



BC SOCCER

**CONDUCT, ETHICS AND DISCIPLINE
STANDARDS AND POLICY**

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1 THE PRINCIPALS OF CONDUCT, ETHICS AND DISCIPLINE STANDARDS

1.1 Application

The purpose of BC Soccer is to foster, develop and promote the game of soccer, in all its branches, in the Province of British Columbia and;

- To govern the rules of play of the game of soccer in the Province of British Columbia
- To generally provide whatsoever other assistance is available to support and encourage the game of soccer in the province of British Columbia

BC Soccer is affiliated with the Canadian Soccer Association and is subject to their Rules and Regulations, our members and all participants in soccer are also subject to those rules. Our provincial governing body is ViaSport and we abide by their guidelines and the requirements of the BC Societies Act. BC Soccer will maintain all Rules and Regulations, which govern sanctioned soccer for all participants in the province. From time to time, Rules and Regulations may be enacted which apply only to Youth or to Adult Players.

The Conduct, Ethics and Discipline Standards and Policy (hereinafter referred to as the Standards and Policy) apply broadly across BC to any individual that participates in sanctioned soccer. Membership in sanctioned soccer is voluntary and those that do so agree to abide by the **Standards and Policy** or be subject to the disciplinary process of the association which means being subject to sanction by BC Soccer (the Association), its member districts and leagues or clubs. BC Soccer holds domain over discipline and may at its sole discretion undertake the discipline for any individual, district, league or club. It may also assign discipline to be undertaken at the district, league or club level.

It is useful to define the breadth of **individuals** (which includes but is not limited to: players, match officials, association officials, staff, spectators and team personnel), and **organizations** (which includes but is not limited to: teams, clubs, districts, leagues, members, associate members, associations, companies and any other temporary or permanent organizational participant). Players are divided between youth players and adult players.

- **Officials** includes any person, excluding players and spectators, performing an activity connected with soccer at the district, league or club, regardless of title, the type of activity (administrative, sporting or any other) and the duration of the activity. It includes, but is not limited to, all Directors, Officers, committee members, coaches, trainers, referees, assistant referees, fourth officials, match commissioner, referee inspector, diversity officer, the person in charge of safety, field marshals, event personnel, and any other person responsible for technical, medical and/or administrative matters as well as all other persons obliged to comply with BC Soccer rules, regulations, standards and policy.
- **Staff** includes any paid or volunteer person in a permanent or temporary position.
- **Team personnel** includes, but is not limited to, coaches, assistant coaches, guest coaches, managers, gender representatives, heads of delegation, medical or other personnel in a position of influence on the athletes.

Any breach of Standards and Policy may result in sanctions as described in the BC Soccer Discipline Sanction Policy. Affiliated District Associations, Leagues-in-Membership and Clubs shall ensure that their disciplinary rules, regulations, policies and procedures are consistent with those of the Association.

1.2 The Principles of Governing Behaviour

The purpose of Standards and Policy is to ensure a safe and positive environment by making all participants in soccer aware that there is an expectation, at all times, of appropriate behaviour consistent with BC Soccer's core values. BC Soccer supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect. The Standards and Policy is not intended to specifically outline every instance of misconduct. As such, misconduct not specifically listed in Standards and Policy that is not in line with expected behaviours as outlined in BC Soccer's Rules and Regulations, Rule 10 may still constitute a breach of the Standards and Policy and be subject to sanctions. Good sense and common decency must prevail as is intended by ethics and standards of behaviour.

Standards and Policy provide a common set of expectations and requirements in the applications of sanctions. A Disciplinary Committee decision may include educational sanctions, touchline suspensions, ground suspensions, administrative suspensions as well as tariffs, fines and bonds / bond forfeit and other such conditions that may be appropriate to the behaviour. In applying sanctions there is consideration for mitigating and aggravating factors as well as whether the sanction should be game-based or term-based. Sanctions should be consistent across all levels of the game for the category of misconduct. The Disciplinary Committee is tasked with carrying out what is best for the game and to provide learning and personal betterment opportunities to participants in soccer.

1.3 Disclosure

Any behaviour prohibited by this Standards and Policy that is observed must be reported confidentially and in writing to the Chair of the Disciplinary Committee. All parties should cooperate fully with the Discipline Committee as requested.

1.4 Natural Justice and Duty to Act Fairly

Standards and Policy of the Association follow natural justice which aims to eliminate bias and ensure the right to a fair hearing; extending this further, it is the **duty** of those administering discipline to **act fairly**. The duty to act fairly is meant to maintain the confidence of our members and stakeholders in the discipline system and in our ability to uphold the good of the game.

Standards and Policy seek to eliminate bias from the judiciary process, including to the extent possible actual bias, imputed bias or apparent bias. Every reasonable means available will be used to remove bias from discipline. Anyone who is subject to discipline, prior to, through and after the hearing process,

will be treated fairly. The right to a hearing is integral to the central tenet of a fair system of discipline. All individuals have the right to:

- 1) **A process free of bias:** the decision makers in a discipline or appeal committee are impartial and unprejudiced
- 2) **Prior notice:** includes advance access to pertinent information that identify the critical issues and contain sufficient information for respondents to be able to participate meaningfully in the decision-making process and enable an opportunity to respond
- 3) **Fair hearing:** the respondent is afforded a timely and reasonable opportunity to represent themselves in person at a hearing and the committee members genuinely consider the respondent's submissions in making the decision

A thorough investigation should always be carried out before the discipline chair makes a decision as to which charge or charges are to be issued. The opportunity for a hearing will be afforded for any charges for which greater than a one game additional suspension may be warranted above the automatic one game suspension; save for players charged with certain game-related offences which may be subject to automatic sanction as per the Sanctions Guidelines for players, where the player voluntarily forgoes their right to a hearing. Where the right to a hearing is waived or where there is a failure to attend a hearing, an indefinite suspension from all soccer related activities will be assessed until such time that a hearing is requested; unless the Discipline Chair decides there is sufficient evidence and reason to proceed.

1.5 Responsibility of Individuals Participating in Soccer

Those participating in sanctioned soccer have a duty and responsibility to conduct themselves appropriately respecting the F.I.F.A. Laws of the Game and as well as the rules of the clubs, leagues, districts in which they participate and of BC Soccer. These laws and rules are published and readily available. **Rule 10 Discipline of the BC Soccer Rules and Regulations clearly lays out BC Soccer's broad responsibility to ensure the proper conduct of all individuals involved in sanctioned soccer.** Namely:

- a) The Board shall have the power to inquire into the conduct of any person or organization in the member's capacity as a player, team official, game official, team, Club, District or League, and may take disciplinary action where it is determined that a person or organization has:*
 - i) Violated F.I.F.A. Laws of the Game and/or the Association's game rules;*
 - ii) Violated rules established from time to time by the Association governing the conduct of members on and off the field;*
 - iii) Behaved in a manner considered by the Board to be unbecoming of a member registered with the Association;*
 - iv) Behaved in a manner considered by the Board not to be in the best interest of the game of soccer or the Association;*
 - v) Bet on any soccer match;*

- vi) *Attempted to offer, either directly or indirectly; any consideration whatsoever to another team, player or players of any other team, with a view to influence the result of the match;*
- vii) *Accepted consideration pursuant to clause vi);*
- viii) *Committed any act or made any statement either verbally or in writing, or been responsible for conduct, continuing misconduct or any other matter which, in the opinion of the Association, is considered to be unsporting, insulting or improper behaviour or likely to bring the game into disrepute.*

For clarity, the failure to abide by Standards and Policy is a breach of Rule 10.

Any individual involved in soccer may only take part in soccer, play games, or attend games on condition that they observe the F.I.F.A. Laws of the Game and the “Published Rules” of the BC Soccer and its member organizations. All individuals involved in sanctioned soccer are subject to discipline. Every club and league is responsible for the actions of its players, team officials, administrators, spectators and all other participating persons. Every District is responsible for the actions of its clubs.

Every club, league and district is required to take all precautions necessary to prevent its players, team officials, administrators and spectators conduct themselves in an orderly fashion and refrain from any one or combination of the following: racist, violent, threatening, abusive, obscene or provocative behaviour, conduct or language whilst attending games and practices or taking part in any aspect of soccer. Off field activities such as comments in social networks, texts, emails, websites blogs, correspondence, bullying, gossip, misinformation, intimidation or any other such activity as related to soccer is subject to discipline whether directed at an individual participant, team or impacting the good of the game. The actual content, persistence, duration, distribution and degree of harm will determine the charge and severity.

All participants in soccer have a responsibility to:

- 1) Comply, at all times, with Canada Soccer’s and BC Soccer’s By-laws, policies, procedures, directives, and Rules and Regulations, as adopted and amended from time to time.
- 2) Work in a spirit of partnership to collaborate with all the stakeholders in soccer to align efforts to achieve our shared objectives as may be communicated from time to time in the Strategic plans of our parent bodies and of BC Soccer.
- 3) Resolve conflicts in a professional and civil manner on issues that may be in dispute.
- 4) Maintain and enhance the dignity and self-esteem of BC Soccer Members and other individuals by:
 - a) Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity,

- gender expression, sex, and sexual orientation;
- b) Complying with the By-laws, Rules and Regulations, and policies and decisions of soccer and sport governing bodies;
- c) Directing comments or criticism appropriately and avoiding public criticism of participants in soccer and sport;
- d) Consistently demonstrating the spirit of fair play, sport leadership, and ethical conduct;
- e) Consistently treating individuals fairly and reasonably; and
- f) Ensure adherence to the Laws of the Game.
- g) Demonstrate respect for the principle of fair play, which include:
 - Respect for both the letter and spirit of the rules;
 - Respect for referees and their decisions;
 - Respect for opponents, including modesty in victory and composure in defeat;
 - Facilitation of access to sport; and,
 - Maintenance of self-control at all times.
- h) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
- i) Promote the sport in the most constructive and positive manner possible;
- j) Respect the property of others and not willfully cause damage; and
- k) Adhere to all federal, provincial, municipal and host country laws.

