sanctioned tournament held within the province of Saskatchewan; and

- (iii) Any third-party tournament sanctioned through SSA and either SAS or SYS including but not limited to SISCO, Barnstone Tournament and Saskatoon World Cup
- (b) The SAS also reserves the right to:
 - (i) Enforce disciplinary decisions handed out to any Player, Team/Club or Referee by another district of the SSA;
 - (ii) Enforce disciplinary decisions handed out to any Player, Team/Club or Referee by the SSA; and
 - (iii) Honour suspensions that may be handed out to any Player, Team, Club or Referee outside of the province of Saskatchewan.
- (c) All cases of misconduct involving alleged physical assault, attempted physical assault or threatening behaviour towards a game official by any participant shall be dealt with by the SSA. (Section 4 – 1.7)

4.0 PLAYER MISCONDUCT

- A. Exhibition games count towards a player’s suspension.
- B. Suspensions from a SSA sanctioned Tournament (i.e. Barnstone, World Cup, January Chills, Just For Kicks, etc.) will carry over to SAS League, if not completely served during the Tournament.
- C. Anytime a suspended participant cannot be identified by either the match official or the SAS office, the responsibility then falls on the Team Contact to identify said player. Failing to do so, may result in a \$200 financial penalty to the team.
- D. Secondary (and additional) offenses apply to a player receiving a suspension within the same category for the given allotted time.

Categories	Time Frame
i) Dismissal by Official (DBO)	per season
ii) Violent Conduct (VC)	5 subsequent years
iii) Serious Foul Play (SFP)	per year
iv) Foul & Abusive Language (F&A)	per season
v) Extremely Offensive (EO)	5 subsequent years
vi) Unsporting/Unethical (USU)	per season

a. Yellow Cards – Cautions

- i) Any Participant receiving their 3rd, 5th, 7th, or 8th Yellow Card in a season is automatically suspended for a minimum of one game. The player is responsible for sitting out their next game with that team. Failing to do so will result in said suspended participant being deemed as ineligible.
- ii) The SAS Office will attempt to email the Participant and their Team Contact(s) within 4 full Working Days of receipt of game sheet, depending

on the availability of reliable contact information. The suspension will also be posted on the SAS website under Suspensions. It is the suspended player's responsibility to contact the office, their Team Contact(s), and/or check the SAS website to obtain the details of their suspension.

- iii) The Team Contact must inform the Player of the Suspension and ensure that the Player will not participate in the Team's next Game.
- iv) All Yellow Card Accumulation Suspensions will be served in SAS League Play.
- v) Yellow Card Accumulation Suspensions must be served with the Team and/or League on which the Player was registered at the time they received the Yellow Card. This includes Yellow Cards received while permitting. Permit Yellow Cards will count towards the player's respective league team. I.e.:
 - i. If a player is only registered in Boarded and permits to either Turf or Coed, any yellow card received will be tallied with their Boarded team's card accumulation.
 - ii. If a player is registered in Boarded and Turf, and permits to Coed, any yellow card received will be tallied with the first team they registered.
 - iii. Players permitting within the same league will have their Yellow Card tallied with the team they are registered.
- vi) "Too Many Men" Yellow Cards are considered a Team offence and not counted towards individual Players' Yellow Card Accumulation.
- vii) In the event that a Player is issued a Red Card for having received two (2) Yellow Cards during a single Game, the Yellow Cards will not count towards Yellow Card Accumulation.
- viii) In the event that a Player is issued a Yellow Card and issued a direct red card later in the same match, the Yellow Card will count towards Yellow Card Accumulation.
- ix) Refer to Schedule A for Suspensions due to Yellow Card Accumulation.

b. Red Cards – Ejections

- i) Any Participant that receives a Red Card during the course of a Game must immediately leave the Field of Play in a direct manner.
 - a. Field of Play includes, for Indoor Games, the following: the pitch, team benches, time clock area, and bleachers and spectator railing, walking track, and dressing room hallways.
 - b. Field of Play, for Outdoor Games, includes the area within the fence or surrounding area of the field, and including the spectator stands.

