



Winnipeg Phoenix Football Club

POLICIES AND PROCEDURES

DISCIPLINE

POLICY STATEMENT

The Club shall expect team officials to exhibit qualities of leadership and role modelling, which promotes in player's respect, good sportsmanship and decorum, consistent with acceptable levels of propriety, towards opponents, game officials and spectators. WPFC teams shall win with compassion and lose with dignity.

Rules & Guidelines

Standards of behavior shall be clearly defined and maintained throughout the season, within a climate of mutual respect. It is recognized, however, that from time to time, sanctions may be necessary, from an external source, for behavior that transgresses acceptable standards. Such sanctions may be applied to any player, team official, team follower, parent or member, and may take the form of:

1. A verbal reprimands
2. A written reprimand
3. A suspension
4. An expulsion
5. A combination of the above

Three different stages are possible, namely:

STAGE 1 - The Informal Process

STAGE 2 - The Formal Process

STAGE 3 - The Appeal Process

Incidents, which may warrant disciplinary action, are as follows:

1. Profanity by players, teams officials or club representatives
2. A player, who receives a yellow or red card
3. A coach, who in the opinion of the Technical Director, is being assessed too many penalties of a serious nature
4. A team member or a team follower who repeatedly brings discredit to the team and the Club, through violent, abusive or gross behaviour, on or off the field.
5. Use of alcohol, or other illegal substances, while representing the Club, through participation in a team activity.
6. Any other inappropriate incident.



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Procedure

Stage 1 - The Informal Process

Standard Suspensions

Where the CSA Current Rule Book dictates a suspension for a player, for a rule transgression, and game officials determine, by write-up, that such a transgression took place, the suspension will be implemented by the coach, in consultation, with Division officials as a matter of routine.

Non-Standard Suspensions

When incidents occur which may warrant disciplinary action. The coach(s) shall report the incident as quickly as possible, and at least prior to the next game, for action.

The Technical Director and Coach(s) shall meet, investigate the incident and determine the sanction to be applied. In investigating the incident they may consult such game officials, players, parents or other observers that they deem necessary to gain the relevant facts of the incident.

The Coach(s) implements the sanctions with the player(s).

The Technical Director reports the situation and sanctions to the Board.

Appeal

Notwithstanding the above, should a coach, player or parent feel that Stage 1 has not satisfactorily resolved the issue, it may be appealed to Stage 2 in writing. However, Stage 1 sanctions remain in effect until Stage 2 is complete.

For incidents of a very serious nature, Technical Director may elect to suspend player(s) indefinitely and proceed directly to Stage 2.



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Stage 2 - The Formal Process

The Technical Director, on receiving a written appeal or request, shall convene a Disciplinary Committee.

The Disciplinary Committee shall consist of the Technical Director and two members of Board, approved by the President.

The Disciplinary Committee shall establish a hearing, and invite the Technical Director and other such persons as they deem necessary to provide information to the Committee.

The Disciplinary Committee shall, at minimum, receive the offending party(ies) in person, and provide an opportunity for that party to speak in his own defence, or through an advocate.

The Disciplinary Committee shall, with all dispatch, render a decision, and communicate that decision to the offending party(ies). Such communication may be verbal, at the outset, but shall be confirmed in writing, copies to be logged with official Club files.

The Technical Director reports the outcome of the hearing to the President.

Appeal

Notwithstanding the above, should a coach, player or parent feel that Stage 2 has not satisfactorily resolved the issue, it may be appealed to Stage 3 by writing to the Club President, and submitting a fifty-dollar (\$50) Appeal Fee.

Stage 3 - The Appeal Process

The Club on receiving a written request for an appeal accompanied by the Appeal Fee, shall place the item on the agenda for the next regular meeting of Board, and inform the President and Technical Director of its receipt.

Board shall provide up to thirty minutes of meeting time for the persons making the appeal to state their case.

Board shall render its decision by motion, and a simple majority of those members in attendance shall suffice.

The decision of Board shall be final and binding on all parties, except for those avenues of recourse provided by WYSA, MSA, the CSA or legislation. A member may contact the WYSA, or MSA or CSA only after the appeal process has been completed.



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Penalty Refunds

If the appeal to Board results in an endorsement of the decision of the Disciplinary Committee or an increase in penalty, the fee shall be forfeited.

If the Appeal to Board results in a modification or lesser penalty than that imposed by the Disciplinary Committee, the fee shall be refunded.

Premier and Development-League programmes

In general, WYSA undertakes disciplinary action in the Premier Division, external to the Club. However, this does not prevent the Club from applying sanctions and should it choose to do so, the greater penalty always takes precedence.

The foregoing processes apply equally to this Division.

General Guidelines

Without restricting the foregoing the following general guidelines apply:

First infractions by players will normally be satisfactorily concluded at Stage 1.

Second infractions by players will normally proceed directly to Stage 2.

Infractions, which involve coaches, team followers or parents, will normally proceed directly to Stage 3.



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The Formal Process

Suspension: when applied to players shall specify:

- The number of games to which the suspension applies, both league and exhibition, or the time period for which the suspension applies.
- Suspension includes no activity in the dressing room or bench area, prior to or after the specified games or during the specified time period.

Suspension: when applied to parents, coaches or team followers, shall normally restrict the access of those persons to dressing rooms, bench areas, spectator areas, or the field area.

Coaches shall report all incidents, which may result in disciplinary action to the Technical Director as soon as reasonably possible after they occur. Coaches failing to report promptly may be subject to suspension. Incidents which may be reported and warrant disciplinary actions are as follows:

1. Profanity by players, teams officials or club representatives
2. A player who receives a yellow or red card
3. A team assessed two or more bench penalties in one game
4. A coach or bench assistant who is ejected from a game
5. A team who, in the opinion of the Division Head, is being assessed too many penalties
6. A team member or team follower who repeatedly brings discredit to the team and the Club through violent, abusive or gross behaviour.

APPROVED BY:

PHOENIX SOCCER Inc. Board

DATE OF APPROVAL

AUGUST 7, 2023