

Tri-County Soccer Association

Rules & Regulations on Discipline & Appeals

TCSA Member Approved February 7, 2021

Table of Contents

I. TCSA Rules & Regulations on Discipline	2
1. General	2
2. Jurisdiction	2
3. Discipline Reports	3
4. Discipline Offences	3
5. Discipline Hearings	4
6. Punishment	7
II. TCSA Rules & Regulations on Appeals	9
Appendix A - TCSA requirements for The District Members Discipline Code	11
Appendix B - Punishable Offences and Penalties	13
Appendix C - Fines & Bonds Guidelines for TCSA Discipline Committees	18
Appendix D - The TCSA Executive Review Panel	19

I. TCSA Rules & Regulations on Discipline

1. General

- A. The District Members shall ensure that their Discipline Rules & Regulations are consistent with those of the TCSA;
 - i) **Appendix A** outlines the procedures that must be followed by all District members
 - ii) Failure adhere to **Appendix A** may result in a suspension of membership pending a discipline hearing
- B. Players, Team Officials, Match Officials and Spectators may only take part in or attend games on the condition that they observe the By-laws, Rules & Regulations, Discipline Policy and Competitions Rules (Outdoor and Indoor) of the TCSA.
- C. All District Members are responsible for the actions of their Players, Team Officials and Spectators.
- D. All District Members must take all precautions necessary to prevent their Players, Team Officials and Spectators from threatening or assaulting anyone present at games, including Match Officials.
- E. In all cases of alleged or attempted physical assault or threatening behaviour by a Team Official (according to **Appendix B** – 6 and 7), the Accused shall be suspended from all soccer activities until the case has been decided by the TCSA.
- F. In all cases of alleged or attempted physical assault or threatening behaviour towards a Match Official (according to **Appendix B** – 11, 12 and 13), the Accused shall be suspended from all soccer activities until the case has been decided by the TCSA.
- G. In all cases where an Accused has an open police file there shall be no Discipline Hearing until confirmation the police file is closed.
 - i) When confirmation of the police file being closed is provided to the TCSA or The District Member office the timelines outlined in the policy will begin.

2. Jurisdiction

- A. Any District Member or person(s) reported for discipline shall be dealt with by the TCSA.
- B. All cases of misconduct involving alleged or attempted physical assault or threatening behaviour towards a Match Official by any person shall be dealt with by the TCSA.
- C. The offences below and outlined in **Appendix B** are violations or misconducts over which the TCSA has direct jurisdiction;
 - i) Complaints or misconduct in Tri County Cup or The District managed competitions;
 - ii) Complaints or inquiries referred to it by another The District Member and/or the ASA;
 - iii) Misconduct by any person arising from participation in the Select Team Programs of the TCSA;
 - iv) Misconduct by The District Member or any of its officers and officials;
 - v) Complaints or misconduct of a registered Match Official within the District;
 - vi) Any other matter directly related to the TCSA, which the TCSA, in its sole discretion, deems should be dealt with by it;
 - 1) Discipline reports shall be referred to the TCSA for review under this rule.
- D. Any breach of suspension -imposed by a District Member or by the TCSA, is subject to review by the TCSA, where further penalties may apply.

- E. The TCSA, at its sole discretion, may delegate its jurisdiction under Rules 1.C and **1.D** of this Policy to a District Member.

3. Discipline Reports

- A. Non-Game Misconduct Report shall be submitted to the Discipline@TriCounty.Soccer within forty-eight (48) hours of the incident.
 - i) Personal concerns, complaints or opinions are not just cause for disciplinary action and will not be accepted as a misconduct report.
 - ii) The TCSA reserves the right to refer off-field offences to the District Members office based on the nature of the offence.
- B. A Match Official's Discipline Report accusing a person of requiring the TCSA Discipline Committee's attention shall be filed according to the following timelines:
 - i) The Match Official's Misconduct Report with player information and the nature of the infraction/offence shall be submitted to Discipline@TriCounty.Soccer within twenty four (24) hours of the incident;
 - ii) A Supplemental Misconduct Report on the incident from the Match Official must be submitted to the TCSA within two (2) days of the incident.
- C. The report(s) provided by the Match Official or Team Official to the TCSA shall be regarded as their affidavit to a Discipline Committee.
 - i) Alterations to the Discipline Report(s) are not permitted following receipt of the report to the TCSA.
- D. Misconduct Reports submitted by another District, ASA, or the CSA shall be regarded as their affidavit to the TCSA Executive Review Panel and/or Discipline Committee.
- E. Failure to observe timelines established in this rule may render any disciplinary action after the expiration of the time null and void.
 - i) The reported offence, as it stands, may be kept on file for reference in regards to future incidents.
- F. Upon receipt of the report the Discipline Chairperson will assess the report, identify jurisdiction, punishable offenses, and path to discipline, based on the procedure outlined in **Appendix D**.
 - i) The Discipline Chairperson will include in their submission to the TCSA Executive Review Panel, the minimum recommended suspension if the accused is found guilty of the assessed offence.
 - ii) If no similar incident, precedent exists for the offence the TCSA Discipline Chairperson will consult with the TCSA Executive Review Panel on a minimum suspension for the submitted offense.

4. Discipline Offences

- A. Violating Laws of the Game, By-laws, Rules and Regulations, and/or Competitions Rules of the TCSA, TCSA or The District Member;
 - i) Offences against players or Team Officials ejected by Match Officials will be dealt with according to;
 - 1) The currently published TCSA Rules & Regulations on Discipline and Appeals, ~~TCSA~~, **Appendix B** and **Appendix C** for inter-district games or;

- 2) The currently published Rules & Regulations as per the District the team is currently registered to play in for out of district games.
 - ii) Offences by Team Officials will be dealt with according to the currently published TCSA Rules & Regulations on Discipline and Appeals, **Appendix B** and **Appendix C**;
- B. Betting on any game other than on registered lotteries or pools;
- C. Any person (s), The District Member, Team Official, or Match Official offering, attempting to offer, or accepting an offer to influence the result of any game, whether directly or indirectly.
- D. Registration Violations will be dealt with according to **Appendix B** in the following cases;
 - i) Use of over age player(s);
 - ii) Use of unregistered players;
 - iii) Use of higher division players;
 - iv) Use of player(s) from another team; (same age group regardless of gender)
 - v) Use of more than three trialists per game.
- E. It is an offence for any District Member, through its responsible officers or representatives to induce or attempt to induce a registered player of a team to leave their team before the end of the current season. The offence shall be dealt with by the TCSA under the same jurisdiction and by the ASA in all other cases.