- ii) Any Official, Manager, Coach, or Player ejected from the Game may not re-enter or return to the Field of Play.
- iii) Any Participant ejected from the Game is automatically suspended for a minimum of one game. The Discipline Administrator will attempt to email the Participant and their Team Contact(s) within four (4) Working Days of receipt of the misconduct form and/or the game record, depending on the availability of reliable contact information. The suspension will also be posted on the SAS website under Suspensions. It is the suspended player's responsibility to contact the office, their Team Contact(s), and/or check the SAS website in order to obtain the details of their suspension.
- iv) The Discipline Committee reserves the right to increase the minimum guideline suspension at any time.
- v) For Repeat offenders, the previous records will be taken into consideration.
- vi) Any Participant serving a Suspension is not allowed in the Field of Play as described under Subsection (b) Red Cards – Ejections, (i), a) and (b).
- vii) Suspended Participants are not permitted to participate in a Game until the suspension has been served within the league. Only [SAS] leagues games contribute to the number of games served.
- viii) Suspended Participants are permitted to participate in a Tournament if the suspension is not for Violent Conduct and/or Foul & Abusive Language/Gesture AT an Official and/or Organizer. However, SAS tournaments and third-party sanctioned tournaments do not contribute to the number of games served.
- ix) Anyone wishing to participate in another sanctioned event before their suspension has been served may apply in writing to the Discipline Administrator to request permission to set the suspension aside. These requests will be decided on a case-by-case basis. SAS will not consider requests of this nature if the suspension being served is for Violent Conduct and/or Foul & Abusive Language/Gesture AT an Official and/or Organizer.
- x) Participants serving a suspension may not Permit with any Team until the Suspension has been served.
- xi) Participants serving a suspension may not coach/manage in any Sanctioned SAS game.

4.1 INELIGIBLE PLAYERS AND PARTICIPANTS

- A. Any player who participates in a game and is not on the official game sheet nor registered with SAS will be deemed an ineligible player and both the team and player may be subject to discipline. (See 19.0 DISCIPLINE)

Note: Any player who is found guilty of being an ineligible player is subject to suspension from the league.

- B. Any player or participant in violation of SAS rules and regulations is deemed ineligible.
- C. Any player serving a suspension is considered ineligible.
- D. Any player blacklisted is considered ineligible.
- E. Any player who is not in possession of a Saskatoon Soccer I.D. card or a Canadian Government issued photo I.D. card is ineligible to play. I.D. cards must be presented at each and every game. A picture of said ID card is not considered valid nor as being in possession for the game. (See Rules and Regulations 27.0 PLAYER I.D. CARDS for additional information)
- F. Any player who has played over their allowed permits is deemed an ineligible player.
- G. The following penalties will be imposed for teams playing unregistered* or suspended* ineligible players as classified above:
 - i) First Notification: Game will be overturned in favor of the opposing team.
 - ii) Second Notification: \$25.00 fine and game will be overturned.
 - iii) Third Notification: \$50.00 fine and game will be overturned.
 - iv) Fourth Notification: Discipline hearing and possible suspension from the league.

* Or any other cause to be ineligible that is not unpaid.

- H. The following penalties will be imposed on ineligible players, as classified above, partaking in a match:
 - i) First Notification: 1 Game suspension.
 - ii) Second Notification: 2 Game suspension and \$50.00 fine.
 - iii) Third Notification: Discipline hearing and possible suspension from the league.

- I. The following penalties will be imposed on teams playing registered, but unpaid ineligible players, as classified above:
- i) First Notification: Warning to Team
 - ii) Second Notification: 2 Game suspension and \$50.00 fine.
 - iii) Third Notification: Discipline hearing and possible suspension from the league.
- J. Players already registered in the league who do not register for a second team, and play in a secondary league, will not be considered ineligible. Instead, they will receive a warning because they are at least registered in the league. If it happens a second or third time, they will be considered ineligible, and the second (and third) notification suspensions apply from J. above.

In this scenario alone, because they are not considered ineligible for the first notification, the game will not be overturned.

- K. The following penalties will be imposed on a player for registering and/or playing on two teams within one league:
- i) First Offence: 1 game*
 - ii) Second Offence: \$250.00 fine and one-year suspension
 - iii) Third Offence: Discipline hearing and possible suspension from the league.

* SAS reserves the right to increase this to a maximum of 5 games if it was determined the player was aware of the rule to register on one team per league.

Note: Players may only be registered on one team within one league. An offence is considered the number of occasions the player has been confirmed to be registered on two teams within the same league. It is not the number of games played. (See Rules and Regulations 8.0 PLAYER REGISTRATION/ADDITION for more information on leagues).