1.6 Integrity in Sport

All participants in soccer have an obligation to ensure that there is integrity in the sport and as such must refrain from:

- 1) Non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Canada Soccer adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction. The Member will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Canada Soccer or any other sport organization;
- 2) Associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has violated an anti-doping rule and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code;
- 3) From consuming alcohol in excess and from the use of illicit drugs while participating in soccer programs, activities, competitions, or events.

- 4) From consuming alcohol and using tobacco in situations where minors are present;
- 5) Accepting, encouraging or participating in forms of bribery and corruption;
- 6) Accepting or giving gifts or other benefits that influence an act that is related to their official activities. If in doubt, gifts shall not be offered or accepted.
- 7) From offering or accepting cash, other than reasonable per diems, expense reimbursement or salaries;
- 8) From forging or falsifying a document nor use such;
- 9) From betting in connection with soccer and not tolerate any form of manipulation of match results – whether for financial, sporting or political gain, and ensure information in any form that is not publicly available is not used for the above purposes for oneself or another party.

Further, participants will ensure that:

- 10) Information obtained while carrying out one's duties is treated as confidential if that information is received or can be understood as confidential. Respect the confidentiality of the information after the relationship with BC Soccer ceases;
- 11) Transparency in all of our actions and decisions;
- 12) To remain politically neutral with respect to sporting matters

1.7 Free of Harassment

All participants in soccer will ensure that all activities are free from harassment and have responsibility to:

- 1) Refrain from any behaviour that constitutes harassment, where harassment is defined according to the Canadian Human Rights Commission¹ as a form of discrimination that involves any unwanted physical or verbal behaviour that offends or humiliates. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment.
- 2) Types of behaviour that constitute harassment include, but are not limited to:
 - a) Written or verbal abuse, threats, or outbursts;

¹ <http://www.chrc-ccdp.ca/eng/content/what-harassment>

- b) The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances;
- c) Unwelcome remarks, jokes, comments, innuendo, or taunts;
- d) Leering or other suggestive or obscene gestures;
- e) Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect conditions of participation;
- f) Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- g) Any form of hazing;
- h) Retaliation or threats of retaliation against an individual who reports harassment;
- i) Bullying;
- j) Offensive or intimidating phone calls or emails;
- k) Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
- l) Psychological abuse;
- m) Discrimination;
- n) Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating;
- o) Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment;
- p) Refrain from any behaviour that constitutes violence, where violence is defined as the exercise of physical force, that causes or could cause physical injury; an attempt to exercise physical force that could cause physical injury; or a statement or behaviour that it is reasonable to interpret as a threat to exercise physical force. Types of behaviour that are applicable to this section include, but are not limited to:
 - Verbal threats to attack;
 - Sending or leaving threatening notes or emails;
 - Making threatening physical gestures;
 - Wielding a weapon;
 - Hitting, pinching or unwanted touching which is not accidental or deemed to be generally accepted as a part of sport participation;
 - Throwing an object in the direction of someone; and
 - Blocking normal movement or physical interference, with or without the use of equipment viii. Any attempt to engage in the type of conduct outlined above.
- q) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
 - Sexist jokes;
 - Sexual violence;
 - Display of sexually offensive material;
 - Sexually degrading words used to describe a person;

- Inquiries or comments about a person's sex life;
- Unwelcome sexual flirtations, advances, requests, invitations or propositions;
- Inappropriate sexual touching, advances, suggestions or requests;
- Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing; and
- Physical or sexual assault.

1.8 Consecutive, Additive and Progressive Discipline

Probationary, suspended or concurrent sentences are not permitted. Discipline is meant to be consecutive, additive and progressive. Multiple misconduct regardless of category results in progressive discipline (even if heard at one hearing). The tenet is that for every incident of misconduct or escalation in conduct subsequent to the initial action (e.g., persistent protest after an expulsion, or failure to leave the playing area), the degree of suspension steps up progressively. Each new action is separate and distinct from the previous attracting its own potential discipline at potentially the next level of discipline. **Discipline of players and team officials recognizes that progressive discipline should be ameliorated based on the specific offences and the recognition of the competitive nature of soccer play.**

At hearings the considerations are for the actual actions of misconduct and not necessarily limited to the contents of a referee report or actual complaint. Discipline is based on actions carried out and supportable by written evidence or via investigation. All forms of available evidence may be considered at the discretion of the disciplinary panel chair including but not limited to:

- Referee reports
- Reports by any other official
- District, League or club reports
- Victim evidence
- Witness testimony
- Social media
- News reports
- Picture and video
- Past history
- References

The concept of additive discipline is in force where there are multiple incidents of misconduct, in a single game situation, or over a period of time.

Discipline panels have the obligation to be reasonable in the application of suspensions and ensure that level of sanction is appropriate to the misconduct. Circumstances must be considered as well as the opportunity for education or other sanction. Sanctions of individuals must consider what is best for the sport and where reasonable may have allowance for transfer of duties, activity under supervision or limited participation under a clearly defined scope. Mitigating and aggravating factors may lessen or increase the type, length and breadth of sanction. For players, the application of progressive discipline recognizes soccer is a competitive game and that not all offences are treated equally; nor do they attract

the same level of progressive discipline.

- 1) First offences are provided a sanction in accordance to the guidelines for a first offence.
- 2) Second offences are provided a sanction in accordance to the guidelines for a second offence; even if such offence happens immediately following the first offence. The second offence thus being an escalation, continuing dissent or prolongation and as such is aggravating.
- 3) Third offences are provided a sanction in accordance to the guidelines for a third offence; even if such offence happens immediately following the second offence. The third offence thus being further escalation, continuing dissent or prolongation and as such is aggravating.
- 4) Notwithstanding a), b) or c) if the Discipline Committee believes there is just cause, they may issue any such sanction within the limits for egregious acts of misconduct according to the guidelines for the offence or offences; to be determined by the Discipline Committee up to any term including lifetime suspension.
- 5) Fourth Offences may be sanctioned in a manner to be determined by the Discipline Committee up to any term including lifetime suspension.
- 6) Notwithstanding a), b), c), d) or e) the Discipline Committee can with cause sanction any person or individual for any term including lifetime suspension if it is determined to be in the best interest of the game.

1.9 Impartiality and Consideration of Mitigating and Aggravating Factors

Discipline is carried out impartially. Discipline committees focus on the evidence before them and apply the appropriate sanctions, suspension or fines in accordance to the severity, impact and potential implications of the misconduct fully considering any mitigating or aggravating circumstances. The misconduct as reported may not be what a discipline panel ultimately issues sanctions for; the actual hearing will determine what the alleged misconduct is and sanction as they deem appropriate.

The discipline guidelines and suggested sanctions accommodates the range of participant type and misconduct and allows for grading of some misconduct as low, middle or high in consideration of the mitigating and aggravating factors. **It is possible that following the hearing of the evidence and considering the mitigating and aggravating factors a Discipline Committee may deviate from the recommended sanction with valid reasons.** This deviation applies particularly where the misconduct is considered egregious in nature and well outside the range of acceptable behaviour or where the respondent has fully accepted blame and taken actions to remedy their actions. The rationale for deviation should be documented and supportable.

Where the guidelines stipulate a minimum sanction for a given misconduct a Discipline Committee

should not go below this threshold without providing for alternate sanction such as educational requirements or strong mitigating factors. Should a Discipline Committee deviate from the recommended sanction and sufficient evidence is not provided to support the decision the chances of an appeal being filed and successful are increased. Game officials are encouraged to report on mitigating and aggravating factors. Aggravating and mitigating factors should not be considered when deciding the accountability of the offence, only the application of the sanction.

Mitigating factors may include:

- Previous good record
- Acting under direct provocation
- Low severity
- Non initiation or no intent
- Personal and medical issues
- Educational result or event has enlightened participant
- Level of apology and actions of recovery
- Accepting blame, showing remorse and independently seeking to remedy

Aggravating factors include

- Premeditation
- Targeting individuals
- Bullying
- Prolongation, persistence and repetition in words, action and violence
- Harm or injury rendered and intent to injure
- High severity
- Previous poor record
- Phases of the incident in a game or administrative actions
- Position of participant
- Lack of Remorse

1.10 Misconduct against Youth by Adults

Clubs, district and league Discipline Committees may either hold their own hearings or request that reports of misconduct against youth by adults for the following be referred directly to BC Soccer:

- Dissent towards youth official
- Offensive, insulting or abusive language and / or gestures to a youth, youth official or in the proximity to youth
- Use of profanity to a youth, youth official or in the proximity to youth

In forwarding the request to BC Soccer it will attract sanctions of greater severity with the high

likelihood of being seen as aggravated or serious. In most cases there will be an immediate sanction from all soccer related activities once the alleged misconduct is known.

BC Soccer will handle directly all misconduct against youth by adults that includes but is not limited to:

- Consuming alcohol or drugs or smoking in proximity to youth
- Being under the influence of alcohol or drugs while in the proximity of youth
- Threatening remarks to a youth
- Improper or unwanted physical contact with a youth
- Coercion, suggesting, facilitating, or demanding youth to undertake unethical activity or breaks rules
- Harassment or bullying of youth
- Sexual innuendo, request for sexual favours or any sexual contact with youth or in the proximity of youth
- Lewd or improper behaviour towards youth or in the proximity of youth
- Endangerment of youth
- Failure to provide a safe environment for youth
- Failure to protect youth

Where such misconduct may be considered a crime it will be referred to the police. Districts, leagues and clubs are accountable for the behaviours of their players, teams, officials and spectators and may be sanctioned.