5. Discipline Hearings

- A. Timelines & Notices
 - i) Any person accused of misconduct shall be given written notice by email of the pending discipline action providing the Accused with the proposed rule violation and penalty as per **Appendix B** or recommended penalty by the TCSA Executive Review Panel and;
 - 1) The opportunity to attend a discipline hearing or;
 - 2) The requirement to attend a mandatory discipline hearing and;
 - 3) Procedure for accepting the proposed penalty without a hearing.
 - ii) Any person or District Member accused of misconduct shall be given at least ten (10) business days' notice of any scheduled hearing.
 - 1) A copy of such notice shall also be sent to the District Member if the person is one of their registered players or is their official representative.
 - iii) In cases where an Accused stand suspended pending a hearing or for any adjourned hearing, the date for the hearing shall be set within fifteen (15) business days of the receipt of the misconduct report (or previous hearing), for a date no later than twenty-five (25) business days of the receipt of the misconduct report (or previous hearing).
 - iv) Any person or The District Member shall be given at least ten (10) business days' notice of any scheduled hearing if their presence is required by the Discipline Committee.
 - 1) Scheduling of a hearing time and location shall be at the discretion of the TCSA Executive Review Panel.
 - v) Requests for postponement of a hearing scheduled by the TCSA must be received by the TCSA at least five (5) business days prior to the date of the hearing.
 - vi) The results of any hearing shall be sent to the Accused no later than ten (10) business days after the hearing.

- vii)** By mutual written consent of the Accused and the Discipline Hearing Committee, any timelines listed (all encompassing) of the TCSA Rules & Regulations on Discipline & Appeals may be waived.
- viii)** Where the above timelines and notices have not been adhered to the pending discipline action and proposed penalties against the accused are considered null and void.
 - 1)** Exceptions, due to events out of control of the Discipline Committee (e.g. Closing of facilities), must be approved by the TCSA Executive Board and the following options shall be provided to the accused within five (5) business days of original notice;
 - a)** A meeting location within the District shall be scheduled within ten (10) business days upon reopening of a suitable facility
 - b)** By mutual written consent of the Accused and the Discipline Committee the hearing may be moved to an online meeting platform to be held within ten (10) business days of receipt of consent. Webcams must be used by all attendees.

B. Representation

- i)** The Accused can represent themselves or provide a representative, and be accompanied by legal counsel (at their own cost) but must provide notice to the TCSA two (2) business days in advance of the hearing;
 - 1)** If an Accused chooses to have legal counsel present at the hearing, the Accused must also be present at the hearing.
 - 2)** When legal counsel is present the Discipline Committee reserves the right to direct questions to the Accused. Legal Counsel cannot answer questions on behalf of the Accused without permission from the Discipline Committee.
- ii)** The Accused may bring up to three witnesses, unless circumstances require additional witnesses, as determined by the Discipline Committee and must provide notice to the TCSA two (2) business days in advance of the hearing;
 - 1)** Witnesses must have been present at the time of the incident and must be able to provide factual testimony to the events described in the discipline report.
 - 2)** Witnesses are required to remain outside of the hearing until called forward.
 - 3)** If witnesses are unable to attend the hearing, they may submit a written statement on behalf of the Accused, via email, directly to the TCSA Discipline Chairperson.
 - 4)** The TCSA shall not accept character witnesses.
- iii)** Where the Accused is below the age of majority, a legal guardian must also be present;
 - 1)** If a legal guardian cannot be present, a letter from the guardian allowing a nominated Team Official to act as their representative shall be acceptable.
- iv)** Failure to appear at a discipline hearing when due notice was provided shall result in suspension of the Accused until they request an appeal according to the TCSA Rules & Regulations on Appeals;

C. Documentation

- i)** All documentation associated with the discipline shall be provided to the Accused no less than Four (4) business days in advance of the hearing date.
 - 1)** Documents provided, at a minimum, will include the relevant Discipline Report(s) for which the hearing has been called, the past discipline history of the Accused (if

applicable), the TCSA Rules & Regulations on Discipline & Appeals and any other documents to be considered by the Discipline Committee;

- a) The name of the author of the report, or any other identifying and personal information will not be disclosed to the Accused.
 - b) The TCSA Rules & Regulations on Discipline & Appeals will be the most recent published copy as found on the TCSA website at www.TriCounty.Soccer
- 2) All documents submitted from the Match Official, Author of the Misconduct Report, and the Accused must be signed and dated to be deemed valid.
- ii) All evidence submitted by the Accused (not including reports from witnesses) must be submitted to Discipline@TriCounty.Soccer no less than two (2) business days in advance of the hearing;
- 1) It is the Accused's responsibility to compile evidence for the hearing.
 - 2) Witness reports are confined to factual comments to the incident only. Personal Concerns or opinions will not be accepted.

D. Discipline Committee

- i) A Discipline Committee shall have four (4) members:
 - 1) One of the Discipline Committee shall act as a Non-Voting Chairperson,
 - 2) One of the Discipline Committee shall act as recording secretary or a non-voting recording secretary will be provided by the TCSA,
- ii) If the Discipline Committee through introductions determines a conflict of interest or bias the Discipline Committee can be reduced to three (3) members if agreed to by the Accused or adjourned and re-scheduled according to the required timelines in 5.a.iii. of this Policy.
 - 1) The chairperson in this case shall be allowed to vote in the event of a tie.
- iii) The Discipline Committee members will be provided the name, club, league, team and/or The District Member affiliation of the Accused in advance of the hearing so that conflict of interest or bias can be determined.
- iv) The Discipline Committee will introduce themselves to the Accused at the beginning of the hearing, providing soccer affiliations and general backgrounds, in order to allow the Accused the opportunity to record any objections about the committee before the hearing begins.