- L. The SAS reserves the right to overturn games at any time for playing ineligible players. If an ineligible player is discovered after multiple games have been played, only the latest game will be overturned and applied as a suspension. Ex: first notification to team and player is a game suspension and one game overturned.
- M. In instances where both Teams involved in a match are found to have used ineligible players the match will be considered cancelled and will not be rescheduled.
- N. Players must be registered on a team to serve a suspension. If a player is unregistered when they received a suspension, they may only register for the team from which the suspension

was given in order for games to be counted towards the suspension. I.e.: If a player receives a suspension for not being registered on a team, the count of games towards the suspension begins upon the player's registration to that given team.

- O. Players may not register for additional teams while serving a suspension unless they are already registered in SAS's current season and received a suspension for playing on a secondary team they were not registered. For an unregistered suspension in a specific league, players may register for the secondary team to which they received the suspension. Third, fourth etc. teams may not be registered for until the suspension is served. Games from the original team and secondary team will be applied to the suspension.
- P. One year of inactivity from the league may be considered as time served if the suspension does not exceed one year. Please contact the office.
- Q. Only registered players and team staff are allowed on the team's bench and in the field of play during games. The bench is defined as the area where the team personnel/staff and substitute players assemble along the sideline. The bench area is confined to the area of the players and does not generally constitute more than a FIFA technical area. For outdoor fields without clear benches, spectators (anyone not registered) should not be within the vicinity of the team and the team area. See Discipline Policy for definition of Field of Play.
- R. The following penalties will be imposed for having ineligible player(s) or participant(s) on the bench, but they did not play in the game:
 - a. First Notification: Warning to the Team / Player
 - b. Second Notification: \$25.00 fine to the team and a game will be overturned; 1 game suspension for the player.
 - c. Third Notification: \$50.00 fine to the team and a game will be overturned; 2- game suspension for the player.
 - d. Second Notification: Discipline hearing and possible suspension from the league.

Note: if the team/player(s)/participant(s) were informed at the game of their ineligibility and they chose to remain on the bench, the first notification is nullified, and the penalty begins at the second notification level.
- S. See Rules and Regulations 14.0 GAME PROTEST PROCEDURES if there is a possibility of ineligible participants.

4.2 FALSE ID

- (a) It is the responsibility of the team manager / coach / or representative to verify all information recorded on the game record/document is accurate and recorded legibly

prior to presenting it to the referee. This includes a player's complete name, and jersey number.

- (b) If a player is found to be registered under two (or more) names in our league the following will be enforced:
 - a. The player, and team contact(s) if found aware:
 - (i) First Offense 1 Year suspension from the league and \$100 penalty
 - (ii) Second Offense 2 Year suspension from the league and \$250 penalty
 - (iii) Third Offense 5 Year suspension from the league and \$500 penalty
 - b. The team with the player's secondary name will receive the following:
 - (i) First Offense Overturn all games played in current season
 - (ii) Second Offense Overturn all games played in current season and \$250 penalty
 - (iii) Third Offense Overturn all games played in current season and \$500 penalty
- (c) If any player found to be playing or attempting to play under an assumed identity (False ID) in any sanctioned soccer competition the following will be enforced:
 - a. The player, and team contact(s) if found aware:
 - (i) First Offense 1 Year suspension from the league and \$100 penalty
 - (ii) Second Offense 2 Year suspension from the league and \$250 penalty
 - (iii) Third Offense 5 Year suspension from the league and \$500 penalty
 - (d) The suspension will be from all soccer activities, as outlined in the Power to Order section. If a player or team personnel (manager, coach, administrator, or representative) is found to have knowledge of the offence, choosing either to ignore it, or to partake in the deception, they too will be subject to these rules.
 - (e) If a player is found to have volunteered their soccer identification to another player for this same purpose, they too will be suspended for 1 year.
 - (f) Forfeiture of all games the player(s) in question participated in will occur.
 - (g) All fines and/or bonds incurred by any player, coach, manager or team must be paid in full before the individual(s) or team concerned may resume any soccer activity after a suspension.
 - (h) Any further Offences will be dealt with more severely.

4.3 INTOXICATION

(a) Any participant who appears intoxicated will be ejected from the match/field of play and surrounding area. The ejected individual must leave the field of play immediately and is not to return or reapproach the official at any time. It will be at the discretion of the official to determine whether a participant appears to be intoxicated. An individual ejected for intoxication will receive a minimum one game suspension for the first offense, and a two-game suspension for the second offense as per Schedule A. Additional sanctions will be applied in situations where the participant continues to dispute the decision or brings the game into disrepute.