1.11 Appropriate Sanctioning

Sanctions against an individual should be appropriate and proportionate to the misconduct with adjustment for mitigating and aggravating factors.

Where game suspensions are appropriate, as for a player or a team official (e.g., coach) then the sanction should be either touchline suspension (no interference in the game and spectating from a distance) or ground suspension (which restricts all participation with the team while the suspension is in force). A term suspension is appropriate for game officials (e.g., referees) and association officials (e.g., individuals who hold a director or paid position in a club, district or league) and would include touchline, ground and administrative suspension (a ban from all soccer-related activities while the suspension is in force).

It is important for game officials and association officials to understand that the evaluation of their alleged misconduct in on-field and game behaviour is directly tied to their roles as officials and cannot be detached. The claim that they were acting as a player, team official or outside their official role is not a valid defense or a mitigating factor, in fact, their role as an official is an aggravating factor.

The conditions of a suspension should not be modified, delayed or interrupted to allow for certain activities or disallow others unless it can be shown that the modification is for the good of the game and

the suspension remains a just and reasonable deterrent. Modification should include other ameliorating conditions such as educational elements.

Term suspensions should be assessed for cases where the seriousness of the misconduct is considered high and where the offence is exceptional; and when the offence is committed by a director, committee member or staff member.

- Assault against a match official
- Misconduct against a youth by an adult
- Combinations of violent conduct, serious foul play, threats, indecent behaviour, abusive language
- Where there is negative reference or discrimination to any one or more of the following: ethnic origin, colour, race, nationality, gender or sexual orientation
- Failure to report misconduct

Other than for the one game automatic suspension, sanctions are initiated the day the decision is made available to the respondent; either at the hearing or within ten working days of the hearing. Failure to comply with the terms of a suspension is a serious offence and attracts additional sanctions. Similarly, failing to leave the field of play or reentering the field of play after an eviction by a referee is a serious offence and subject to additional sanction at the time of hearing.

Ultimately, discipline panels should consider what is best for the game and for participant development when sanctioning.

1.12 Immediate Suspensions

In ensuring the integrity of the game an immediate suspension must be imposed on receipt of a report for the following misconduct:

- 1) Offences of moral turpitude
- 2) Any offence by against a youth by an adult
- 3) Game official assault by a player, team official, administrator or another game official
- 4) Where there is valid concern that there will be continued harm to the good of the game
- 5) Where there is valid concern for public safety or harm to individuals
- 6) Where a criminal charge has been laid

BC Soccer has the right to suspend any participant subject to the outcome of a hearing and such suspension will be as per the established guidelines set out and approved by the BC Soccer Board as amended from time to time. **In cases where a person has been charged in criminal court with offences**

of moral turpitude or charges that the panel believes effect the ability of the participant to effectively participate in soccer without risk, the charged individual shall be suspended from all soccer-related activity until the case(s) has been concluded in criminal court.

Any individual who has been convicted criminally with fraud or theft over \$5,000.00, or serious crime, may not hold any position that may put them in a position of fiduciary responsibility such as holding an administrative post. Serious crimes may include a violent crime, hate crime, major theft, or other infraction that may result in incarceration.

Suspended and sanctioned individuals may apply to BC Soccer's Judicial Chair for dispensation from some aspects of their existing suspension or sanction. For example, an individual under suspension from All Soccer Related Activity may request to resume training/practicing only with their team. At the discretion of the chair, the same discipline panel that adjudicated the matter originally may assemble to hear the request for dispensation. Any dispensation granted may be reviewed and recalled by BC Soccer at any time. BC Soccer may put conditions, limits, oversight and supervision in place on participation.

1.13 Ineligible and Illegal Players

1. Ineligible or illegal players are those who are:
 - a. Not properly registered with the Association
 - b. Playing on a team they are not registered with
 - c. Playing under a false name or address
 - d. Not the correct age
 - e. Registered with more than one team; unless exempted by the Association
 - f. Playing under suspension
2. An ineligible or illegal player is subject to discipline as is the team and registering organization.
3. Knowingly registering or playing an illegal player, or failing to suitably check the eligibility of an illegal player is subject to discipline.
4. If a team is found guilty of playing an illegal player the registering organization may forfeit all of the games in which the illegal player, and / or team played

1.14 Educational Sanctions

Particularly for youth players, educational sanctions may be considered and encouraged where a learning outcome may be likely. Examples would include anger management, referee courses, introduction to coaching, and cultural diversity / sensitivity. The requirements to attend would be set out by the Discipline Committee. Letter of apology or statements of personal learning and resolution to changed behaviour may be considered as well. Educational sanctions may be in lieu of or reduce game and term suspensions or be a condition of reinstatement.

1.15 Referrals of Discipline and Discipline on Behalf of BC Soccer

An organization which has jurisdiction may refer a misconduct incident to its Governing Organization, including BC Soccer. If the Governing Organization determines that the referral is valid, it shall handle the case. If the Governing Organization determines that the referral is not valid, the case shall be handled by the organization with jurisdiction for that misconduct type. Egregious acts can be referred to BC Soccer for hearing and bear provincial sanctions. Similarly, BC Soccer may extend the jurisdictional sanctions and suspensions provincially. **All misconduct of a district, club, league or association official (director, committee member or staff member) shall be heard by BC Soccer.** BC Soccer at its discretion may authorize a discipline panel to hear the misconduct cases of a district, club league or association official on behalf of BC Soccer.

1.16 Discipline Committees

The Chair of a Discipline Committee is appointed by BC Soccer, a District Association or League-in-Membership or Club. Discipline Chairs must familiarize themselves with the Standards and Policy and the Discipline Sanction Policy. A Discipline Committee has a responsibility to investigate any formal complaint brought to their attention or on information that becomes available to it that is indicative of misconduct. A Discipline Committee will consist of the Discipline Chair and two other members, who may be either appointed or elected. A Discipline Committee is charged with the obligations to:

1. Uphold the principles of natural justice and duty to act fairly.
2. Ensure that the meeting process is free of bias, impartial and unprejudiced.
3. Provide adequate prior notices of hearing that identify the critical issues and contain sufficient information for respondents to be able to participate meaningfully in the decision-making process.
4. Ensure a fair hearing where the respondent is given a reasonable opportunity to represent themselves in person.
5. That the committee members genuinely consider the respondents submissions in making decisions.
6. Inquire into all allegations of misconduct and to hold hearings when necessary.
7. To conduct such hearings in accordance within the provisions of the BC Soccer Discipline Rules and the discipline policy and procedure regulations as may be updated from time to time.
8. To appoint discipline hearing committees as may be required from time to time to deal with specific issues.

9. To determine the disposition of all discipline matters brought before the committee.
10. Meet in accordance with a schedule as established by the Association and District Association or League-in-Membership or Inter-district League.
11. Keep a written record of decisions rendered.
12. Shall report the decisions of the District Association or League-in-Membership in accordance with committee reporting policy.
13. All committees, District, Inter District or League shall report all decisions to the Association, by the on-line reporting system or as otherwise specified by BC Soccer and shall retain all records of discipline hearings for a period of seven years.
14. Each season, every District, League or Inter-District League or combination of either through interlock, shall forward the name and contact information of the chairperson and members of their Discipline Committee to the Chairperson of the BC Soccer Judiciary Committee as soon as such names is available.
15. At the end of each playing season, every District, League or Inter-District League or combination of either through interlock, shall forward a report of discipline issued to the Chairperson of the BC Soccer Judiciary Committee.

1.17 Appeals

1. Anyone considering an appeal of a Discipline Committee decision is referred to Rule 12 (Appeals) of the BC Soccer Rules and Regulations

2 STANDARD TERMS AND DEFINITIONS:

- 1) **Actual bias:** the existence of a state of mind that leads to an inference that the person will not act with entire impartiality
- 2) **Additive discipline:** the basis that each additional act of misconduct attract sanctions that are cumulative and applied consecutively; further where the cumulative effect of game sanctions is significant, the sanction may be translated as administrative
- 3) **Administrative suspension / ban:** An administrative suspension, or full suspension, is a complete prohibition against participating in any sanctioned soccer activities for the duration of

the suspension

- 4) **Advisor:** An adult person who provides advice to a youth player required to attend a hearing in order to ensure that a specific party receives a fair and impartial hearing. The party may be a barrister or solicitor provided they meet the conditions of the BC Soccer Discipline Rules; the advisor may not act as a witness at such hearing or in a legal capacity; advisors are only permitted for youth
- 5) **Aggravating factors:** are those factors, or circumstances, that tend to elevate misconduct to the higher level of sanctions where there is discretion in sanctioning or those factors that would tend to make an act of misconduct egregious
- 6) **Apparent bias:** when the conduct or behaviour of the decision maker suggests that their decisions are not impartial
- 7) **Assault:** an intentional act by one person that creates an apprehension in another of an imminent harmful or offensive contact
- 8) **Association:** the British Columbia Soccer Association
- 9) **Association official:** any person appointed, volunteering for or employed by an organization participating in sanctioned soccer in BC, such as a club, district or league and that person may be, but not limited to, a director, committee member, administrator, team official, employee or volunteer
- 10) **Automatic game suspension:** the mandatory one game suspension that is served at the next game for game-related evictions.
- 11) **Board:** The Board of Directors of the Association, District Association or League-in-Membership elected or appointed to govern the operation of its members
- 12) **Bond:** a defined amount determined by a district or league which may be implemented in accordance with the jurisdiction's rules and regulations and may be levied at the discretion of the enabling authority for the purpose of a person or organization guaranteeing proper conduct; which shall be refunded without interest provided the conditions are met
- 13) **Brawl:** a physical confrontation involving three or more players, team officials and/or spectators
- 14) **Club:** A "Youth Club" shall mean an organization operating a minimum of four affiliated youth soccer teams having not less than 44 players and, under the jurisdiction of a Youth District Association. An "Adult Club" shall mean an organization operating one or more teams under a common executive.