E. Discipline Procedure

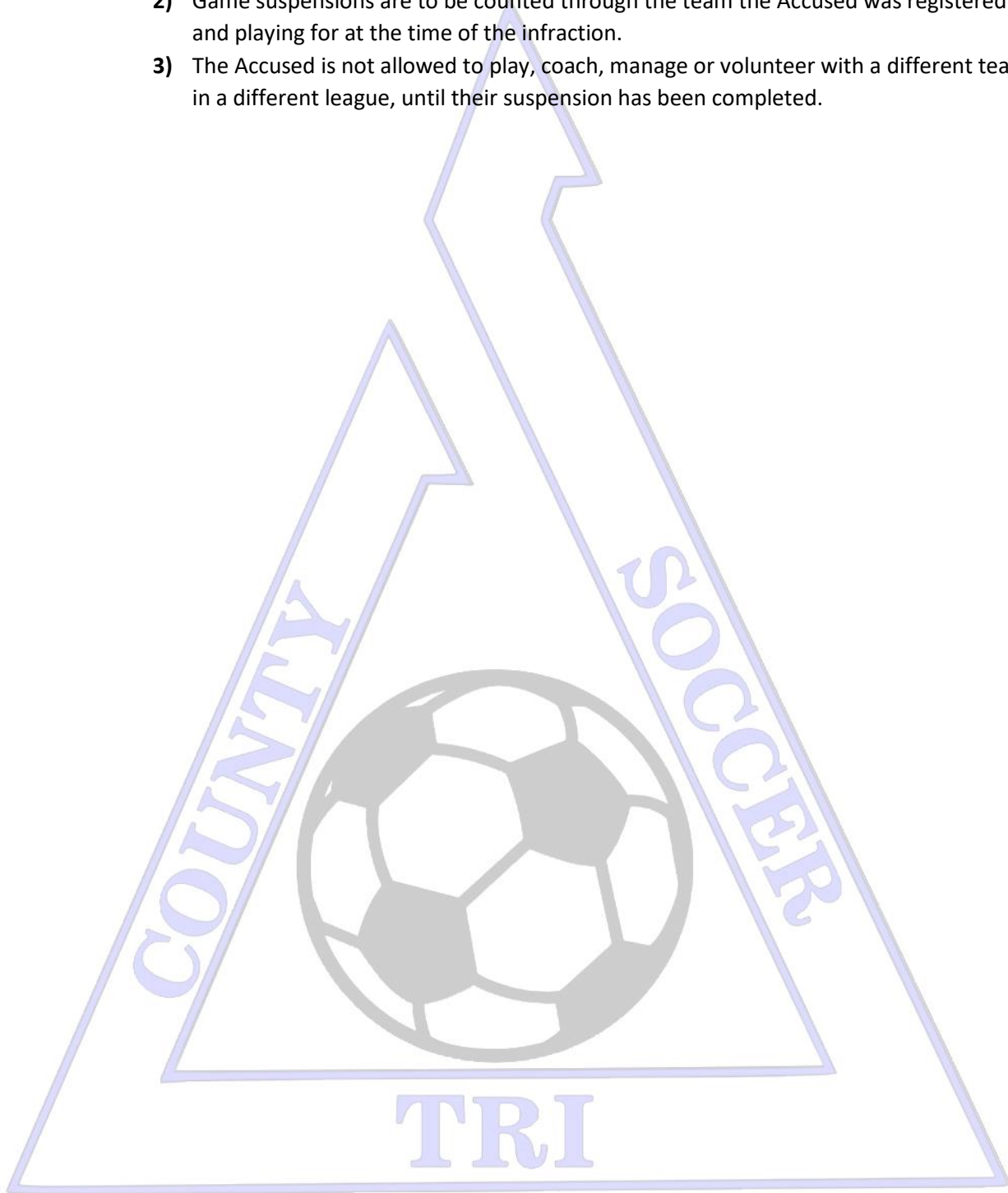
- i) Hearing will be conducted in an orderly manner. Failure to comply may result in;
 - 1) The offender will be asked to remove themselves from the hearing;
 - 2) The offender forfeiting all rights to the hearing;
 - 3) Additional fines being applied to the offender as per **Appendix C**;
 - 4) Additional bonds being applied to the offender as per **Appendix C**;
 - 5) Assign a combination of penalties using Rules 1 – 4 above
- ii) Only the Chairman of the Discipline Committee shall be allowed to record the hearing. No recording of the hearing or appeals shall be permitted unless permitted by the Discipline Committee or TCSA Executive Review Panel;
- iii) The Chairman of the Discipline Committee shall take attendance only individuals who have been contacted directly by the TCSA are permitted to attend unless permitted by the Discipline Committee or TCSA Executive Review Panel.

- iv) The Chairman of the Discipline Committee shall read the report aloud and state the misconduct outlined on the report (unless the Accused waives the reading of the report);
- v) The author of the Misconduct Report and the Accused may be heard by the Discipline Committee independently;
 - 1) This will automatically apply to offences 6 & 7 (**Appendix B**) and any other combination of offences deemed as threatening by a Team Official, by the TCSA Executive Review Panel or the TCSA Discipline Committee Panel
 - 2) This will automatically apply to offences 11, 12 and 13 (**Appendix B**) and any other combination of offences deemed as threatening towards Match Officials, by the TCSA Executive Review Panel or the TCSA Discipline Committee Panel.
 - 3) This rule must stand, unless the official explicitly states they would like to be in the room at the same time as the Accused.
- vi) The Accused shall be allowed to ask relevant questions of the author of the report, through the Chair, if they are present, make submissions on their report and testify on their own;
- vii) The Accused and the author(s) writing the report(s) shall have the opportunity to call up to three witnesses to the incident, unless circumstances require additional witnesses, as determined by the Committee;
- viii) The Chairman and any Discipline Committee member may question the Accused, author(s) of the report(s), or any witnesses;
- ix) The author(s) writing the report(s) and the Accused shall be allowed to make final summations before withdrawing;
- x) The Discipline Committee shall consider the report and any further evidence provided and shall either decide on the case or adjourn the hearing in accordance with the timeline in **5.A.iii** of this Policy;
- xi) The Accused shall be notified, in writing, of the result of the hearing, in accordance with **5.A.vi.** of this Policy
- xii) The author of the Misconduct Report shall be notified that a decision was made by the TCSA Executive Review Panel or the TCSA Discipline Committee, in accordance with **Appendix B** of this policy.
 - 1) The details of any penalties or conditions assigned to the Accused will not be included in this notification.