5.0 TEAM MISCONDUCT

- A. Every Club and/or Team is responsible for the actions of its Participants, and Spectators. Spectators cannot be present on the team bench and are required to watch the game from the opposite side of the field from the team bench.
- B. The SAS reserves the right to place teams under probation and/or implement a Team Bond for a Team, at any time, for reasons related to misconduct and/or for bringing the Game into disrepute.
- C. The SAS office will issue discipline on a case-by-case basis to the team(s) and/or individual(s) responsible if a game is abandoned by a Referee due to team/player misconduct.
- D. If a Team/Player is found to be responsible for the abandoning of a Game, for any reason, the following discipline will be rendered:
 - (i) 1st offence: \$25 - \$100 fine.
 - (ii) 2nd offence: \$100 to \$250 fine and placed on probation.
 - (iii) 3rd or greater offence: to be decided by the Discipline Administrator, \$500 minimum fine and/or expulsion of team.
- E. Any team who is found guilty of a "bench brawl", for any reason, during the course of a match will forfeit, at minimum their next three games, and will be fined \$500. Until such fine is paid, that team will continue forfeiting their matches, and at the end of the season individual players may be blacklisted for any amounts still owed by the team. Game Abandonment Fines will also apply at the discretion of the Discipline Hearing Committee. The number of games is also at the discretion of the Discipline Hearing Committee.
 - i. The exact definition of "bench brawl" will be decided on a case-by-case basis by the Discipline Administrator and Committee assigned to individual cases, in conjunction with the referee's report and witness statements.
- F. Suspension Accumulation for any Violent Conduct (as per Schedule A Discipline Guidelines) by any Team in the SAS League will be subject to the following fine(s):

- (i) League Play (per season basis)
 - (i) 3rd Violent Conduct Suspension: \$50 Fine
 - (ii) 4th Violent Conduct Suspension: \$75 Fine
 - (iii) 5th Violent Conduct Suspension: \$100 Fine
 - (iv) For each additional Violent Conduct Suspensions: \$100 fine and a discipline by hearing (DBH). A team bond will be issued in the amount of \$500 if 5 violent conduct red cards are issued with a 100% fine retention penalty, and a second bond of \$500 issued for additional red cards.

6.0 SUSPENSIONS

- A. All misconduct that results in Suspensions are dealt with by Discipline Review.
- B. The Discipline Administrator will review the Referee Report and indicate the number of Games for which the Player will be suspended.
- C. If the Suspension falls under Discipline by Hearing, a Discipline Review will be completed, and all information will be forwarded to a Discipline Committee from the Discipline Administrator.
- D. Any Player has the right to request a Hearing after receiving their Suspension of 3 games or more. The Suspension will be dealt with by the Discipline Administrator.
- E. Discipline hearing requests must be made in writing to the SAS Discipline Administrator or designate. Hearing requests must be made within five (5) working days of the date the notification email was sent to the Team Contact(s), or of the suspension being posted on the website, whichever comes first.
- F. The Discipline Administrator may deem a Discipline by Hearing without first assigning a suspension and will notify the Participant and/or Team Contact of the pending hearing. The date of the hearing may or may not be confirmed when the initial notice is given. The player is not in good standing until the length of the suspension is determined and it is fully served.
- G. SAS will not consider hearing requests that are received after the suspension has already been served; or hearing requests for suspensions that will be served within three days of the date the request was received, with exception to extreme situations.
- H. Anyone wishing to participate in another sanctioned event must apply in writing to the Discipline Administrator to request permission to set the suspension aside. No player serving a violent conduct suspension will be allowed to play until their suspension has been served.

6.1 SUSPENSIONS STEP 1: REVIEW REQUEST

- A. Any suspended party may request a review to discuss any decision of the SAS made against that same party.
- B. The suspended player / requester shall:
 - i. Make application in writing to the SAS office within 5 business days after receipt of the said decision setting out the following:
 - a. The decision sought to be appealed;
 - b. The submission must state the criteria from Schedule 'A' of the Disciplinary Policy, the Rule or Regulation that has been contravened and set out clearly in what respect the decision is alleged to be wrong;
 - c. Any supporting evidence (statements from both team's players, spectators etc.) will aid the decision.
- C. The review request should be submitted to the office via email or written letter.
- D. After the outcome of the Review a hearing may be requested via Suspensions Step 2.
- E. A hearing may be requested via Suspension Step 2 if the review did not alter the original decision.
- F. Review requests are only available for suspensions of 3 or more games.
- G. If the review itself is denied, the party may still request a hearing.
- H. The SAS office may circumvent the review step, and it may proceed directly to the secondary step of a Hearing Request.
- I. The SAS Office can uphold or alter your suspension as deemed necessary after reviewing any additional information received including but not limited to the referee's misconduct report and/or footage. Altering the suspension includes decreasing or increasing the number of games.