- 15) **Club Official:** a Club, District or League official (i.e Elected, Appointed or Paid member of a Club, District or League)
- 16) **Concurrent discipline:** where sanctions for misconduct are served at the same time; this is not the practice at the Association
- 17) **Consecutive discipline:** where sanctions are imposed one after another in an additive manner; this is the practice of the Association
- 18) **Conflict of Interest:** a situation in which a person has a duty to more than one person or organization, but cannot do justice to the actual or potentially adverse interests of both parties
- 19) **Discipline Committee:** A duly constituted committee consisting of a minimum of three persons who are appointed by the Association, a League In Membership, Inter-District League or District to adjudicate disciplinary matters in accordance with discipline policy consistent with the Association's rules and regulations
- 20) **District:** an association primarily established for the purpose of organizing and administering youth age soccer in a defined area as per the current constitution
- 21) **District / Club Representative:** in the context of a discipline hearing, it is an official from the accused home District or Club who accompanies the accused to the hearing; the Representative may not act as a witness at such hearing or in a legal capacity
- 22) **Duty to Act Fairly:** also known as natural justice, includes the policies, practices and procedures used to ensure confidence in the discipline system and hearing process such as being free of bias, providing prior notice, and the opportunity for self-representation
- 23) **Egregious:** those acts of misconduct on or off the field that are conspicuously bad, offensive or excessive that warrant sanctions at the higher end of the scale or special sanction in excess of the guidelines
- 24) **Educational sanction:** where a person under sanction is directed towards taking an action, such as attending a class or workshop, that has an intended educational or enlightenment outcome with the purpose of changing unwanted behaviours
- 25) **Exhibition Game:** A game played which does not count in league standings or in cup competition
- 26) **Expulsion:** To remove or suspend a person or organization, which may include a team, from

membership within the jurisdiction of a governing organization; for having been ejected or reported for misconduct at a sanctioned soccer activity

- 27) **Failure to control:** is where a team official is unable to maintain control of their team or spectators to the extent that a referee is forced to abandon a match
- 28) **Fair hearing:** a hearing conducted impartially in accordance with due process for which a person or organization has had reasonable notice as to the time, place, and issues or charges, for which he they had a reasonable opportunity to prepare and then self-represent
- 29) **Field suspension / ban:** a sanction that prohibits the attendance at any game, practice or on field activity related to playing or officiating
- 30) **Fines:** A non-refundable monetary amount assessed for breach of the rules and regulations by the Association or in accordance with district or league policy, however, shall not be levied against any youth age player
- 31) **Free of bias:** behaving with impartiality and objectivity without preconception or predetermination
- 32) **Game Official:** Referee, Assistant Referee or 4th Official
- 33) **Game Official Assault:** Deliberate physical contact, (Example: pushing, pulling, charging), or attempted physical contact, threats or threatening action, attempted violent conduct, violent conduct (Example: striking, kicking, spitting, etc.)
- 34) **Game:** The game must be played to its conclusion in accordance with the defined playing time, specified in the rules by age group, to be considered a game for the purpose of serving a suspension Only those matches actually played count towards execution of the suspension If a match is abandoned, cancelled or forfeited, a suspension is only considered to have been served if the team to which the suspended player belongs is not responsible for the facts that led to the abandonment, cancellation or forfeit of the match
- 35) **Hearing Notice:** The number of days required to give notice consistent with the rules and regulations of the Association Districts and leagues may publish in advance the dates of regularly scheduled hearings which shall waive the giving of notice
- 36) **High severity:** where an act of misconduct approaches being egregious or as being in the more serious realm and possibly occurring with intent and malice
- 37) **Imputed bias:** when a decision maker has a personal stake in the outcome

- 38) **In-District League:** A league comprising of only one District
- 39) **Individual / Person:** is anybody, registered or otherwise, who participates in sanctioned soccer in any capacity such as a being a player, team official, game official, association official or spectator
- 40) **Inter-District League:** Two or more District Associations operating a league under rules and regulations approved by the Association
- 41) **Laws of the game:** are the codified rules that help define association soccer They are the only rules of soccer subscribed to by the sport's governing body FIFA
- 42) **League:** Leagues- in-Membership, primarily established for the purpose of organizing and operating open age soccer as defined by the Association or a sanctioned league operating under rules and regulations approved by the Association
- 43) **Leaving the Park:** An individual requested to leave the park or playing area, must leave the immediate area The individual will still be considered in the playing area or park if the individual continues to direct misconduct towards the playing area from outside of the park's limits
- 44) **Low severity:** where an act of misconduct is seen as being less serious with less negative consequences and possibly occurring without intent or malice
- 45) **Mandatory:** the minimum sanctions that are mandatory for certain game-related offences.
- 46) **Medium severity:** where an act of misconduct does not fall outside of the bounds of the misconduct guidelines and would generally be in the average range of sanction
- 47) **Misconduct Type:** As defined in the BC Soccer Discipline Rules, Punishment Guidelines on which charges are based and penalties assessed
- 48) **Mitigating factors:** those factors that upon a decision of liability would tend to reduce the length of sanction
- 49) **Natural Justice:** also known as the duty to act fairly, includes the policies, practices and procedures used to ensure confidence in the discipline system and hearing process such as being free of bias, providing prior notice, and the opportunity for self-representation
- 50) **Observer:** In the context of a Judicial hearing, it is an uninvolved person who may accompany the accused to their hearing. The observer may not act as a witness at such a hearing or in any

professional or advising capacity and may simply observe the proceedings without any active involvement. Examples of an observer would be a District or Club official, team official, team mate or relative

- 51) **Phases of an incident:** they are the multiple acts or timeline of misconducts that occur within a defined period of time such as the events preceding, including and following an eviction
- 52) **Physical:** Any intentional body to body contact with another individual or official involved in a game
- 53) **Player:** A participant registered with the Association
- 54) **Post-match:** The time between the final whistle from the referee and the teams' departure from the confines of the fields and including parking area (not limited to)
- 55) **Pre-match:** The time between the teams' arrival in the confines of the fields and including parking area (not limited to) and the whistle for kickoff from the referee
- 56) **Prior notice:** being given an advance and timely written instruction to appear at a hearing and the requirements thereof
- 57) **Progressive discipline:** the concept that any secondary or tertiary misconduct be dealt with more severely and the next level of sanctioning as per the discipline guidelines: i.e. any second offence that brings a person or organization before any discipline panel is dealt with more severely than the previously sanctioned offences
- 58) **Response Days:** A number of days an accused offender has to respond to a written request by a Discipline Committee or in accordance with discipline policy and procedures as per the specific club, district, league or association guidelines
- 59) **Rules and regulations:** are those rules and regulations that are set from time to time by the Association or a member organization that govern the rules of play for sanctioned soccer
- 60) **Sanction:** a penalty imposed by a Discipline Committee that may include suspension, fine or bond
- 61) **Severity:** the degree of sternness in applying sanctions
- 62) **Soccer-related activity:** Activities that include administering, coaching, managing, playing or officiating in any sanctioned activity that falls under the jurisdiction of the Association or as determined by the Association; at the discretion of the Discipline Committee the suspension

may exempt anything they choose from Soccer-related activity suspensions

- 63) **Spectator:** Anyone person in attendance at game or soccer function who is not a Player, Team Official, Game Official or Association Official.
- 64) **Suspension (Automatic):** Automatic one game suspension immediately following the ejection which may not be appealed and for Youth players must be served in the following scheduled league or cup match, whichever comes first For Adult players the suspension must be served in the following scheduled match within the competition or league in which the suspension was incurred
- 65) **Suspension (Match):** A suspension from a match(s) is a ban from taking part in a future match(s) or attending in the area immediately surrounding the field of play
- 66) **Suspension (Term):** A suspension for a specific stated period of time, will involve a suspension from all soccer-related activities
- 67) **Suspension Review:** A request to the Association, District Association or League-in-Membership, for a review of a lengthy suspension, which may be considered by leave of the governing jurisdiction
- 68) **Team Official:** The coach, assistant coach, manager or other person registered with the Association who oversees the operation of an affiliated team
- 69) **Threat:** an expression of an intention to inflict pain, injury, evil, or punishment or the expression of the intent to do so if a condition is not met
- 70) **Touchline suspension / ban:** a sanction that prohibits the attendance at any game and in any participation as a player or team official or seeming in any way to instruct players or officials
- 71) **Unsporting:** not adhering to the standards of moral, ethical or good sporting behaviours expected of persons involved in the game; not acting for the good of the game
- 72) **Verbal Abuse:** any verbal conduct directed at another individual or official involved in a game that calls into the character of the offended individual or constitutes a threat
- 73) **Youth:** Shall mean an individual who has not reached the age of 18 years;
- i. Youth Player – shall mean a player registered with a youth team
 - ii. Youth team - shall mean a team that is affiliated with BC Soccer within the youth age categories
 - iii. Youth Official – shall mean any individual under the age of 19 years that is

participating as a team official, game official, volunteer or an employee.

