



SPRSC Discipline Policy

Policy

Any **Player, Coach, Spectator, Game/Team or League Official** who impedes, harasses, or otherwise intimidates another player, coach, game/team or league official shall be subject to disciplinary action as determined by the Disciplinary Committee of the Sherwood Parkdale Rangers Soccer Club (SPRSC).

Any **Player, Coach, Spectator, Game/Team or League Official** who impedes or stops the progress of a match shall be subject to disciplinary action as determined by the Disciplinary Committee of the SPRSC.

Any **Player, Coach, Spectator, Game/Team or League Official** who participates in any action or behaviour deemed to be aggressive, discriminatory, harassing, threatening or abusive in nature shall be subject to disciplinary action as determined by the Disciplinary Committee of the SPRSC.

Any **Player, Coach, Spectator, Game/Team or League Official** who breaches the standards of the respective 'Code of Conduct' may be subject to disciplinary action as determined by the Disciplinary Committee of the SPRSC.

Disciplinary Committee:

The SPRSC Discipline Committee will be comprised of the affected program Coordinator and any two additional active Club Executive members (excluding the Club President).

Complaint/Concern Procedure:

Any individual(s) who feels concerned or aggrieved by the action/behaviour of another individual, in respect to activities associated with the SPRSC may submit a written complaint/concern to the appropriate coordinator, Mini, U11 or Youth Program coordinators.

The appropriate program coordinator will consider the complaint and proceed as required, including:

1. Dismissal of the complaint (when deemed frivolous or in bad faith)
2. Recording of the complain for future reference (Including details and circumstance of the concern/complaint)



3. Addressing of the complainant, respondent and other involved parties to attempt immediate remedy to the concern/complaint.
4. Advise Club President of the circumstances of the incident and advise that a Disciplinary Committee will be assembled to address the concern/complaint.

The Disciplinary Board will meet within a 48 hour period to determine the merits and subsequent dispositions of the complaint/concern.

In all cases likely to result in a letter of reprimand and or suspension if a finding of guilt is determined, the complainant, respondent, and any other afflicted parties will be invited to present evidence prior to, and/or during the disciplinary hearing.

During the course of determination, the Board will examine all evidence presented, including but not limited to; initial complaint, witnesses to the event/action; written support/statements, history of behaviour, past precedent etc.

The Disciplinary Board will recognize the benefits of progressive discipline and will thus utilize a discipline continuum when determining possible dispositions, including but not limited to;

- Complaint Unfounded - No Action Taken
- Complaint Unproved - Documented for future reference
- Complaint Supported - **Step 1** - Verbal Warning
 - Step 2** – Letter of Concern/Reprimand
 - Step 3** – Suspension from participation and/or attendance at any/all activities sponsored and operated by SPRSC
1 to 2 games depending on severity (includes practices and other team related activities for those weeks)
 - Step 4** – Suspension from participation and/or attendance at any/all activities sponsored and operated by SPRSC
3 or more games up to entire season depending on severity and re-occurrence (includes practices and other team related activities for those weeks)

For repeated minor infractions, the offending party is elevated from step to step as a result of each independent incident. However, it is to be noted that the Disciplinary Committee has the authority to impose any disciplinary step that it determines is warranted and appropriate to the



action/behaviour before the committee, including lifetime suspension for a first offence (ie: assault upon an official).

The determinations of the disciplinary committee will be recorded and the respondent will receive a copy of the decision detailing the nature of the concern/complaint, the evidence provided, the rationale for the determination, the identified disposition, and the process for appeal of the Committees' decision. A copy of the report will be forwarded to SPRSC for filing.

The affected program director will maintain possession of the original Disciplinary Committee Report for safekeeping and future reference.

Appeal Process

The respondent is entitled to appeal the decision of the Disciplinary Committee, and/or the disposition imposed. The respondent must initial the appeal request within 72 hours of receipt of the decision, in writing to the President of Sherwood Parkdale Rangers Soccer Club.

The President of SPRSC will conduct an independent investigation as he/she feels is fair and adequate and will advise the respondent, initially by phone and then in writing of their appeal decision.

The President's review of the disciplinary hearing including findings and disposition will be final and binding, without exception.