

# SWOT DISCIPLINE PROCEDURES

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SWOT follows The Ontario Soccer Association policies with regard to discipline. These policies govern Discipline Hearing Panels at every level of soccer sanctioned by the OSA. Discipline issues are handled by a Discipline Committee appointed by the Club Board of Directors. The committee does not necessarily consist of the same people for each matter being reviewed.

**An accused is to continue their soccer activities until notification is received from the Discipline Committee stating otherwise.**

***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.***

## **What happens when a player or coach is dismissed from the field or a Code of conduct complaint is initiated?**

The Game official provides a report (e-mail) or a Formal complaint (Code of Conduct) is forwarded to the Discipline Committee. In most instances the misconduct can be dealt with using the Discipline by Review (DBR) system with the panel relying on the official's report.

In the case of a complaint for a violation of the Code of conduct, a report (e-mail) might also be requested from the game official.

Email address is [swotsoccer@hotmail.com](mailto:swotsoccer@hotmail.com).

## **Discipline by Review (DBR)**

Many discipline matters are dealt with by DBR because they are standard or mandated penalties. The Discipline Committee receives the game official report and/or the Formal complaint and reviews it. Additional information is gathered from parties involved if required. The DBR system doesn't require the engagement of the parties involved.

In all cases when a review is done all issues identified as part of findings will have to be addressed. No other complaints are required.

Upon completion of the review, the committee will determine if an offense was committed and imposes the appropriate and mandated penalty. In general, an offense is a violation of the game rules or the Code of Conduct.

The Discipline Committee uses the OSA and/or Club guidelines to determine the penalty.

The committee notifies the parties and the coach/coordinator involved by email the decision and the penalty to be served. There are **NO APPEALS** of DBR decisions.

Anyone disciplined via the DBR procedure can request a hearing but *it must be submitted within 3 days of receiving the penalty*. The request must be in writing (e-mail) and sent to the club. There is a \$100 non-refundable fee to request a hearing.

If, after reviewing the case, the Discipline Review Committee determines that a more serious charge is warranted, the matter will be referred to Discipline by Hearing.

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## **Discipline by Hearing (DBH)**

Some discipline matters must be dealt with by Discipline by Hearing, as per OSA rules. DBH requires the attendance of the parties involved at a hearing and will be facilitated by the DRSA and might be lead by a professional Mediator. Notification of the hearing is given to the parties via email.

The involved parties are provided with at least 15 days' notice. The accused may be accompanied by an advisor.

If the accused does not appear, the hearing will not proceed, the accused will be fined in accordance with the "Schedule of Fees, Fines, Bonds and Penalties" as published by The Ontario Soccer Association and available on the DRSA website, and the accused will be suspended from all soccer related activities until he/she requests and attends a hearing. Any party required to attend a hearing may request one (1) postponement of a hearing. The party must submit such request to the Club office in writing by receipted post, receipted e-mail, fax, or receipted hand delivery no later than four days prior to the date of the hearing, stating the reason for requesting the postponement.

The decision and penalty to be served will be emailed to the accused within 4 days of the hearing. DBH decisions can be appealed to the DRSA.

## **Penalties**

### ➤ **For Game Rules offenses – Per season**

OSA guidelines are followed in determining what punishment, if any, is to be applied. Any issues being handled by the club, as dictated by the OSA guidelines, require the club to impose penalties that are no less severe than those specified by OSA. If the discipline committee concludes that such action is appropriate, the club has the option to impose penalties that are more severe than the minimums specified by OSA.

### ***IMMEDIATE SUSPENSION FROM ALL SOCCER RELATED ACTIVITIES results from the following offences:***

- Game Official assault
- Physical or attempted physical assault of a player (reported by the Game Official)
- Offences of Moral Turpitude

OSA Suspension Terms link:

<http://www.ontariosoccer.net/LinkClick.aspx?fileticket=dBM2hCVeVwA%3D&...>

As our Club is governed by The Ontario Soccer Association, it is imperative that any suspension term imposed by the Discipline Committee must comply with The OSA Mandatory Minimum length of suspension. While the Club may determine that a longer term is appropriate, the Committee Panel has no jurisdiction to reduce the term to less than that set out in The OSA Policies.

### ➤ **For Code of conduct offenses - across seasons**

1. First offense will result in a written reminder from the Discipline Committee that behaviour violates the Code of Conduct.

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2. Second offense will result in a written warning that behaviour violates the Code of Conduct and a reminder that a third infraction will result in suspension from the remainder of the season.
3. Third offense will result in a suspension for the remainder of the season.
4. Fourth offense will result in suspension from that season and denial to register in the following season.

The Discipline Committee reserves the right to skip any step depending on the severity of the issue or special circumstances.

### **Documentation and Tracking**

The Discipline Committee will document all offenses using the Incident Report Form and will keep track of all players' offenses and penalties.