3 BREACHES OF THE LAWS OF THE GAME

- 1) The referee must report to the appropriate authority any misconduct or misdemeanor on the part of spectators, team officials, players, named substitutes or other persons which take place either on the field of play or in its vicinity at any time prior to, during or after the match in question so that appropriate action can be taken by the authority concerned.
- 2) The report provided by the game official to the Association having jurisdiction shall be regarded as his/her affidavit to a discipline hearing committee.
 - a. It is understood that any registered individual or organization that is sent from the field of play or reported for misconduct, shall automatically be suspended from participating in the following league match, league cup or Provincial Cup match of their team.
 - b. Interpretation: The next game whether league or cup game, whichever comes first.
- 3) In the case of an abandoned game the penalty for being expelled from a game remains the same regardless of the situation surrounding the game's outcome. If an abandoned game is to be replayed, the cautions issued in the first game are annulled. If the game is not being replayed then the cautions to the team at fault for the abandonment of the game are upheld and the cautions to the team not at fault, are annulled. If both teams are at fault all cautions are upheld.
- 4) Suspensions shall be served for a continuous period, or for consecutive games, except where there is a break in the competition, in which case the suspension may be:
 - a. Continued accordingly
 - b. Continued during 'the active season'
 - c. Continued to the next season
- 5) Any person under term suspension shall not participate in any sanctioned soccer activity while under suspension which includes, but is not limited to:
 - a. Playing
 - b. Participating as a team official
 - c. Participating as a game official
 - d. Participating as an association official
 - e. Coaching, assisting or communicating with players or teams in any way: verbally, by hand signal, electronically or by any other means
 - f. Or participate in any Association, District, Club or League activities
- 6) Shall not be in match strip while standing with team members during any match.
- 7) Shall not participate in any exhibition match or tournament without the written permission of the Discipline Committee that rendered the decision.

- 8) The suspension(s) may carry over into any sanctioned activity, including tournament and exhibition matches, but shall not constitute the serving of the suspension(s).
- 9) Breaching the suspension shall result in a further suspension as determined by a Discipline Committee.
- 10) Players and/or Team Officials reported for misconduct in a League, cup competition, tournament, exhibition or training game, having served their one game suspension may be allowed to continue to participate in all soccer-related activities until their case is dealt with. Except if the individual or organization is reported for assault on a match official or if the infraction is extreme in nature, a Discipline Hearing Committee may:
 - a. Pursuant to the BC Soccer Discipline Rules, a Discipline Committee may reprimand, suspend, fine and/or bond (with or without suspension) with the exception; any player under the age of 18 at the time of registration may not be assessed a fine.
 - b. May set timelines for payment of fines or bonds, and may set further terms of punishment for non-compliance.
- 11) An individual who has 3 or more games to serve on a suspension at the end of their playing season shall not be able to register for a different league, for a different team, or for the same team in a different playing season without written consent from BC Soccer.

4 AUTOMATIC GAME SUSPENSION

1. An individual sent from the field of play for misconduct or who engages in conduct for which the penalty under FIFA Laws of the Game would be expulsion from the field or game shall be suspended without hearing and without appeal, from the following League or Cup game; whichever comes first. The individual having served the one game suspension shall be eligible to resume play, coach, manage or officiate. The one game suspension shall be carried from one season to the next if not served prior to the completion of the season in which it was issued.
2. An individual or organization that accumulates three (3) official cautions (Yellow cards) within a period of one playing season shall be automatically suspended without hearing and without appeal from the player's following League or Cup game in the league or cup earned. After having served the one game suspension, the player shall be eligible to resume play unless notified that further disciplinary action is being considered. The one game suspension shall be carried from one season to the next if not served prior to the completion of the season in which it was accumulated.
3. If an individual has sat out the required automatic game suspension and the committee is unable to hear the case before the next scheduled league or cup match, a player is eligible to play until the player attends a scheduled hearing, unless otherwise notified. Team officials must await a hearing before removal of suspension, unless otherwise notified.
4. For youth provincial cup play, an individual who accumulates two (2) cautions, yellow cards, shall automatically be suspended without hearing and without appeal from the next provincial cup game.
5. Provincial Cup for youth is defined as all "Premier", "A" Cup competition and "B" Cup competition beyond district qualification (inter-district), (see Rule 25 – Rules for Provincial Cup Play –Youth).
6. Provincial Cup for Adult teams is defined as provincial cup play beyond league qualification (see Rule 27 – Adult Cup Competition Rules.)

5 DISCIPLINE HEARING PROCEDURES

5.1 Notice of Hearing

- 1) Every effort will be made to provide notice within ten (10) business days of the incident for game-related offences.
- 2) The notice of hearing will outline the alleged misconduct in sufficient detail so as to be able to properly understand the charges; copies of reports (without personally identifying information of the reporters) may be provided but is not necessary.

- 3) Notwithstanding, Districts and Leagues in membership, or their members, may publish in advance the dates of regularly scheduled hearings, and giving of notice is waived;
- 4) If a hearing is not held by this time, the person or organization's rights are temporarily reinstated until the disciplinary hearing is convened, save for serious issues; the Discipline Chair may impose an indefinite suspension until time of hearing.
- 5) In cases where a person or organization stands suspended pending a hearing, or for any adjourned hearing, the date for the hearing shall be set within:
 - a. 15 working days of the alleged incident.
 - b. 25 working days of the previous hearing.
- 6) Accused parties have the right to appear at a hearing at their own expense.

5.2 Hearing Representation

- 1) A Discipline Committee must be comprised of a minimum of three members.
- 2) Unless there is a recording secretary, one of the Discipline Committee members shall act as a recording secretary
- 3) Additionally, a recording secretary may be present as a fourth person, but will not have a say in the sanctions that may be levied.
- 4) A District or Club Representative may accompany an accused person; however, if the player is less than eighteen years of age they must be accompanied by an adult advisor. The individual representing the player should be given the opportunity to speak on behalf of the individual.
- 5) An Observer may accompany an accused person but may not actively participate in the hearing; the observer may not act as a witness at such hearing or in a legal capacity
 - a. The judicial panel has the ability to deny any person entrance to the hearing as an observer if they feel that they do not meet the definition or purpose of an observer as defined by BC Soccer. Requests to have an observer should be received by BC Soccer at least two working days prior to a hearing and identify the observer and the relationship.
- 6) No barrister or solicitor shall represent any such person or organization at the hearing of any misconduct, protest, complaint or appeal, unless:
 - a. As an Association Official of the team, club, district, league or affiliated association concerned and has been so for a period of three months immediately preceding the lodgment of misconduct, protest claim, complaint or appeal; and
 - b. Whose name appears on the affiliation form of such team, club, district or league or

- affiliated association as an executive officer; and
 - c. A person so identified, may only represent the player, team, district or league in the capacity of an Association Official.
 - d. With the explicit written permission of BC Soccer, sought at least 10 working days in advance of the hearing; in such case where permission is granted, the offending party will be responsible for the legal costs of counter-representation for BC Soccer
- 7) The Board shall have the power to call any person or organization to produce any books, letter or documents and other evidence the Board may desire.
 - 8) The Board may also order the offending parties to pay all expenses incurred in hearing the case.
 - 9) The offending party and/or their representative shall be present, or the hearing shall not proceed unless the right to a hearing has been waived in writing.
 - 10) Persons and organizations charged with an offence must have the opportunity to respond to the charges either:
 - a. In person.
 - b. In writing (permission may be granted if the individual is unable to appear for valid reason as determined by the committee and has made a written request for such consideration).

5.3 Procedures at the Hearing

- 1) A Committee Member shall read the pertinent parts of the report out loud and state the charge or at the discretion of the committee, may allow the accused to read the report.
- 2) If the person or organization is unable to appear, at the discretion of the Discipline Committee, a summary of the report may be sent to the alleged offender advising the date their reply is required.
- 3) Match reports, which may accompany a referee's report, do not have to be copied and given to the individual.
- 4) The individual should be given the opportunity to answer to the charges as described in the report. Questions and/or clarification of the respondent's statement should be asked after the individual has had an opportunity to reply.
- 5) The Recording Secretary must record pertinent information for the record, in particular, any serious discrepancy that may exist between the game official's report, any other report of any person or organization, or any evidence gathered and the individual's responses.
- 6) Members of Discipline Committees should appear impartial at all times. A structured formal

process tends to impart this image.

- 7) Familiarity with players and officials is discouraged, as it tends to detract from the process of a formal hearing.
- 8) After questioning the individual, ask them if they have anything further they wish to add to their statement before a decision is made. Request the individual to withdraw while the committee discusses the case and makes a decision.
- 9) The Discipline Hearing Committee shall consider the accused responses and all materials available and shall decide on the case.
- 10) A member of the Discipline Hearing Committee shall call the individual back in and advise them of the committee's decision.
- 11) The accused shall be advised of the right of appeal and procedure for appeal; if an appeal is considered, the accused, if sanctioned, is required to serve any assessed suspensions while the appeal process is pending.
- 12) The accused shall be given a written record of the committee's decision or advised that further consideration is required and a report will be provided to them at a later date within the guidelines outlined.
 - a. For minor game related infractions (where the expected outcome is 3 games or less), notice should be given within 72 hours of the completion of the hearing.
 - b. For major infractions, or non-game related offences, wherein a result of a discipline hearing is withheld, the accused shall be sent a final determination no later than 30 days following the hearing. Notable exceptions to this rule is where there is legal or police involvement.
 - c. Extensions to the above timelines can be granted only by the BC Soccer Judicial Committee Chair.
- 13) All parties affected by a discipline decision have the right to receive a written copy of the decision and also, the specific Rights of Appeal information, including:
 - a. The name and address of the organization to which the decision may be appealed
 - b. The amount of the appeal fee
 - c. The timeline for appealing a decision
 - d. The criteria for the specific grounds for appeal
- 14) The accused is to be informed that all sanctions must be observed as assessed unless given leave by BC Soccer.

- 15) With leave from the BC Soccer Judicial Committee, a discipline committee has the right to call a new hearing, and re-hear any case if new evidence is brought forward at a later date.

