



Adopted: May 2001

Updated: December 2015

POLICY No. 009:

DISCIPLINE

The FDSA is committed to providing a sport environment in which all individuals are treated with respect. Members of the FDSA shall conduct themselves at all times in a fair and responsible manner. Members shall refrain from comments or behaviours which are disrespectful, offensive, abusive, racist or sexist. In particular, behaviour which constitutes harassment or abuse will not be tolerated by the FDSA. Alcohol consumption and/or drug use will not be tolerated by coaches or athletes at any time while in a position of representation of the FDSA (at, before, during or after FDSA events).

The FDSA has adopted a Code of Conduct and requires all members to conduct themselves within the guidelines at all times while in a position of representation of FDSA (at, before, during or after FDSA events).

- 1.0 On-field disciplinary issues (red and yellow cards) shall be dealt with by and in accordance with the appropriate league, competition or tournament rules and regulations.
- 1.1 Upon receipt of a written complaint, FDSA reserves the right to impose additional sanctions and/or suspensions on any member as a result of any on-field disciplinary issues.
- 2.0 All behaviour that contravenes the Code of Conduct or any policy of the FDSA shall be dealt with by the Discipline Committee of the FDSA upon receipt of a written complaint.
- 3.0 All complaints must be submitted in writing to FDSA and shall be forwarded to the Chair of the Discipline Committee.
- 4.0 Any person has the right to submit a written complaint to FDSA. All complaints must be submitted within seven (7) days of the action or conduct being complained of.
 - 4.1 If for any reason the action or conduct of the FDSA member is not known or is hidden from the person alleging the complaint, then a seven (7) day time limit will commence only when the person discovers or ought to have discovered the alleged misconduct.
 - 4.2 In extreme circumstances, the seven (7) day time limit may be extended at the discretion of the Chair of the Discipline Committee.

Discipline Chairperson Review

A Chairperson (and alternate) shall be designated from the Board of Directors in November of each year.

5.0 Upon receipt of a written complaint, the Chair of the Discipline Committee shall determine if the complaint

- (i) has no merit, or
- (ii) should be dealt with informally, or
- (iii) should be dealt with by a hearing of the Discipline Committee

5.1 The Chair of the Discipline Committee shall notify the complainant within 24 hours after receipt of the complaint on how matters will proceed.

5.2 If a complaint has no merit, it shall be summarily dismissed by the Chairperson of the Discipline Committee.

5.3 If an informal disposition is appropriate, the Chair of the Discipline Committee shall contact the respondent and ensure an appropriate outcome with the consent of both parties.

5.4 If a hearing is necessary, the Chairperson of the Discipline Committee shall advise the respondent and provide a copy of the complaint. The respondent shall then have seven (7) days to file a written response.

6.0 In rare cases, if the alleged offense is of such a serious nature, the Chair of the Discipline Committee shall have the authority to immediately suspend any member from all activities pending a formal hearing.

7.0 Upon receipt of a written complaint, the Chair of the Discipline Committee, at his or her sole discretion, and having regard for the nature of the complaint, shall determine a procedure and course of action that will allow for a fair and impartial hearing of the complaint.

Discipline Committee Hearing

8.0 If the Chair of the Discipline Committee determines the complaint should be dealt with by a hearing, he or she will appoint three (3) unbiased individuals to serve as a Discipline Committee and will appoint one as a Chair.

9.0 The Chair of the Discipline Committee shall schedule a hearing in a timely manner in consultation with both parties and in accordance with the nature of the complaint or the circumstances of the parties.

10.0 The procedure established must ensure the right of the respondent to be present, the right of the respondent to be represented by a parent, guardian or advocate, the right to make full answer and defense.

11.0 The Chair of the Discipline Committee shall advise both parties of the procedure that will be followed within three (3) days of receipt of the respondent's written response and shall

ensure that both parties are aware of all guidelines, time tables and procedures to be followed.

12.0 Following the hearing of the complaint, the Discipline Committee shall prepare a written decision and if necessary, shall impose any sanction that the Committee deems appropriate.

Appeals

13.0 Any party may appeal the decision of the Chair of the Discipline Committee or the decision of the Discipline Committee in accordance with FDSA Policy No. 010 on Appeals.