

## STSC-18 DISCIPLINE & APPEALS POLICY

Effective Date: November 18, 2019

Revision Date:

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### Introduction

The St. Thomas Soccer Club follows the discipline and appeals policies and procedures that are set out by Ontario Soccer (OS). All coaches, players and team managers are responsible for familiarizing themselves with the OS's Discipline policy, which may be found here:

<http://www.ontariosoccer.net/LinkClick.aspx?fileticket=ddkxY1qm1As%3d&tabid=4517>

In accordance with Club, Region and OS policy, the Discipline Committee will meet as set out by their annual published schedule as required. All matters brought to the Committee are confidential and will be reviewed or heard as appropriate at the next scheduled meeting following the incident. Any additional dates required will be posted on the STSC website in advance.

Discipline action may be taken against a registrant or registered organization of Ontario Soccer. All members of St. Thomas Soccer Club (players, coaches, parents, etc.) are responsible for ensuring they are familiar with Club and Governing body discipline policies.

No player or coach should serve any penalty until the Discipline Committee has rendered a decision; only the Committee can determine the extent of a penalty.

### Scope:

#### Discipline of Registrant (in part):

4.1 A registrant is accused of an offence and is subject to discipline when:

- a) a game official reports an offence; or
- b) a registered individual or organization complains, or a complaint is received from a third party, in writing, to [stscdiscipline@gmail.com](mailto:stscdiscipline@gmail.com) that an offence has been committed which, after investigation, warrants further action by a Discipline Hearing Panel. Action shall only be taken if the complainant willingly agrees to be identified and agrees to act as a witness.

4.2.1 Misconduct must be reported, in writing, to [stscdiscipline@gmail.com](mailto:stscdiscipline@gmail.com) (as per Policy 5.0) and with which an accused party is either registered or with which the Club of the accused is affiliated. The report shall be written in the English language and include all details of the incident.

7.1 An organization may discipline by the D.B.R. System only for those misconduct types defined in Policy 9.1

The Discipline Review Panel shall: a) Read the misconduct report in order to verify that the correct charges have been identified; b) Make a decision on the charge(s) c) Render the mandatory penalty in accordance with Policy 9.0 (OS).

7.2.4 The Discipline Review Panel may:

- a) Postpone a decision to a subsequent Discipline Hearing Meeting if it determines that further clarification and/or reports are required, or
- b) Schedule a Discipline Hearing if it considers that additional charges should be laid against any registrant or registered organization. The new charges must be dealt with by the appropriate organization at a new Hearing under Policy 8.0 (OS).

### **Discipline of Parents and Spectators**

The STSC Discipline Committee and Board of Directors reserve the right to take action against parents or spectators for breaches of the Club's Code of Conduct, Policy Against Workplace Violence & Harassment and/or Zero Tolerance Policy. Such action could include, but is not limited to, a request that the parent (and/or their child) does not attend a specified number of matches or practices, another form of reprimand such as a seasonal field ban, or, in extreme circumstances, or may lead to suspension or expulsion from the Club.

If a written complaint about the behaviour of a parent is received, a certified Discipline Chair and at least one other Discipline Committee member or Board member will review the complaint. If the Review Panel determines that the misconduct is serious and deserves further investigation, the Panel will seek the views, in writing, of the parent concerned. The Review Panel will then determine whether to refer the matter to a Discipline Committee for a full hearing.

St. Thomas Soccer Club recognizes that the support of soccer parents is vital to its success. It is anticipated that such action will be used very sparingly but STSC reserves the right to issue these penalties against parents as part of our ability to control our processes and the quality of our programs.