5.4 Right to Waive

1. The CSA Rule 12 – Discipline permits, with mutual consent of the accused and a Discipline Hearing Committee, waiving the Rules & Regulations governing Hearings, Timelines and Notices. In order to be consistent with the CSA, the Association’s Rules & Regulations include the waiver clause in the BC Soccer Discipline Rules.
2. Where hearing schedules are published in advance, timeline and notification requirements are waived and mutual consent is not required.
3. A waiver is required in all instances of a Discipline Committee comprised of less than three members or when one member is unable to attend or is detained.
4. If the offence is of a serious nature or the person or organization has been subject to disciplinary action for prior offences, the right to waive should be carefully considered. The hearing may be adjourned and rescheduled at the earliest possible date. The participant’s rights are temporarily reinstated until a hearing is convened unless the Discipline Committee believes there is just cause to instate an indefinite suspension, they shall have the right to do so.
5. If the accused is unable to appear for valid reason, a Discipline Committee may offer the accused the option to respond in writing or by phone and waive the right to appear and offer a defense when the case is heard.
6. Players may for certain game-related offences waive the right to a hearing and receive the sanction outlined in the Sanction Guidelines for Players.

5.5 Refusal, Waiver or Failure to Attend or Remain at a Discipline Hearing

1. Failure of the accused, without due cause, to attend or remain at a discipline hearing shall be dealt with as follows:
 - a. An accused individual who refuses to attend, waives their right to participate, fails to attend or who walks out of a disciplined hearing, thus preventing a Discipline Committee from rendering a decision on the case, shall stand suspended until such time they make a written request for another hearing and appear at a scheduled subsequent hearing.
 - b. BC Soccer may at its discretion charge a re-hearing fee of up to \$1000 + GST.
2. And notwithstanding the refusal, waiving of the right or the failure to attend a hearing, if a Discipline Committee determines that it has obtained sufficient evidence to make a sound and

supportable decision it may render its decision.

3. Should the accused thereafter wish to have a hearing and contest the decision, they may do so and may be charged a re-hearing fee of \$1000 + GST.

5.6 Mail-In/Email Hearing Procedures

1. The following procedures may be used as the operating guidelines for reviewing or hearing discipline cases that require the use of a mail-in/email system. Hearing guidelines are fully documented under the formal hearing procedures, Section 5, The District, League-in-Membership or Inter-district league Discipline Committee, and must approve a request for a mail-in/email review.
2. Persons and organizations charged with an offence must have the opportunity to respond to the charges and shall be:
 - a. Sent a copy of the details of the charges
 - b. Allowed sufficient time to respond to the charges in writing
 - c. Allowed the opportunity to answer to the charges as described in the report
 - d. Advised the date their reply is expected
3. All pertinent information will be recorded in the record, in particular, any serious discrepancy that may exist between the game officials' report and the individual's responses. If a serious discrepancy exists, it may be necessary to convene a formal in person hearing.
4. A committee comprised of three members, none of whom may be associated with the accused, must review all pertinent information including the accused written response.
5. The individual must be advised in writing the decision of the committee. The decision may be communicated verbally to expedite matters, however, a written confirmation should be sent out within 48 hours.
6. The appeal procedures should be outlined in the written notification of the Discipline Committee's decision.
7. Once the person or organization has served the required automatic game suspension, they are eligible to play until the Discipline Committee has rendered a decision.
8. If the person or organization fails to respond to the charges by the date specified in the original notification they shall be suspended until the reply is received.
9. A notice of Indefinite Suspension shall be mailed/emailed or faxed to the accused

10. Mail-in/Email procedures shall not be permitted for anyone accused of Deliberate Physical Contact or Violent Misconduct towards game officials. The Association shall appoint a committee to oversee hearing proceedings.
11. The Discipline Committee has the right to set aside Mail-in/Email procedures and require an in-person hearing for any such cause they believe warrants it.

5.7 Teleconferencing Procedures

1. The following procedures may be used as the operating guidelines for reviewing or hearing discipline cases that require the use of a Teleconferencing system. Hearing guidelines are fully documented under the formal hearing procedures, the District, League-in-Membership or Inter-district league Discipline Committee, and must approve a request for a Teleconferenced hearing.
2. Teleconferencing shall not be permitted for anyone accused of Deliberate Physical Contact or Violent Misconduct towards game officials. The Association shall appoint a committee to oversee hearing proceedings.
3. The Discipline Committee has the right to set aside teleconferenced hearings and require an in-person hearing for any such cause they believe warrants it.

5.8 Request for Postponing a Hearing

1. Any accused person or organization required to attend a hearing may request one postponement for a scheduled or published hearing.
2. The Discipline Committee in jurisdiction may grant postponement of the hearing, on terms published in advance of the hearing. Where district associations, leagues-in-membership or inter-district leagues, do not have published terms, the following terms shall be met:
 - a. The accused must make submission no later than seven days prior to the date of that hearing.
 - b. The accused shall state the reason for requesting the postponement.
 - c. The hearing shall be rescheduled within 25 working days of the alleged incident.
 - d. Governing jurisdictions may establish a fee schedule; however, any such fee shall be included in the enabling authority's fee schedule.
 - e. If the Request for Postponement is denied, the fee shall be refunded.
 - f. An accused party making submission to postpone a hearing is required to serve any required automatic game suspension and shall remain suspended until the Discipline Committee deals with the case. If a Discipline Committee is not able to reschedule the hearing within the required 25 working days, the accused shall be eligible to participate

in soccer activities provided the required automatic suspension has been served.

- g. Notwithstanding f) if the Discipline Committee believes there is cause to retain an indefinite suspension they shall have the right to do so.
3. Should the hearing be postponed by the Discipline Committee and the accused was prepared to appear, the hearing shall be rescheduled and the following terms shall be met:
 - a. The accused party shall not be assessed a fee
 - b. The accused party shall be eligible to participate in soccer activities once the required automatic game suspension has been served, with the exception, of any individual accused of Assault of a Game Official.
 - c. Notwithstanding b) if the Discipline Committee believes there is cause to retain an indefinite suspension they shall have the right to do so.

6 INDEFINITE SUSPENSION

- 1) In ensuring the integrity of the game an immediate suspension must be imposed on receipt of a report for the following misconduct:
 - a. Offences of moral turpitude
 - b. Physical assault or attempted physical assault of a mini or youth registered player by a Team Official or Administrator
 - c. Game official assault by a player, team official, administrator or another game official
 - d. Where there is valid concern that there will be continued harm to the good of the game
 - e. Where there is valid concern for public safety or harm to individuals
- 2) BC Soccer has the right to suspend any participant subject to the outcome of a hearing.
- 3) In cases of game official assault, and matters of an egregious nature, the District Association in which the accused is registered may act on BC Soccer's behalf in issuing an immediate suspension and will be provided guidance by BC Soccer.
- 4) Failure by any person or organization to attend, without prior permission, a Discipline Hearing after been given notice to do so in accordance with the Association, District, League-in-membership or Inter-District leagues discipline policy shall stand suspended from All Soccer Related Activity and deemed to be Indefinitely Suspended.
- 5) The individual is deemed to be under Indefinite Suspension and shall be notified they may NOT participate in any soccer activities under the jurisdiction of the Association pursuant to the BC Soccer Discipline Rules, the Discipline Committee in jurisdiction shall inform the district, league or inter-district league and in addition are required to inform the team officials responsible for the team by Notice of Indefinite Suspension.
- 6) Failure to attend a Discipline Hearing when required to do so, shall result in the accused

remaining suspended until such time the suspended party requests in writing, another hearing and appears at a subsequent hearing and may be penalized in accordance with the published rules of the governing jurisdiction.

- 7) Should any person or organization continue to participate in soccer activities after being placed on Indefinite Suspension, they shall be charged with breach of suspension in addition to the suspension for the original offence.
- 8) Districts and leagues shall forward any Notice of Indefinite Suspension to the Association Discipline Committee within twenty-one days
- 9) Those persons or organizations that participate in soccer activities after being placed on Indefinite Suspension should be referred to a BC Soccer Discipline Committee.

7 GAME ABANDONMENT

1. Where a game is abandoned by a game official due to the action(s) of its players, team officials, administrators, or spectators and it is deemed a valid reason for abandoning the game, and the governing jurisdiction does not have an established policy, the team officials or the club on their behalf shall be:
 - a. For a first offence subject to a minimum \$300 fine and Post a Performance Bond in the amount of \$500-\$1000 plus any discipline related to any offence precipitating the abandonment or following after.
 - b. For a second offence subject to a minimum \$500 fine, forfeiture of the bond and an additional Performance Bond in the amount of \$1000-\$2000 plus any discipline related to any offence precipitating the abandonment or following after.
 - c. Subsequent offences shall be reported to the Association and the team may be suspended from participating in any sanctioned activity under the jurisdiction of the Association pending a review.
 - d. Notwithstanding c), and serious misconduct resulting in abandonment may be reported to the Association for review.
2. A governing jurisdiction shall be empowered to determine if an abandoned game is forfeited, rescheduled, awarded to the opponent or indefinitely postponed.
3. A governing body may expel a team from membership, in accordance with established policy provided for the member's rules and regulations.
4. Extreme lack of discipline and order, invasion of the field, objects being thrown, etc. by a team or their spectators must be reported to the Association.
5. Performance Bonds and fines shall be remitted to the governing body in jurisdiction within

seven days of the hearing. Failure by the team official or their Club to pay a fee, fine or performance bond imposed by a governing body's Discipline Committee shall result in the team being suspended from district or league sanctioned activities until the assessed amounts are paid.

