

PROVINCIAL WOMEN'S SOFTBALL ASSOCIATION

DISCIPLINE/SUSPENSION POLICY

Suspension - Any league, association, coach, manager, player or member of this Association violating the Constitution, By-Laws or Operating Rules or refusing to abide by the decision of the Board of Directors, shall be suspended.

Acts of Suspension - Teams, coaches, managers or players will be suspended for conducting themselves in an unsportsmanlike and undesirous manner and without limiting the generality of the foregoing, for the following specific acts:

- (a) Permitting betting or improper conduct by players, coaches or managers at games. **Automatic suspension for a period of one year from the date of suspension.**
- (b) Offering, agreeing, conspiring or attempting to lose any games, or being interested in any pool or wagers thereon. **Automatic suspension for a period of one year from the date of suspension.**
- (c) Deliberately degrading the image of the Association or their representatives. **Suspension depends on severity. Goes to a Discipline Committee.**
- (d) If a Manager, Coach or member of the team is involved in a major incident at a Canadian Championship. **Automatic suspension from participating in a Canadian Championship for a period of 2 years. Major defined by report from Softball Canada, examples - Physical altercations, Police involvement.**
- (e) Knowingly playing with or against a player, coach or manager who has been expelled or suspended. **Automatic suspension for a period of two months.**
- (f) Refusing to sign the release of liability waiver form. **Suspension until such time as the release of liability form has been signed.**
- (g) Using a player who is not eligible to play on that team. **Automatic suspension for a period of two months.**
- (h) Fighting with other coaches, managers, players, officials or spectators. **Suspension depends on severity. Goes to a Discipline Committee.**
- (i) Verbal abuse, harassment of any official, player or spectator. **Suspension depends on severity. Goes to a Discipline Committee.**
- (j) If a Manager, Coach, or member of the team management, offers money to a player for their services. **Automatic suspension for a period of one year from the date of suspension.**
- (k) If a player - having demanded money for their services. **Automatic suspension for a period of one year from the date of suspension.**

- (l) Submitting an N.S.F. cheque for payment of any fees to the Association. **Automatic suspension until cheque and all charges are cleared.**
- (m) When a player leaves their team, they must meet all financial obligations and return all parts of their uniform and property of the team/local organization, or pay the cost of the same, before playing with another team. Failure to do so will automatically place said player under suspension **until all property is returned or paid for.**
- (n) The consumption of alcoholic beverages or any other impairment inducing substances on or near diamond facilities. **Exception:** Any Licensed area. **Automatic suspension for game, if a single game and/or automatic suspension for Tournament, if a Tournament.**
- (o) Any cases of sexual abuse/harassment should be immediately reported to P.W.S.A. Any physical assault, discriminatory public tirades, or any situation in which the police are involved should be immediately reported to P.W.S.A. (copy both the President and Secretary). Failure to do so will result in an Automatic suspension of one year from the date of suspension.

Note: Teams/Associations must submit any matter involving unpaid dues to that Team/Association no later than 7 days prior to the Provincial Championship in the division they are affiliated with. All other issues that may result in suspensions or discipline must be submitted by September 5th of the current year.

Note: Any discipline matter/suspension will be reported to a minimum of two (2) directors of the local/member Association Board.

Note: Any parent/player/association who files a false claim or a direct claim with Sport Canada (without first following the complaint processes) included in our Safe Sport Discipline and Complaint policy pages 43 – 49 (Safe Sport policy) will be responsible for the legal costs incurred by P.W.S.A.

Note: As per page 43 Safe Sport Discipline and Complaints policy, the timelines may be modified.

Discipline Committee - A Discipline Committee will be appointed by the President or their Delegate and made up of at least three (3) appointees. No person involved with the incident shall be allowed to sit on the Discipline Committee.

Matters Heard - The Discipline Committee shall hear all matters of suspension or eligibility, and shall decide the penalty, if any, which should be imposed.

Notices -

- (a) In cases of automatic suspension, confirmation of the suspension shall be communicated in writing by the Divisional Coordinator.
- (b) In cases where there is a Discipline Committee, the decision of the Discipline Committee will be communicated in writing to all individuals affected, by the Chairman of the Discipline Committee.

- (c) If an appeal is received, it must be filed within seven (7) days from the date the notice of decision was received. Appeal MUST be in writing to the Association Secretary, with a copy to the President.
- (d) If a hearing is necessary, the President or delegate will notify the individual alleged to have committed a major infraction within fourteen (14) days. Copies of the incident report and the umpires report (if applicable) shall be provided.
- (e) The individual appealing will be given ten (10) days of written notice of the date, time and place of the hearing.

No Hearings at Tournament - Suspension and eligibility hearings shall not be handled at a tournament site.

Flagrant Offence - When any person causes an offence of a flagrant nature, such as the use of obscene language or an assault (physical or verbal) upon a player, coach, manager, umpire or Board of Directors' member, that person shall be immediately removed from the game and said person, if a member of an Association affiliated team, shall automatically be suspended until a hearing is held concerning the alleged offence. The Umpire shall, within twenty-four (24) hours thereafter, forward full particulars to the President or their Delegate with a copy to the Provincial Umpire-in-Chief.

Team Suspension - If a team competing in the U9/U11, U13, U15 or U17 Division is suspended, such suspension shall be served by the coaches and manager of such team and not the team players.

Policy Name: Discipline and Suspension

Ratification Date: January 28, 2024

Review Date: January, 2027