6.2 SUSPENSIONS STEP 2: HEARING REQUEST

- A. Any suspended party may request a hearing to discuss any reviewed decision of the SAS made against that same party.
- B. The requester shall:

- i) Make application in writing to the SAS office within 3 business days after receipt of the said review decision setting out the following:
 - a. The decision sought to be appealed;
 - b. The submission must state the criteria from Schedule 'A' of the Disciplinary Policy, the Rule or Regulation that has been contravened and set out clearly in what respect the decision is alleged to be wrong;
 - c. Any supporting evidence (statements from both team's players, spectators etc.) will aid the decision.
- C. The hearing request should be submitted to the office via email or written letter.
- D. The outcome of a Hearing can be appealed, and a second committee will be summoned. (See 10.0 SUSPENSION STEP 3: HEARING APPEAL for additional information).
- E. Hearing requests are only available for suspensions of 3 or more games.
- F. Please see the Discipline Policy 7.0 HEARING OVERVIEW for further details of our Hearing Procedures.

6.3 SUSPENSIONS STEP 3: HEARING APPEAL

- A. Following the hearing decision, any suspended party may appeal the committee's decision of the SAS made against that same party.
- B. The appellant shall:
 - i) Make application in writing to the SAS Head Office within 3 business days after receipt of the said decision setting out the following:
 - a. The decision sought to be appealed;
 - b. The submission must state the criteria from Schedule 'A' of the Disciplinary Policy, the Rule or Regulation that has been contravened and set out clearly in what respect the decision is alleged to be wrong;
 - c. Any supporting evidence (statements from both team's players, spectators etc.) is welcomed.

- C. The appeal should be sent to the office (150 Nelson Road Saskatoon, SK S7S 1P5) accompanied by an appeal fee of \$100.00. The fee will not be returned regardless of the appeal will be heard.
- D. Please see the Discipline Policy for further details to our Appeal Procedures. (See Section I. Appeals)
- E. An appeal from a decision of this Association may be made to the Saskatchewan Soccer Association in accordance with the rules of that body. A copy of such an appeal must be sent to the SAS Head Office. Please see Saskatchewan Soccer Association Policies & Procedures for details.

7.0 HEARING OVERVIEW

- (a) The person(s) who requested the hearing, or who was called in to a hearing will be referred to as the Subject.
- (b) The person(s) that experienced some level of impact, or consequence due to a particular action by the Subject, will be referred to as the Affected Party.
- (c) The Affected Party will be given the opportunity to speak and/or provide a statement.
- (d) When necessary, the Subject and/or Affected Party may identify a member of their team that will be representing them on their behalf, if the notification is submitted to the office prior to the hearing.
- (e) The Subject and/or Affected Party or their representative will be directed into the hearing room by a member of the Discipline Hearing Committee (DHC).
- (f) If the Subject and/or Affected Party or their representative confirmed that they would attend but then is absent, the DHC will make a ruling in their absence based on the available materials.
- (g) The DHC Chairperson will briefly identify the reports relevant to the hearing.
- (h) The Subject will be given the opportunity to speak on their behalf and will be required to answer all questions asked by the DHC.
- (i) The DHC Chairperson and any DHC member may question the Subject or witnesses.
- (j) The Subject will have the opportunity to call no more than two witnesses to the incident. The Subject will be dismissed, and the witnesses will be brought in to the hearing one at a time and questioned by the DHC.

The two witnesses may (not) be different than the witness(es) who provided a Witness Statement. If the witnesses are in addition to those that provided written witness statements, they must notify the Discipline Administrator of their attendance at least five (5) business days

prior to the hearing. The Witness may not change at the hearing (unless approved by the DHC).

(k) After the last witness has been dismissed, the DHC may call the Subject and/or Affected Party in again for further questioning. If no further questioning is required, the Subject and the Affected Party will be permitted to leave.

(l) Immediately following the hearing, the DHC will review all relevant materials/testimonies and decide on the case.