6. The Team Officials are required to attend a hearing.
7. Any players or spectator identified shall be required to attend the hearing.
8. An official from the team's Club, District Association or League-in-Membership shall be afforded the opportunity to attend any hearing.
9. Failure by any party required to attend a hearing, without good cause, may result in the team being suspended from participating in any sanctioned activities within the jurisdiction of the Association.
10. Where they are found culpable:
 - a. The team may be suspended from participating in any sanctioned game within the jurisdiction of the Association pending the hearing.
 - b. A team or team's Club shall be required to pay a fine and post a Performance Bond if the spectator incident involves in an assault of a game official.
 - c. The Club, District Association or League-in-Membership shall guarantee proper conduct of the official or team for a period of one year if they are not suspended for the entire period.
 - d. The team officials, Club, and District Association or League-in-Membership will be notified, in writing of the levy of any performance bonds.
 - e. The Fine and / or Performance Bond shall be remitted to the Association, District Association or League-in-Membership as directed by the Associations' committee. Performance bonds shall be refunded, without interest, at the end of the performance period, provided there are no further incidents. The performance period shall be defined by the Discipline Committee and may carry over a number of playing seasons.

8 PERFORMANCE BONDS AND FINES

1. The Association Discipline Rules provides several options when assessing penalties for violations of the laws of the game, reported misconduct or breach of the rules and regulations. Offending parties, if found responsible, may be assessed a fine or ordered to post a performance bond in addition to any assessed suspension. The CSA prohibits the imposition of fines on youth age players. Teams, team officials and organizations are not exempted from fine and performance bond policies.
2. Youth status shall apply to all players, under 6 through under 18, registered with the

Association, on a youth application for membership. Youth players permitted to play for an Adult team on permit, retain their youth registration status and are, therefore, not subject to fining penalties. A youth age player registering as an Adult amateur player does not retain youth status and shall be subject to the discipline policies of the league or organization.

3. The Association permits the establishment of Performance Bond Policy by clubs, districts and leagues within the jurisdiction of the Association, from which fines may be deducted or performance guaranteed.
4. Each governing organization shall define the amounts for its own schedule of fines, bonds and penalties to be implemented for discipline cases under its jurisdiction and shall include such schedule in its published rules prior to the start of the season.
5. The nature of the offences and penalties that may be assessed shall be documented in the policy statement or rules and regulations of the governing organization.
6. An enabling authority, at their discretion, may levy a bond for a specific period of time and purpose and, may also set further set terms of punishment for non-compliance.
7. A fine or bond may be levied with or without assessing a suspension.
8. The governing organization is not required to pay interest on any Performance Bond paid on behalf of any person, team or organization, unless so stated in its rules and regulations.
9. Clubs, districts and leagues shall ensure the information is available to affiliated teams prior to the season commencing.

9 CUP AND TOURNAMENT DISCIPLINE PROCEDURES

1. The Association's Standards and Policy apply to all competitions including, but not limited to, festivals, exhibition games, round robin play, qualifying rounds, cups and tournaments.
2. The rules for any competition will be published prior the event; BC Soccer Standards and Policy take precedence unless specifically approved by the Association
3. Organizations entering teams in competition must ensure the eligibility of all players and team-officials and provide team lists.
4. Organizations entering teams in competition must provide a list of the player suspensions currently in effect prior to the start of the competition.
5. Any organization hosting a sanctioned soccer tournament shall deal with tournament discipline

problems unless they are of the types of offences that are normally referred to BC Soccer.

6. The Organizing Committee of every BC Soccer sanctioned competition is required to provide the names of the Chairperson, Tournament Discipline Chairperson and an alternate contact.
7. Yellow cards accumulated during the season, are not carried forward into competition and do not become part of the accumulation record at the commencement of the competition.
8. A player that accumulates two (2) cautions, yellow cards, during cup or tournament play, shall automatically be suspended without hearing and without appeal from the player's next cup or tournament game.
9. Cautions (yellow cards) received during all rounds of a competition accumulate and apply during that competition only; they do not carry forward into league play or other competitions.
10. Competitions shall have a pre-appointed Discipline Committee to handle discipline hearings on the day the offence occurs or prior to the next game in the competition.
11. If any game suspension is assessed, the individual shall serve such suspensions during the course of the tournament; and beyond if required.
12. If the offence occurs during the player's final game of the round-robin tournament, the Discipline Committee shall:
 - a. If time permits, hold a discipline hearing and adjudicate the case.
 - b. If the team to which the player or team official is attached is eliminated from the competition and time does not permit, refer the case to the individuals' District, League or the Association under whose jurisdiction the individual would normally appear for discipline for adjudication.
13. The discipline of team officials will be referred immediately to the individual's club, district or league, unless it is of the type of offence that is normally referred to BC Soccer.
14. If tournament rules and regulations provide for expulsion from the tournament for any offence, then any individual or team expelled shall be reported to the individual's club, district or league and BC Soccer within two working days.
15. Competition organizers may refuse entry to a future event, to any team or individual for breach of tournament rules, including serious discipline problems. The refusal to enter an individual or team should be reported to the teams or individual's club, district or league and BC Soccer.

10 SPECIFIC RULES FOR DISCIPLINE IN ADULT LEAGUES/CUP PLAY

1. Discipline assessed in League games will generally be served in League games.
2. Discipline assessed in Provincial Cup play for players and coaches is intended to be served in Provincial Cup play; save for Discipline assessed for serious misconduct. For serious misconduct during Provincial Cup Play, such as behaviour that is considered abusive, assaulting, progressive, egregious, takes place off-field or takes place post-game, the Discipline Committee may exercise any and all discipline options at its disposal. In these cases the sanctions may include Provincial Cup, league play, or sanctions to all soccer-related activities. Association Officials are excluded from the Provincial Cup restriction and are subject to the usual discipline sanctions guideline policies of the Association.
3. In all instances of physical abuse of a match official or threatening verbal remarks concerning the safety of a game official the matter will be referred to the BC Soccer Judiciary Committee for their handling and any suspension resulting will affect both League and Cup play.
4. In all instances of misconduct involving racist or sexist comments the hearing will be conducted by BC Soccer.
5. In all cases of misconduct involving persistent dissent after an ejection or failure to leave the field after an ejection the hearing will be conducted by BC Soccer.
6. Discipline involving a game official or an association official (even if participating in another capacity) will be conducted by BC Soccer.
7. For all game only related suspensions confined to Provincial Cup play, a minimum of 2 games will be considered "served" at the conclusion of the Provincial Cup finals each subsequent year, regardless of whether or not that individuals team has qualified to compete in provincials or not.

11 NON-AFFILIATED SOCCER AND UNREGISTERED PLAYERS

11.1 Non-Affiliated Soccer

1. Participation of Administrative Officials in non-affiliated leagues, clubs, cup competitions or tournaments, without permission from BC Soccer, is not permitted.
2. Members of BC Soccer and/or their affiliated Clubs, may not participate in non-affiliated leagues, cup competitions or tournaments.
3. Members of BC Soccer and their affiliated Clubs, may not partner with or promote the interest of non-affiliated soccer.

4. Referees, officiating in non-affiliated leagues, cup competitions or tournaments, without permission from BC Soccer, may be removed from the Registered Referee list of BC Soccer.

11.2 Unregistered players and teams

1. BC Soccer or any affiliate shall have the power to prohibit the teams and players under its jurisdiction from playing with or against any team which is not a member of the Canadian Soccer Association or an affiliated association.
2. Only properly affiliated teams shall be eligible to participate in competitions under the jurisdiction of BC Soccer.
3. Failure to register all players by any district, league or affiliated association shall result in a directive from the Board leading to the expulsion and/or suspension of that district, league or affiliated association from BC Soccer. Such suspension or expulsion shall not commence for 10 working days from the date that the directive is delivered in writing to the district, league or affiliated association and shall remain in effect until the matter has been rectified to the satisfaction of the Board.

12 SUSPENSIONS

12.1 Suspensions - Special Circumstances

1. When any person within jurisdiction of the Association has been suspended for misconduct for a specific number of games and the suspension is not completed within the current season, the suspension shall carry over into the following youth or adult season.
2. Any person expelled or suspended shall not be eligible for membership in any other affiliated team or league without special permission of the Association, pursuant to the BC Soccer Discipline Rules
3. Discipline Committees may determine if individuals suspended for a specific number of games at the end of the primary season will be permitted to serve end of season suspensions in an affiliated secondary season under their jurisdiction.
4. Where primary season and secondary season play overlap, any suspensions incurred during this period must be served:
 - a. If the suspension was incurred during secondary season play, the individual must serve their suspension during their next league or cup game(s), whichever comes first, regardless of playing season.
 - b. If the suspension was incurred during primary season play, the individual must serve this suspension during their next primary season league or cup game(s), whichever comes first. The individual may apply to the organization with jurisdiction for permission to participate in secondary season play while still under suspension in their primary season.

5. It is the obligation of the person to have the organization under which they serve the suspension to provide proof that the suspension has been served in another organization. Documentation will show registration and dates of games sat out.

12.2 Graduating Players (Youth to Adult)

1. A player who is no longer eligible for youth status at the end of the season and stands suspended for failing to appear, for a specific number of games or a specific period of time shall be reported to the Association. Districts are required to forward to the Association, the following information:
 - a. Suspended individuals name, Birth Date and Identification number
 - b. Name of team and affiliated district
 - c. Type of Misconduct
 - d. Penalties assessed and remaining games to be served
 - e. Discipline record
2. Graduating Players suspended for failure to appear at a hearing or suspended for a specific period of time will not be permitted to register with another organization without permission of the Association. A list of graduating players not eligible for membership will be circulated to member organizations at the completion of the current season.