6. Punishment

- A. On misconduct being proved to its satisfaction, The TCSA Executive Review Panel or a Discipline Committee may;
 - i) Assign the recommended penalties in accordance with **Appendix B**;
 - ii) Assign a fine to be paid by a specified date in accordance with **Appendix C**;
 - iii) Assign a bond to be paid by a specified date and held for a specified time period in accordance with **Appendix C**;
 - iv) Suspend the Accused from all specified soccer activities either permanently, indefinitely or for a stated period of time;
 - v) Mandate relevant educational course(s) to be taken prior to resuming all soccer related activities;

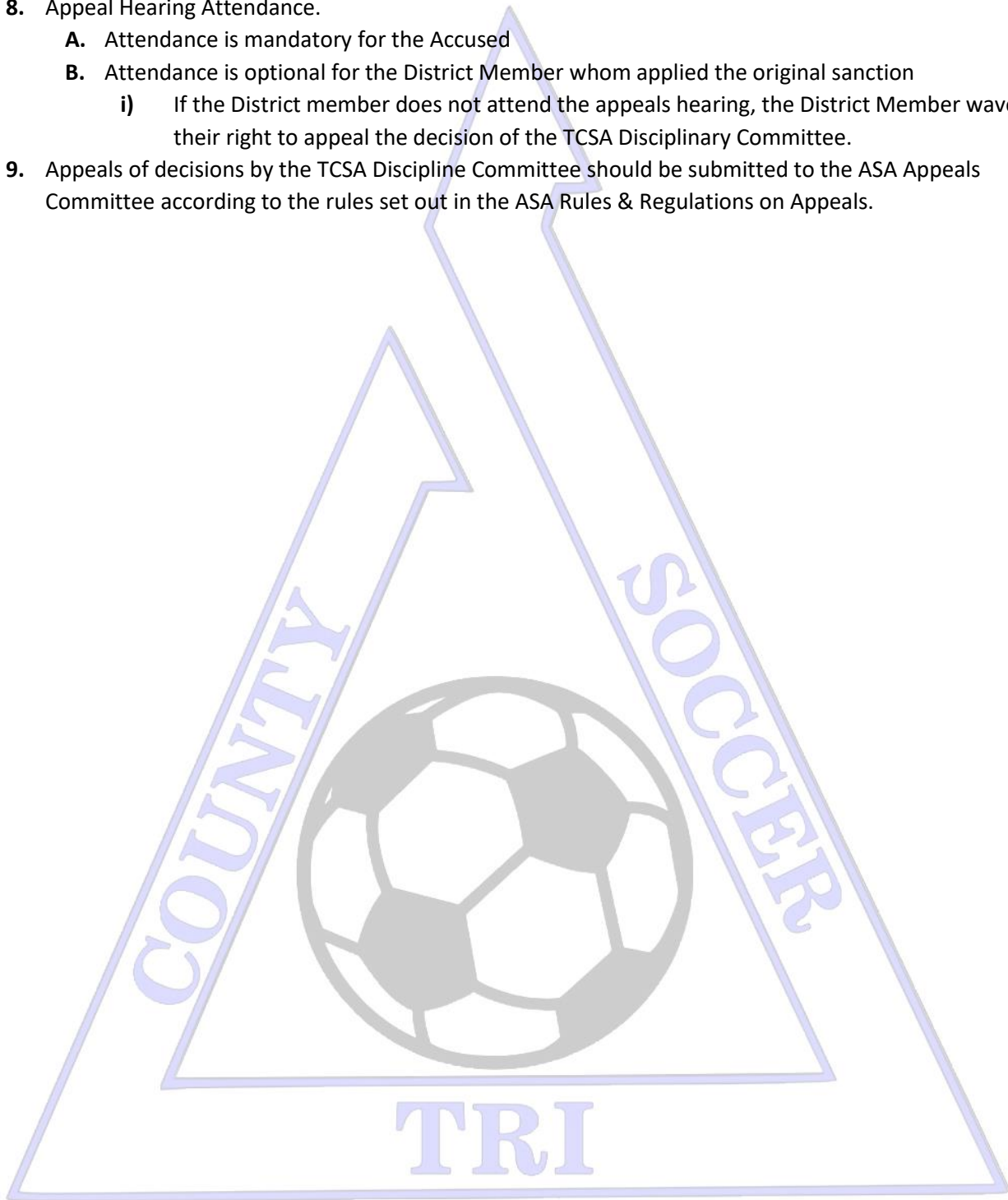
- vi) Assign a combination of penalties using Rules 1 – 5 above.
- 1) Suspensions shall be served for a continuous period or for consecutive games and affect all sanctioned leagues, competitions and tournaments.
 - 2) Game suspensions are to be counted through the team the Accused was registered with and playing for at the time of the infraction.
 - 3) The Accused is not allowed to play, coach, manage or volunteer with a different team or in a different league, until their suspension has been completed.