(m) For purposes relating to continuous learning and improvement an independent third-party observer may also be present at the hearing. This person will be tied to the same confidentiality requirements as the DHC members.

8.0 VAR (VIDEO ASSISTANT REFEREE)

- A. Security camera footage does not record sound and is not always available. Footage is also not stored beyond the scope of its requirement as deemed by SAS.
- B. Any video footage given to SAS from the SSC is property of the SSC. SAS is not permitted to distribute the footage outside of its staff, board members, and discipline committee members. The footage may not be recorded or photographed, and any distribution outside of the aforementioned list is subject to disciplinary action.
- C. SAS and SSC hold discretion on whether to access any security camera footage. If the footage is not accessed by SAS or SSC, it will not be considered, and may not be requested for by players or individuals.
- D. If SAS and SSC access the footage, it may be viewed by the player and their team contact during a scheduled visit to the office during regular office hours and may only be viewed for a period of up to 5 minutes. The player and/or team contact will not be allowed to photograph or record the video footage at any time. Any comments may be made via written form to the office staff and are required within 1 business day.

8.1 LIVEBARN

Livebarn presents an opportunity for games to be viewed from the comfort of home. It is not intended to act as VAR for the league.

The referee is present at the games and is the official representative of Saskatoon Adult Soccer. If the referee does not submit a Misconduct Report, Livebarn footage will not be reviewed unless it is deemed Violent Conduct or Boarding (Serious Foul Play) and if brought to our attention within 5 calendar days of the incident with the review fee of \$100, and details

including date, time, and incident specifics. If found in favour of the request, the review fee will be returned. If found against, the fee will be kept.

This in no way limits SAS from reviewing footage at its discretion.

See Schedule A for the criteria of Violent Conduct and Boarding Serious Foul Play.

Any witness statements, verbal or written, that are found to be of intentional deception, shall result in application of penalty to the witness.

We will not accept third party Livebarn submissions.

9.0 HEARING PROCEDURE

(a) Each Hearing held within the jurisdiction of the SAS shall be conducted in accordance with the following:

(i) A Hearing Committee shall have no less than three (3) Committee Members, one (1) of whom shall act as Chair, and one (1) of whom shall act as a Secretary;

(i) In the case where the Hearing Committee has less than three (3) members available for a Hearing, the Player must give written consent for the Hearing to proceed;

(ii) The Participant will not be allowed legal counsel at the Hearing;

(iii) If a Participant is absent for their scheduled hearing, a decision will be made in their absence by the Hearing Committee based on the available information

(iv) Please see DP.6.3 SUSPENSIONS STEP 2: HEARING APPEAL for information on how to appeal a Hearing Decision.

(v) A Postponement of the Hearing may be granted by the Committee on terms published in advance of the Hearing;

(vi) The Referee will be required to attend only if requested by the Chair;

(vii) All witness statements must be received in the SAS Office prior to the Hearing within three (3) working days prior to the hearing date. Any witness statements, verbal or written, that are found to be of intentional deception, shall result in application of penalty to the witness. The suspended player may receive an additional suspension.

(viii) Any suspension being reviewed at a discipline hearing may also receive further punishment through a fine, probation or a bond.

(iv) Witness statements must be sent to the Office or staff email.

(b) Terms and Conditions

(i) The Player and the Committee may, by writing and their consent, waive any or all of the following terms and conditions of the Hearing:

(i) Any Participant accused of misconduct shall be given at least five (5) working days' Notice of any Hearing.

(ii) A copy of Notice will be sent to the Team or Club if the person under suspension is one of the registered participants, or is their Team Representative.

(iii) The hearing package must be sent to the Committee at least three (3) working days prior to the hearing.

(iv) Any witness shall be given at least two (2) working days' Notice of any Hearing if their presence is required by the Committee;

(v) Requests for postponements of a Hearing must be received by the SAS, in writing, at least two (2) working days prior to the Hearing;

(vi) In cases where a Participant is suspended pending a Hearing, or because a Hearing has been adjourned, the date for the Hearing shall be set within fifteen (15) working days of the receipt of the Discipline By Hearing Request, or in the case of an adjournment, within fifteen (15) days of the adjourned Hearing;

(vii) In all, the Hearing must not take place later than twenty-five (25) working days after the receipt of the Discipline By Hearing Request unless postponement is agreed upon by all parties;

(vii) Any Suspension will take immediate effect unless otherwise indicated.