12.3 Tournament Eligibility

1. A district or league Discipline Committee may determine if individuals suspended for a specific number of games are eligible to participate in sanctioned tournaments within the district or leagues' jurisdiction only with written consent of the Association.
2. Players suspended for failure to attend a hearing, shall not be eligible to participate in sanctioned tournaments without special permission from the Association.
3. The Association shall retain the jurisdiction in determining if a player suspended for a specific number of games or past the end of the season, shall be eligible to participate in other competitions.

12.4 Suspensions While Playing On Permit

1. Any disciplinary action applied while playing in a game under permit shall apply to future games of the team for which the player is registered, and shall be subject to:
 - a. Disciplinary decisions shall be the responsibility of the Discipline Committee for the association or league governing the competition where the permitted player was charged with an offence.
 - b. Said Discipline Committee shall forward a copy of the discipline ruling to the district

association or league where the player is registered and to the team official of the team to which the player is registered.

12.5 Participating In Sanctioned Soccer Activities While Under Suspension

1. The Jurisdiction of member associations, leagues and inter-district leagues for discipline shall extend to any person or organization who participates in any league or inter-district league match under the jurisdiction of the individual's governing organization.
2. The Association's jurisdiction for discipline shall extend to all persons and organizations who:
 - a. Participate in a Provincial Cup match following a district or league's qualifying competition.
 - b. Any person found to have committed a serious offence.
3. The Association shall have the discretion to investigate any complaint and in consultation with a member district association or league, make determination if the Association's Discipline Committee should adjudicate the matter.
4. A suspension may be either touchline, field or full / administrative.
 - a. Touchline suspensions include a ban on all game-related activities.
 - b. Field suspensions include touchline suspensions as well as a ban on all training and other on-field activities
 - c. Full / administrative suspension constitutes a complete ban on participating in any sanctioned soccer activity.
5. A governing authority may expel a player or team official from membership in any team or league within their jurisdiction with cause.
6. Any player or team official expelled by a district association or league-in-membership shall be reported to the Association.
7. Persons or organizations may not participate in any Association sanctioned soccer activity as per the type of suspension.
8. Suspended team officials must arrange for someone else to fill their position for the duration of their suspension. Suspended team officials are required to provide the Discipline Committee the name and contact information for any individual acting on their behalf.
9. The suspended team official, in turn:
 - a. May not be involved with the team or other officials before the game, during the game, at half time, or after the game (including the handshake).

- b. May not complete or sign a team list.
 - c. May not act in any manner that may be deemed to be coaching, either verbal or by physical actions, for example, by hand signal or electronic means.
10. Persons serving a full / administrative ban may not attend games or the field of play or participate in any aspect of sanctioned soccer, on or off the field.
 11. Persons serving a touchline or field ban may attend their teams' matches but must stay well away from the field of play and may not be involved in any team activity.
 12. Players must be told not to approach suspended team officials.
 13. If the suspended player or team official is also a game official, they are not entitled to referee while under suspension.
 14. Association officials serving a suspension are prohibited from all sanctioned soccer activities and must not undertake or seem to be undertaking any aspect of their association roles.

12.6 Suspensions Longer Than One (1) Year

1. Any suspension/sanctions issued by a Discipline Committee that is over 1 year must be ratified by the BC Soccer Judicial Committee.

12.7 National Competitions Discipline

1. Discipline for National Competitions will be handled by a CSA Discipline Committee at the competition venue.
2. Offences occurring during these competitions shall not apply to the offender's seasonal record unless the information regarding the offence and the offender is forwarded by the CSA to the offender's Provincial Association for further review or a recommendation that the balance of a suspension be served in the jurisdiction of the offender.
3. In the instance of 2., the offender shall be notified that a suspension must be served. Should the CSA recommend the Provincial Association further review an offence, a Discipline Hearing shall be convened with the person.
4. Players or team officials are eligible to participate in soccer-related activities until they are instructed to serve a suspension or appear at a Discipline Hearing.

12.8 Suspension Review

1. Any party under a lengthy suspension (2+ years) may make application for reinstatement in a district, league-in-membership or the Association by making application for a review of the suspension.
2. A request for a suspension review shall be made to the organization which rendered the suspension.
3. Anyone under suspension for two years or longer may request a review of their 'period of suspension after at least half of such suspension has been served.
4. Notwithstanding Paragraph 3), where a suspension exceeds five years, a review may be requested after three years of such suspension has been served.
5. A letter of recommendation from a member organization must accompany any such request.
6. If reinstatement is denied following the Suspension Review, the suspended party has the right to make Leave for Appeal.
7. The suspended party shall be informed of the Association's Rules and Regulations governing Appeals.
8. A request for a Suspension Review for a suspension originating from a Game Official Assault shall be made to the Board of Directors of the Association.

13 CONSIDERATION FOR PARTICIPANT CLASSES

13.1 Directors, Committee Members and Staff

While ignorance of the Laws of the Game or of the rules is not a defense, depending on the nature of the charge, it is viewed that a participant in a position of authority or trust is held to a higher standard when going beyond the norms of proper behaviour; i.e. behaving in an unsporting manner or not in the best interest of the game. Notably directors, committee members and staff should be aware of various rules, regulations, guidelines, programs and expectation within the soccer playing and administrative environment; and indeed, are charged with upholding and defending the same. Failure to act properly can be tantamount to unsporting or unethical behaviour and brings the game directly into disrepute and lead to charges. BC Soccer, District, League and Club Directors, Committee Members, and Staff must:

- 1) Comply and be familiar with the various governance documents that apply to their responsibilities;
- 2) Act with honesty and integrity and conduct themselves in a manner which maintains the

confidence of Members and other stakeholders;

- 3) Ensure that their organization's financial affairs are conducted with due regard for all fiduciary and operational responsibilities;
- 4) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Canada Soccer;
- 5) Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
- 6) Behave with decorum appropriate to both circumstance and position, and be fair, equitable, considerate, and honest in all dealings with others;
- 7) Keep informed about local, provincial and national sport community happenings, and general trends in sport;
- 8) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Canada Soccer is incorporated;
- 9) Respect the confidentiality appropriate to the business at hand;
- 10) Ensure that Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;
- 11) Respect the decisions of the majority and resign if unable to do so; and
- 12) Commit the time to attend meetings and be diligent in preparation for, participation in, and follow-up from such meetings.

13.2 Team Personnel

The team personnel-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Team personnel must recognize the power inherent in the position of team personnel and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Team personnel have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights. Team personnel must also:

- 1) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes;

- 2) Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes;
- 3) Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments;
- 4) Provide athletes (and the parents/guardians of a minor) with the information necessary to be involved in decisions that affect the athlete;
- 5) Act in the best interest of the athlete's development as a whole person;
- 6) Respect other team personnel;
- 7) Report any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance;
- 8) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco;
- 9) Respect athletes playing with other teams;
- 10) Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if in a position of power, trust, or authority over the athlete;
- 11) Dress professionally, neatly, and inoffensively; and
- 12) Use inoffensive language, taking into account the audience being addressed.

13.3 Players

Players are the most visible representatives of the sport and must do their part to uphold the integrity of soccer. Players must:

- 1) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete; or in the case of carded athletes, interfere with the athlete's ability to fulfill requirements under the Athlete Assistance Program;

- 2) Participate and appear on time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events;
- 3) Adhere to Canada Soccer's requirements regarding clothing and equipment;
- 4) Never ridicule a participant for a poor performance or practice; and
- 5) Act in a sportsmanlike manner and not engage in violent behaviour, foul language, or offensive gestures.

13.4 Game Officials

Game officials play a critical role in ensuring the on-field integrity of the game and maintaining order and safety for all involved. They are the representatives of the laws of the game and must respect those laws in the application of officiating. Game officials must:

- 1) Conduct themselves with dignity both on and off the field of play, and by example seek to inspire the principles of fair play in others;
- 2) Adhere to all standards and directives established by Canada Soccer, International Football Association Board and FIFA;
- 3) Be neat in appearance and maintain a high level of physical and mental fitness;
- 4) Study and enforce the current Laws of the Game and any event-specific rules and regulations;
- 5) Perform their designated duties, including attending organized clinics and lectures, etc. and shall assist their colleagues in upgrading and improving their standards of officiating, instructing and assessing;
- 6) Adhere to the Canada Soccer's Anti-Doping Policy;
- 7) Honour any appointments accepted, unless unable to do so by virtue of illness or personal emergency;
- 8) Not publicly criticize other referees or Canada Soccer;
- 9) Not make any statement to the media (newspaper, television, radio, etc.) related to a game in which the referee has officiated, or to the performance of the players or other officials;
- 10) Not accept any appointment to officiate in any competitive game in which an immediate member of his/her family by marriage or common law is a registered player or coach. An immediate member of the family is a parent, a spouse, a son or daughter, a brother or sister;

- 11) Not accept any appointment to officiate in unsanctioned events;
- 12) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
and
- 13) When writing reports, set out the true facts and not attempt to justify any decisions.

13.5 Spectators and Parents

Spectators and Parents are an all important part of the game and necessary to maintain the sustainability of the game. In appreciating the game to its fullest potential, spectators and parents are expected to behave in a manner that does not bring the game into disrepute and patriciate in ways that ensure a healthy and safe environment. Spectators and parents must:

- 1) Encourage players to abide by the rules and to resolve conflicts without resorting to hostility or violence;
- 2) Never ridicule a player for making a mistake during game play or practice;
- 3) Provide positive comments that motivate and encourage participants' continued effort;
- 4) Respect the decisions and judgments of officials and encourage athletes to do the same;
- 5) Respect and show appreciation to all competitors, and to the coaches, officials, and other volunteers who give their time to the sport; and
- 6) Refrain from entering the training or competition area and from interfering with any activities