II. TCSA Rules & Regulations on Appeals

1. Any District Member or person participating in The District/sanctioned soccer has a right to appeal decisions affecting their status
 - A. The decision of the TCSA Appeals Committee cannot then be appealed by the District Member who administered the original sanctions.
2. The first avenue of appeal must follow the appeal process of the TCSA or The District Member who applied the original suspension;
 - A. Appeals Process Tree Sample for an The District Member or person
 - i) Community Discipline Hearing
 - ii) Community Appeal Committee
3. The next avenue of Appeal is through the TCSA Executive Review Panel which shall decide whether leave to appeal shall be granted.
4. When appealing a decision of the District Member, the following must be submitted to the TCSA Discipline Chairperson responsible for discipline;
 - A. Written appeal signed and dated by the party whom which the judgement has been brought, within five (5) business days of receipt of the decision.
 - B. \$500 appeal fee made payable to the *TriCounty Soccer Association*
 - i) The Appeal fee will be returned if the appeal is not granted and an TCSA Appeal Committee hearing is not scheduled;
 - ii) The Appeal fee will be returned in its entirety if the appeal is heard and the decision overturned in its entirety.
 - iii) The Appeal fee may be waived upon written request and approval of the TCSA Executive Board.
5. Leave for Appeal shall be granted if one or more of the following conditions is met according to the assigned TCSA Executive Review Panel of three (3) members. The written appeal (or supplemental documents) in 4.a should contain the details of conditions that have been met for appeal to be granted;
 - A. Grounds for Appeal;
 - i) Failure to meet the TCSA guidelines for discipline as outlined in the TCSA Rules & Regulations on Discipline;
 - ii) Failure to follow the guidelines for The District Members Discipline Code as outlined in **Appendix A** of this policy;
 - iii) Discipline Committee was biased or influenced by bias.
 - B. Leave for Appeal shall not be granted to challenge the results of a hearing or because of ignorance of the TCSA Rules & Regulations or TCSA Rules & Regulation on Discipline and Appeals.
6. Timelines for Appeals
 - A. Suspensions or other sanctions will remain in effect until the decisions of the TCSA Discipline Appeal Committee are released;
 - B. Appeal hearings where the District Member or persons remain suspended will be heard within 20 business days of receipt of 4.a and 4.b of this policy.
 - C. Appeal hearings where persons/teams/clubs are not suspended will normally be heard at the next scheduled The District Meeting of receipt of **4.a** and **4.b** of this policy.

7. Appeals Hearing Procedure.
 - A. All appeals granted shall follow the procedure outlined in Section I 5.e: Discipline Procedure, of the TCSA Rules & Regulations on Discipline.
8. Appeal Hearing Attendance.
 - A. Attendance is mandatory for the Accused
 - B. Attendance is optional for the District Member whom applied the original sanction
 - i) If the District member does not attend the appeals hearing, the District Member waves their right to appeal the decision of the TCSA Disciplinary Committee.
9. Appeals of decisions by the TCSA Discipline Committee should be submitted to the ASA Appeals Committee according to the rules set out in the ASA Rules & Regulations on Appeals.



Appendix A - TCSA requirements for The District Members Discipline Code

1. District Members are encouraged to establish and publish regularly scheduled discipline hearings.
 - A. The District Members who publish, in advance, regularly scheduled hearings can waive the need for a minimum notice period;
 - i) Publication of the dates must be easily accessible via the District Member website or other means;
2. An accused, or their representative, is afforded the opportunity to attend a Discipline Hearing;
 - A. Where the Accused is below the age of majority a designated representative of the age of majority must be present;
 - i) An Accused below the age of majority, playing in an adult league, can represent themselves at a hearing if a written consent by their legal guardian has been provided.
 - ii) An Accused below the age of majority can be represented by a Team Official that was present at the game / incident in question with written consent from a legal guardian.
3. Any person(s) and/or team representative accused of misconduct shall be given a written notice of pending discipline with the rule violation and proposed minimum penalty as per **Appendix B** of this document or recommended penalty by the District Members Discipline Policy and;
 - A. The opportunity to attend a discipline hearing or;
 - B. The requirements to attend a mandatory discipline hearing and;
 - C. Procedure for accepting the proposed penalty without a hearing.
4. An Accused may bring up to three witnesses, unless circumstances require additional witnesses, as determined by the District Members Discipline Committee
 - A. Witnesses must have been present at the time of the incident and must be able to provide factual testimony to the events described in the discipline report.
 - B. If witnesses are unable to attend the hearing, they may submit a written stand alone statement on behalf of the Accused.
5. When the District Member does not have regular, published meeting dates then;
 - A. If a response is not provided, within five (5) business days of notice being provided the District Member can assume the Accused is waiving their right to a hearing and will accept the prescribed penalties by the District Member Discipline Committee;
 - i) Unless there is a mandatory hearing as prescribed in **3.B**
 - B. By not responding to the written notice a party is waiving their right to appeal the decision of the Discipline Committee.
6. Where the District Members provides published dates then;
 - A. If the Accused does not provide a response in the timelines specified in the written notice of pending discipline action, the District Member can assume the accused is waiving their right to a hearing and will accept the prescribed Penalties by the District Member Discipline Committee;
 - B. By not responding to the written notice a party is waiving their right to appeal the decision of the Discipline Committee.
 - C. The Accused or their representative may request that the discipline hearing be held on a future date other than the next immediate regular date following the incident and the receipt of the documentation.