(viii) The Participant will be notified within three (3) working days of the result of the Hearing;

(ix) Video footage as evidence shall be allowed provided that an electronic file is submitted to the SAS office within seven (7) working days of being notified of the Suspension, and three (3) working days prior to the hearing. The Committee has the right to refuse edited versions.

(x) SAS can request and may receive video footage from the SSC for the following purposes:

(i) For the use of discipline hearings and appeals to aid in the process of determining appropriate outcomes;

(ii) For cases of mistaken identity;

(iii) For serious incidents involving Violent Conduct or Serious Foul Play;

(iv) Game Abandonments;

(v) To review reports of unlawful or illegal activity.

(xi) Any breach of the rules, terms, or conditions will result in the hearing being cancelled and the suspension being upheld. Further appeals will not be granted.

10.0 POWER TO ORDER

(a) On Misconduct being proved to its satisfaction, a Discipline Administrator and/or Committee shall have the power to order the offender(s)/team:

(i) to be suspended from all soccer activities either permanently, indefinitely or for a stated period of time;

(ii) To be suspended from all soccer activity until specifically requested information is provided by the offender(s)/team, to SAS relating to the incident in question.

(iii) to be suspended for a specific number of scheduled games in a designated competition(s);

(iv) to be fined and/or bonded (with or without suspension), where the player is not a registered youth player, the fine amount to be at the discretion of the Hearing Administrator and/or Committee;

(v) to be censured;

(vi) to pay all expenses of the Discipline Hearing Committee which may be incidental to consideration of the matter (with or without any other punishment);

(b) Suspensions: SAS adheres to Saskatchewan Soccer Association's (SSA) Discipline Policy in regard to game suspensions and time suspensions:

(i) Game Suspension - renders an individual ineligible to participate in a specific number of games.

(ii) Time Suspension - renders an individual ineligible to participate for a set period of time.

(iii) A suspended person must stay away from the field of play and may not be involved in team activities or interact with match officials or the opposition in any way, including:

(i) Involvement with the team before the game, during the game, at half time, or after the game (including the handshake);

(ii) Completing or signing team rosters;

(iii) Acting in any manner that may be deemed to be coaching, including either verbal or physical actions, texting, or cell phone contact.

(iv) Unless otherwise directed in the disciplinary decision, a suspended individual may attend games as a spectator.

- (iv) All Soccer Activity Suspension - 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.
 - (i) No player suspended provincially shall be eligible for membership in any other Member Organization within the province.
 - (iii) Necessary members will be notified to enforce suspensions as required.
- (c) A Discipline Hearing Committee shall set timelines for the payment of any costs, fines or bonds, and may set further terms of punishment for non-compliance;
- (d) Suspensions shall be served for continuous period or for consecutive games, except where there is a break in the competition, in which case the suspension may be continued accordingly;
- (e) Suspension guidelines for specific offences are set out in Schedule A Discipline. The SAS will refer to these guidelines when issuing a decision;
- (f) The Discipline Committee may, at its discretion, take action against any Club/Team whose participants, officials or spectators have been found guilty of misconduct and/or violence towards anyone present at a game and especially towards the game officials.
- (g) The following Discipline will apply to those players registered on multiple teams in the SAS League:
 - (i) A player must register on a SAS Team in a subsequent season to serve any outstanding suspension. Under special circumstances the Discipline Committee will review. I.e.: Inaugural season therefore lacking player history of team(s).
 - (ii) Players receiving Red Cards will serve their suspension in consecutive games (ex. between all leagues - boarded, turf, masters, co-ed - if playing in more than one league) and not just with the team that they received the card with.
- (h) A player serving a suspension may not register with any other SAS Team while serving a suspension unless it is the team the player received the suspension. I.e.: A player may register for the team in which they received an Ineligible Suspension for not registering.

11.0 REFEREE ABUSE/HARASSMENT

- (a) All opinions and comments regarding a match official should be made to the office via the Referee Evaluation form.
- (b) Any abuse / harassment will be assessed on a case-by-case basis. A team is responsible for the actions of its players and fans.
- (c) 1st offence for referee abuse / harassment

- (i) Player - 1 year suspension
 - (ii) AND/OR Team - 1 game suspension
 - (iii) AND/OR Team - Up to \$500 fine
- (d) 2nd offence
- (i) Player - 2-year suspension
 - (ii) AND/OR Team - 2 game suspension
 - (iii) AND/OR Team - up to \$1000 fine

12.0 INTENTIONALLY DAMAGING PROPERTY

- (a) Any player found guilty of intentionally damaging City, SSCI or SAS property will be suspended until a hearing has taken place and will receive a financial penalty equal to the recovery costs of the damage. All fines and/or bonds incurred by any player, coach, manager, or team must be paid in full before the individual(s) or team concerned may resume any soccer activity after s suspension. Any further Offences will be dealt with more severely.