7. The District Member, through their Discipline Code or at the request of the Committee Chair, may identify infractions where attendance at a Discipline Hearing is not optional for the accused or team representative.
 - A. The Accused or their representative can choose not to attend the hearing, excluding for those infractions identified above;
 - i) By not appearing at a hearing the Accused is waiving their right to appeal the decision of the Discipline Committee.
8. All documentation associated with the misconduct shall be provided to the Accused no less than Four (4) days in advance of the hearing date for it to be valid unless waived by the accused;
 - A. Documents to be provided, at a minimum, shall include the Identified Discipline Report(s) for which the hearing has been called, the past discipline history of the accused (if applicable), The District Members Discipline code and any other documents the Discipline Hearing Committee is expected to hear.
 - i) If the District Member does not have a published Discipline Code then the most recent published copy of the TCSA Rules & Regulations on Discipline & Appeals shall be used as found on the TCSA website at www.TriCounty.Soccer.
9. A Discipline Committee shall have four (4) members;
 - A. One (1) of the Discipline Committee shall act as non-voting Chairman;
 - B. One (1) of the Discipline Committee shall act as recording secretary or a non-voting recording secretary will be provided by the District Member;
 - C. If the Discipline Committee through introductions determines a conflict of interest or bias, the panel can reduce to three (3) members if agreed to by the Accused or adjourned and re-scheduled within 10 (ten) business days.
10. The District Members Discipline Committee members shall be provided the name, league, and team of the accused in advance of the hearing so that conflict of interest or bias can be determined.
11. The Discipline Committee will introduce themselves to the accused at the beginning of the hearing, providing soccer affiliations, in order to allow the accused the opportunity to record any objection about the Discipline Committee before the hearing begins.
12. The Accused or their representative can be given the option to provide written consent to waive any of the rules listed above;
 - A. The consent must be signed and dated by the Accused or their representative and a member of the Discipline Committee or The District representative.
13. The results of any hearing shall be sent to the accused and to the TCSA Discipline Chair no later than ten (10) business days after the hearing.
14. Where the timelines and notices within the District Members Disciplinary Code or within the TCSA Rules and Regulations on Discipline & Appeals have not been adhered to the pending discipline action and proposed penalties against the accused will be considered null and void.

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Appendix B - Punishable Offences and Penalties

Punishable Offences: Definitions and Minimum Penalties

Considerations

- A. The following definitions will be used for reviewing misconduct reports and official complaints. If the Accused is found guilty of an offence the suspension listed below is the minimum allowed under this policy.
- B. Suspensions for offences falling under multiple categories will be assigned at the discretion of the TCSA Discipline Committee.
- C. All suspensions are served with the team with which they were received unless the discipline committee specifically mentions separate terms;
 - i) Suspension games are counted against league games, promotional / relegation games, provincial qualifiers and provincials.
 - ii) If the team with which the suspension is received disbands the suspension will be served on equivalent games to the league in which the suspension was received.
 - 1) Proposed fine, suspension this provision will also apply when a team no longer wishes to register a suspended player for a new season.
- D. A breach of suspension to penalties imposed by a TCSA District Member or by the TCSA, may be reviewed by the TCSA Discipline Committee hearing where;
 - i) The Committee may increase the original suspension penalties;
 - ii) The Committee may mandate further coach and/or referee education;
 - iii) The Committee may impose a fine/bond following the guidelines of **Appendix C**;
 - iv) The Committee has the authority to penalize with any combination of the above sanctions.
- E. Penalties assessed to Team Officials can be assessed at two times the listed penalty at the discretion of the TCSA Executive Review Panel and/or TCSA Discipline Committee.
 - i) First-time offences must include mandatory 1-year probation, subject to further coach education and/or referee education, at the discretion of the reviewing committee.
 - ii) If a misconduct report or complaint is filed against a Team Official, while under probation, an automatic 1-year suspension will be issued by TCSA. A discipline hearing will be scheduled to address the new offence(s). Any penalties determined by the TCSA will be in addition to the 1-year suspension for committing an offence while under TCSA probation
- F. Penalties assessed to Match Officials while acting as a Team Official or player can be assessed at two times the listed penalty at the discretion of the TCSA Discipline Committee and all cases will be reviewed by the Referee Development Coordinator for further sanctions.
- G. Penalties assessed to first time offending youth players can be reduced to a minimum of half of the applicable penalties at the discretion of the TCSA Executive Review Panel and/or TCSA Discipline Committee but only if associated probation, volunteerism or referee education expectations are provided for in the suspension.

- H. Any offence against a match official, who is under the age of 18 years old at the time of the offence, will result in an automatic doubling of the suspension determined by TCSA Executive Review Panel or TCSA Discipline Committee.
- I. The following equivalency chart can be used by the TCSA Discipline Committee to assess penalties for leagues operating with limited game play, limited game play is defined as 8 or less games in 1 indoor or outdoor season;
 - i) 4 – 8 Games = 25% - 50% of 1 season OR 1-month suspension
 - ii) 8 – 12 Games = 50% - 75% of 1 season OR 3-months suspension
 - iii) 12 – 16 Games = 75% - 100% of 1 season OR 6-months suspension
 - iv) 16 – 24 Games = 100% - 150% of 1 season OR 9-months suspension
 - v) 24 – 32 Games = 150% - 200% of 1 season OR 1-year suspension
- J. Match Officials = Referees, Assistant Referees, 4th Officials, Referee Assessors, and/or Referee Mentors
- K. Team Officials = District Board Member, Coach, Assistant Coach, Team Manager, Parent Liaison, and/or Any Person in a Supervisory Position.

OFFENCES AGAINST PLAYERS

(Yellow Card)

1. Accumulation of Yellow Cards (one season or tournament)

- A. 3 yellow cards Minimum **1** game suspension
- B. 5th yellow card Minimum **1** game suspension
- C. 6th yellow card Minimum **2** game suspension
- D. 7 or more yellow cards Suspended until a discipline hearing

* Two yellow cards in one game will not be included in the above accumulation and is dealt with as a Red Card Ejection

(Red Card)

2. Serious Foul Play (SFP) or Denying an obvious Goal Scoring Opportunity

- A. 1st Offence Minimum **1** game suspension
- B. 2nd Offence Minimum **2** game suspension
- C. 3rd Offence or more To be determined by Discipline Committee

3. Violent Conduct (VC) or Spitting at an individual (excluding Match Officials)

- A. 1st Offence Minimum **3** game suspension
- B. 2nd Offence Minimum **6** game suspension
- C. 3rd Offence or more To be determined by Discipline Committee

4. Boarding

- A. 1st Offence SFP Minimum **1** game suspension
- B. 2nd Offence SFP Minimum **4** game suspension
- C. 3rd Offence SFP To be determined by Discipline Committee
- D. 1st Offence VC Minimum **3** game suspension
- E. 2nd Offence VC Minimum **8** game suspension
- F. 3rd Offence VC To be determined by Discipline Committee

5. Accumulation of Red Cards in a Calendar year
 - A. If any player gets 3 red cards in one year, they can be brought in front of a Discipline Committee with potential additional suspensions beyond the scope of their standard Discipline
6. Use of offensive, insulting and abusive language (OIAL), including but not limited to slurs and language aimed to intimidate or threaten another individual;
 - A. 1st Offence Minimum **3** game suspension
 - B. 2nd Offence Minimum **6** game suspension
 - C. 3rd Offence Minimum **10** game suspension
 - D. 4th Offence or more To be determined by Discipline Committee
7. Unsportsmanlike conduct, on and/or off the field, such as physical threats and fights between two individuals or groups;
 - A. 1st Offence Minimum **3** game suspension
 - B. 2nd Offence Minimum **7** game suspension
 - C. 3rd Offence or more To be determined by Discipline Committee

OFFENCES AGAINST MATCH OFFICIALS

8. Persistent Criticism or disputing of decision;
 - A. 1st Offence Minimum **1** game suspension
 - B. 2nd Offence Minimum **3** game suspension
 - C. 3rd Offence Minimum **8** game suspension
 - D. 4th Offence or More To be determined by Discipline Committee
9. Use of Offensive, insulting, abusive language in disputing decisions;
 - A. 1st Offence Minimum **2** game suspension
 - B. 2nd Offence Minimum **5** game suspension
 - C. 3rd Offence Minimum **9** game suspension
 - D. 4th Offence or More To be determined by Discipline Committee
10. Unsportsmanlike Conduct, stealing game sheets, removal of jersey to prevent identification, refusal to provide name to a Match Official;
 - A. 1st Offence Minimum **3** game suspension
 - B. 2nd Offence Minimum **7** game suspension
 - C. 3rd Offence or More To be determined by Discipline Committee
11. Threatening, attempting to intimidate or intimidating a Match Official or people close to a Match Official (i.e. – spouse / partner, family, colleague, relatives) on the field;
 - A. 1st Offence Minimum **12** game suspension
 - B. 2nd Offence Minimum **24** game suspension
 - C. 3rd Offence or More To be determined by Discipline Committee

- 12. Threatening, attempting to intimidate or intimidating a Match Official, or people close to a Match Official (i.e. – spouse / partner, family, colleague, relatives) on the field and continuing off the field after the game;**
- A. 1st Offence** Minimum **24** game suspension
 - B. 2nd Offence** Minimum **2** Year suspension
 - C. 3rd Offence or More** To be determined by Discipline Committee

13. Physical Contact with Match Officials Penalties

- A. Incidental**
 - i) 1st Offence** Minimum **5** game suspension
 - ii) 2nd Offence or more** To Be Determined by Discipline Committee
- B. Deliberate unwanted touching with no Violent Conduct (includes striking or attempting to strike, taking anything from a match official's possession or any similar action)**
 - i) 1st Offence** Minimum **12** game suspension
 - ii) 2nd Offence or More** To be determined by Discipline Committee
- C. Deliberate Violent Conduct (striking or attempting to strike including spitting)**
 - i) 1st Offence** Minimum **2** Year suspension
 - ii) 2nd Offence or more** Lifetime Ban

OFFENCES BY TEAM OFFICIALS

- 14. Failure to stay within the technical area -including but not limited to entering the field illegally;**
- A. 1st Offence** Minimum **1** game suspension
 - B. 2nd Offence or more** To Be Determined by Discipline Committee

- 15. Use of offensive, insulting, abusive language towards players and/or spectators.**
- A. 1st Offence** Minimum **3** game suspension
 - B. 2nd Offence or more** To Be Determined by Discipline Committee

- 16. Failure to behave in a responsible manner towards players and/or spectators, that ensure a safe environment for all those involved.**
- A. 1st Offence** Minimum **3** game suspension
 - B. 2nd Offence or more** To Be Determined by Discipline Committee

- 17. Deliberate refusing to assist in maintaining sideline discipline of their own Team Officials, Players, or Spectators**
- A. 1st Offence** Minimum **3** game suspension
 - B. 2nd Offence or more** To Be Determined by Discipline Committee

- 18. Registration Violations;**
- A. 1st Offence** All games played under these infringements shall count as a loss With -3 points and -3 goals for the penalized team and 3 points and 3 goals awarded to the opposing team
 - B. 2nd Offence or more** To Be Determined by Discipline Committee

Appendix C - Fines & Bonds Guidelines for TCSA Discipline Committees

The following guidelines will be used by the TCSA to apply bonds & fines to individuals or teams as part of a Discipline Committee Decision.

1. All fines and bonds must be paid in full within a 30-day period of being notified in writing of the penalty, unless otherwise directed by the Discipline Committee.
2. All bonds shall be held for a minimum of 24 months, effective the date that the payment was received.
3. Individuals may be fined to a maximum of \$250 per incident.
4. Individuals may be bonded to a maximum of \$1,000 per incident.
5. Teams may be fined to a maximum of \$2,000 per incident.
6. Teams may be bonded to a maximum of \$10,000 per incident.
7. All participant fines/bonds must be paid before reinstatement.
8. In the event that a team fails to pay its fines or post any bonds levied against them, the following will apply:
 - A. The outstanding fines and/or bonds will be divided between all participants on the game sheet, the game sheet being that of the date of the incident that resulted in the fine and/or bond being levied against the team. If the fine is not related to a game infraction, then the fine will be distributed to participants on the team roster.
 - B. When a specific date for payment of a bond or fine has been entered on the Discipline Notice the team failing to make that payment will have all scheduled games following that date forfeited until the bond or fine is paid in full
 - C. In the event that a team fails to pay its fines or post any bonds, as a result of a specific game incident, and the team ceases to exist or is expelled from the League, all outstanding fines and/or bonds will be divided between all players and team officials listed on the game sheet of the occurrence that resulted in the fine and/or bond being levied against the team. These must be paid prior to the individual being allowed to register on another team within the TCSA or its The District Members
 - D. In the event that a team ceases to exist or is expelled from the League due to an accumulation of penalties or discipline, all outstanding fines and/or bonds will be divided between all players and team officials listed on the current roster. These must be paid prior to the individual being allowed to register on another team within the TCSA or its The District Members.
 - i) All appeal fees, fines, and bonds must be submitted to the TCSA Treasurer.
 - ii) Bonds may be revoked if the player or team fails to meet the specific obligations of membership in the TCSA or its The District Members.
9. All appeal fees, fines, and bonds must be submitted to the TCSA Treasurer
10. Bonds will be revoked if the individual or team fails to meet the specific obligations of membership in the TCSA or its The District Members