13.0 SCHEDULE A



SASKATOON ADULT SOCCER INC.
150 NELSON ROAD
SASKATOON, SK S7S 1P5

Schedule "A"

A Suspension Review and/or Suspension Hearing cannot be requested if either SAS or SSA's suspension schedule is disliked			
Yellow Card / Caution Accumulation (per season, per team)			Sanction
Three (3) cautions in the same competition during the same season			1
Two (2) additional cautions in the same competition during the same season			1
Two (2) additional caution in the same competition during the same season			2
Eight (8) cautions in the same competition during the same season			DBH
Red Card / Caution Accumulation (per season, per team)			Sanction
Three (3) cautions in the same competition during the same season			2
Additional caution in the same competition during the same season			DBH
Dismissal by Official (per season)			
	First Offense	Second Offense	Subsequent Offenses
Receives two (2) cautions in one (1) game	1 game	2 games	3 games
Receives two (2) cautions for Dissent in one (1) game	2 games	4 games + Respect In Sport	6 games
Denies Obvious Goal Scoring Opportunity Hand ball	1 game	1 game	1 game
OOSSO - Other than hand ball	1 game	1 game	1 game
Spitting inside indoor facility/field	Exit building/game	2 games	4 games
Violent Conduct (5-year probation)*			
	First Offense	Second Offense	Subsequent Offenses
Suspension are applied per each offense. Ex: 3 punches thrown = 8+8+8			
Running the Keeper (no attempt to avoid)	5 games + Respect In Sport	10 games	1 year
Boarding (excessive force, no ball)	10 games + Respect In Sport	20 games	1 year
Physical Confrontation I (Contact & Attempt to Contact) I.e.: choke, elbow, headbutt, punch, kick, knee etc.	8 games + Respect In Sport	1 year	DBH
Physical Confrontation II (Contact & Attempt to Contact) I.e.: push, slap, trip, chop, hair pull, step on another player, throwing or kicking object at person, chasing etc.	5 games + Respect In Sport	6 months	DBH
Fighting (Punches Thrown) 2+ persons involved	20 games + Respect In Sport	1 year	DBH
Any other violent conduct not listed	Disc. Admin or Comm	Disc. Committee	Disc. Committee
Serious Foul Play (per year)			
	First Offense	Second Offense	Subsequent Offenses
Boarding (attempt to play ball, no intent to injure)	5 games + Respect In Sport	10 games	6 months
Dangerous tackle	2 games	3 games	5 games
Charging	2 games	3 games	5 games
Running the keeper (attempt to avoid)	3 games	3 games	5 games
Any other serious foul play not listed	Disc. Administrator	Disc. Admin or Comm	Disc. Committee
Foul & Abusive Language/Gesture (per season)			
	First Offense	Second Offense	Subsequent Offenses
Threatening verbally or physically	2 games	3 games	5 games
Uses offensive, insulting, and/or abusive language NOT directed at a person	1 game	2 games	3 games
Uses offensive, insulting, and/or abusive language directed AT a person	2 games	4 games	6 games
Uses offensive, insulting, and/or abusive language directed AT an official or Organizer	6 games + Respect In Sport	12 games + 600\$ fine	1 year + 2000\$ fine
Uses minority offensive gestures directed at a person (I.e.: the finger)	2 games	4 games	6 games
Uses seriously offensive gestures directed at a person (I.e.: moon, genital grab)	5 games	8 games	6 months
Uses minority offensive gestures directed at an official	6 games	8 games	6 months
Uses seriously offensive gestures directed at an official	10 games	15 games	1 year
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	6 games + Respect In Sport	DBH	DBH
Entering the match official change room/personal space without invitation to engage in discussion in a threatening or unwarranted manner	6 games + Respect In Sport	12 games	1 year
Dismissal for physical actions against a Game Official (Indefinite)			
All physical actions or threats against an official are dealt with directly by Saskatchewan Soccer Association			
Extremely Offensive Conduct (Indefinite)			
	First Offense	Second Offense	Subsequent Offenses