Appendix D - The TCSA Executive Review Panel

The TCSA's Discipline by Executive Review Panel

1. General

- A. The TCSA Executive Review Panel will be formed by the President, Vice President and Treasurer.
- B. In the absence of any one of these members, another TCSA member of the Board of Directors will take their place;
- C. The TCSA Discipline Chairperson will determine who reviews and addresses a misconduct report, based on the categorization of offences in the chart below;
 - i) In the absence of the TCSA Discipline Chairperson, the TCSA President will conduct this review, or assign another Executive member to do so.

Offences to be reviewed by either the TCSA Executive Review Panel or TCSA Discipline Hearing – **See Appendix B**

Offences Against Players			
No.	Article	Executive Review	Discipline Hearing by Committee
1.	Accumulation of Yellow Cards: (one season or Tournament) - two yellow cards in one game will not be included in the accumulation and dealt with as a Red card Ejection.	A, B, C	D
2.	Serious Foul Play (SF) or Denying an obvious Goal Scoring Opportunity	A, B	C
3.	Violent Conduct (VC) or Spitting at an Individual (excluding Match Official)	A, B	C
4.	Boarding	A, B, D, E	C, F
5.	Accumulation of Red Cards in a Calendar year		A
6.	Use of offensive, insulting and abusive language (OIAL), including but not limited to slurs and language aimed to intimidate or threaten another individual	A, B	C
7.	Unsportsmanlike conduct, on or off the field, such as physical threats and fights between two individuals or groups	A	B, C

Offenses Against Match Officials			
No.	Article	Executive Review	Discipline Hearing by Committee
8.	Persistent Criticism or disputing of decision	A, B, C	D
9.	Use of offensive, insulting, abusive language in disputing decisions	A, B, C	D
10.	Unsportsmanlike Conduct, stealing game sheets, removal of jersey to prevent identification, refusal to provide name to a Match Official	A, B	C
11.	Threatening, attempting to intimidate or intimidating a Match Official or people close to a Match Official (i.e. - spouse/partner, family, colleague, relatives) on the field	A, B	C
12.	Threatening, attempting to intimidate or intimidating a Match Official or people close to a Match Official (i.e. - spouse/partner, family, colleague, relatives) on the field and continuing off the field after the game	A, B	C
13. A.	Physical Contact with Match Officials - Incidental		i), ii)
13. B.	Physical Contact with Match Officials - Deliberate unwanted touching with no Violent Conduct (includes striking or attempting to strike, taking anything from a Match Official's possession or any similar action)		i), ii)
13. C.	Physical Contact with Match Officials - Deliberate Violent Conduct (striking or attempting to strike, including spitting)		i), ii)

Offenses by Team Officials			
No.	Article	Executive Review	Discipline Hearing by Committee
14.	Failure to stay within the technical area -including but not limited to entering the field of play illegally	A.	B.
15.	Use of offensive, insulting, abusive language towards players and/or spectators	A.	B.
16.	Failure to behave in a responsible manner towards players and/or spectators, that ensure a safe environment for all those involved	A.	B.
17.	Deliberate refusing to assist in maintaining sideline discipline of their own Team Officials, Players, or Spectators	A.	B.
18.	Registration Violations;	A.	B.

Other Offenses			
No.	Article	Executive Review	Discipline Hearing by Committee
19.	Breach of Code of Conduct - including, but not limited to, offences related to racism, homophobia, misogyny, sexual harassment, bullying and other forms of harassment		A, B

- D. The TCSA Executive Review Panel will only address discipline reports that fall under their jurisdiction, as stipulated in the chart above.
- E. Offenses that fall under the jurisdiction of an TCSA Discipline Committee, must follow the General Discipline Hearing Procedure, as established under **article 5.E** of the TCSA Rules & Regulations on Discipline
- F. Penalties will follow the ranges established under **Appendix B** of this policy.
- G. The TCSA Executive Review Panel may mandate further coach education, referee education or respect in sport as a condition prior to resuming all soccer related activities.
- H. The TCSA Executive Review Panel has the authority to direct any misconduct report to be reviewed and addressed by an Independent Discipline Committee hearing, at their discretion, regardless of whether it is a first-time offence or not.

2. Timelines and Notices

- A. Any person or The District Member accused of misconduct by the TCSA Executive Review Panel shall be notified that a misconduct report has been submitted within five (5) business days of receipt by the TCSA Discipline Chair.
 - i) The Accused may submit a written statement for defense within three (3) business days from receipt of notification.
 - ii) The TCSA will not receive any statements past this timeline. The Accused may appeal the decision rendered, following the requirements established in article 3. of this Appendix.
- B. Accused members will be suspended, until the TCSA Executive Review Panel concludes their review.
- C. The TCSA Executive Review Panel must provide a decision to the accused within five (5) business days from receipt of accused's statement.

3. Request for a Hearing

- A. Accused parties may appeal a decision by the TCSA Executive Review Panel and request a Discipline Hearing by a Committee:
 - i) A written request for a Discipline Hearing must be submitted to Discipline@TriCounty.Soccer, within two (2) business days of receipt of the Decision rendered by the TCSA Executive Review Panel.
 - ii) A fee of \$250 CAD made payable to the *Tri-County Soccer Association*.
 - iii) Once the request and fee have been received, a discipline hearing will be scheduled following the stipulations under **article 5.** of the TCSA Rules & Regulations on Discipline

