



**BC SOCCER**

# **JUDICIAL CODE & POLICIES OF BC SOCCER**

September 2019

## Table of Contents

<b>1. JUDICIAL CODE .....</b>	<b>4</b>
1.1 DEFINITIONS.....	4
1.2 PURPOSE .....	7
1.3 JURISDICTION.....	8
1.4 JUDICIAL ROLES.....	9
1.5 GENERAL PRINCIPLES.....	10
1.6 LANGUAGE.....	12
1.7 MEMBER AND AFFILIATED ORGANIZATION COMPLIANCE.....	13
1.8 LIMITATION PERIOD FOR PROSECUTION.....	13
1.9 LIMITATION PERIOD FOR THE ENFORCEMENT OF SANCTIONS.....	13
1.10 COMPLAINTS PROCEDURE.....	14
1.11 ADMINISTRATION .....	14
<b>2. CONDUCT AND ETHICS POLICY .....</b>	<b>16</b>
2.1 APPLICATION.....	16
2.2 THE PRINCIPLES OF GOVERNING BEHAVIOUR.....	16
2.3 INTEGRITY IN SPORT .....	16
2.4 CODE OF CONDUCT.....	17
2.5 FREE OF HARASSMENT & DISCRIMINATION.....	22
2.6 COMMUNICATION AND SOCIAL MEDIA .....	23
<b>3. DISCIPLINE POLICY .....</b>	<b>25</b>
3.1 DISCIPLINE PANEL CHAIR POWERS AND LIMITATIONS.....	25
3.2 HEARINGS.....	25
3.3 MATCH REPORTS AND SPECIAL INCIDENT REPORTS .....	29
3.4 MATCH ABANDONMENT .....	29
3.5 MISCONDUCT AGAINST YOUTH BY ADULTS .....	29
3.6 INELIGIBLE AND ILLEGAL PLAYERS .....	30
3.7 PROVINCIAL COMPETITIONS DISCIPLINE .....	30
<b>4. PROTEST POLICY.....</b>	<b>32</b>

4.1	GENERAL.....	32
4.2	LEAGUE PLAY DISTRICT CUP, LEAGUE CUP, INTER-DISTRICT LEAGUE CUP OR REGIONAL PLAYDOWNS.....	33
4.3	BC SOCCER PROVINCIAL CUP.....	33
<b>5. APPEALS POLICY.....</b>		<b>34</b>
5.1	GENERAL.....	34
5.2	APPEALS PROCEDURE.....	35
<b>6. SANCTIONING POLICY .....</b>		<b>37</b>
6.1	SANCTIONING AUTHORITY .....	37
6.2	DECISION MAKING AND SANCTIONING .....	37
6.3	CONSECUTIVE, ADDITIVE AND PROGRESSIVE SANCTIONING.....	39
6.4	IMPARTIATLITY AND CONSIDERATION OF MITIGATING AND AGGRAVATING FACTORS... ..	39
6.5	SUSPENSIONS.....	40
6.6	PERFORMANCE BONDS AND FINES .....	45
6.7	EDUCATIONAL SANCTIONS .....	46
6.8	COMPETITION SPECIFIC SANCTIONS FOR PROVINCIAL CUP AND/OR REGIONAL PLAYDOWNS AND TOURNAMENTS .....	46
6.9	SANCTIONING OF PLAYERS AND/OR TEAM OFFICIALS.....	47
6.10	SANCTIONING OF MATCH OFFICIALS.....	47
6.11	SANCTIONING OF ASSOCIATION OFFICIALS.....	48
6.12	SANCTIONING OF SPECTATOR AND/OR TEAM MISCONDUCT .....	48
6.13	SANCTIONING FOR MISCONDUCT AGAINST YOUTH BY AN ADULT .....	49
6.14	REPEATED INSTANCES OF MISCONDUCT BY ONE ORGANIZATION OR MEMBERS OF THE ORGANIZATION .....	49
6.15	SANCTIONING TABLES.....	49

# 1. JUDICIAL CODE

## 1.1 DEFINITIONS

Terms not defined herein shall have the meaning ascribed to them in the BC Soccer Bylaws and/or Rules & Regulations, as amended from time to time. For the purpose of clarification within the BC Soccer Judicial Code and Policies, the terms set out below are defined as follows:

- a. Administrative Suspension: A full suspension and complete prohibition against participating in any sanctioned soccer-related activities for the duration of the suspension;
- b. Advisor: An adult person who provides advice to an individual required to attend a hearing in order to ensure that a specific party receives a fair and impartial hearing. The Advisor may be a barrister or solicitor provided they meet the conditions of the BC Soccer Rules and Regulations; the Advisor may not act as a witness at such hearing.
- c. Affiliated Organizations: organizations that are members of a Member.
- d. Appeal Panel: A duly constituted panel consisting of a minimum of three persons who are appointed by the Appeals Chair of BC Soccer to adjudicate appeals in accordance with BC Soccer's Rules and Regulations and Policies;
- e. Assault: Applying force intentionally to another person, directly or indirectly, without their consent; attempting or threatening, by an act or gesture, to apply force to another person if they have the present ability, or cause the other person to believe they have the present ability, to commit an assault; intentionally causing another person to fear imminent contact of a harmful or offensive nature;
- f. Association Official: Any person appointed by, volunteering for, or employed by a Member or Affiliated Organization participating in sanctioned Soccer in BC, excluding Team Officials and persons acting as Match Officials.
- g. Automatic Suspension: The mandatory one match suspension that is served at the next match for match-related ejections 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;
- h. BC Soccer: The British Columbia Soccer Association
- i. Bond: A defined amount determined by BC Soccer, a Member or an Affiliated Organization and implemented and levied in accordance with their Rules and Regulations and for the purpose of guaranteeing proper conduct of their members;
- j. Brawl: A physical confrontation involving three or more players, Team Officials and/or spectators;

- k. Business Days: Monday to Friday, excluding statutory holidays;
- l. Discipline Panel: A duly constituted panel consisting of a minimum of three persons who are appointed by the Judicial Chair of BC Soccer to adjudicate disciplinary matters in accordance with BC Soccer's Rules and Regulations and Policies;
- m. 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;
- n. Ethics Panel: A duly constituted panel consisting of a minimum of three persons who are appointed by the Judicial Chair of BC Soccer to investigate matters of conduct and ethics in accordance with BC Soccer's Rules and Regulations and Policies;
- o. Expulsion: To remove a person or an Affiliated Organization from membership within BC Soccer or a BC Soccer Member; for having been ejected or reported for misconduct at a sanctioned soccer activity;
- p. Failure to Control: Is where a Team Official is unable to maintain control of their team or spectators at an event or match, or where a Member or Affiliated Club is unable to maintain control of members within their jurisdiction on an ongoing basis;
- q. Field Suspension: A Sanction that prohibits the participation in any match, practice or on-field activity related to playing or officiating;
- r. Friendly Match: A match organized by BC Soccer, a Member or Affiliated Organization between two affiliated teams; the score has an affect only on the match or tournament in question;
- s. International Match: A match between two (2) teams belonging to different national associations;
- t. Judicial Body: One of the following panels of BC Soccer: The Ethics Panel, the Discipline Panel; the Protest Panel; the Appeal Panel; and all of them together shall be known as the Judicial Bodies;
- u. Leaving the Park: An individual requested to leave the park or playing area, must leave the immediate area determined at the discretion of the match official. An 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;
- v. Mandatory: The minimum sanctions that are required for certain match-related offences;
- w. Match: Any Friendly Match, International Match or Competition Match;
- x. Match Official: A registered individual who performs as, but not limited to, referee, assistant referee, fourth official, referee assignors, match commissioner, referee inspector/assessor, the

person in charge of safety, and other persons appointed by Canada Soccer to assume responsibility in connection with a match;

- y. Match Suspension: A suspension from a match(es) is a ban from taking part in a future match(es) or attending in the area immediately surrounding the field of play;
- z. 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, teammate or relative;
- aa. Officials: Any person, excluding players and spectators, performing an activity connected with soccer with a Member or Affiliated Organization regardless of title, the type of activity (administrative, sporting, or any other) and the duration of the activity. Officials include, but are 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's Rules and Regulations, and Policies;
- bb. Official Match: A match organized under the auspices of Canada Soccer or one of its member Provincial or Territorial Associations for all of the teams or Clubs in its sphere of jurisdiction; the score has an effect on the rights of participation in other competitions unless the regulations in question stipulate otherwise;
- cc. Physical Contact: Any intentional body to body contact with another individual or official involved in a match;
- dd. Policies: the policies adopted by BC Soccer pursuant to its Bylaws and Rules and Regulations.
- ee. Post-Match: The time between the final whistle from the referee and the team's departure from the confines of the fields and including parking area (not limited to);
- ff. 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;
- gg. Protest Panel: A duly constituted panel consisting of a minimum of three persons who are appointed by the Judicial Chair of BC Soccer to adjudicate protests in accordance with BC Soccer's Rules and Regulations and Policies;
- hh. Representative of Member or Affiliated Organization: In the context of a judicial hearing an Official from the Member or Affiliated Organization who is not a witness and accompanies an individual to a hearing; the Representative may act in a legal capacity;
- ii. Rules and Regulations: Those rules and regulations that are set from time to time by BC Soccer, a Member, or an Affiliated Organization that govern the rules of play for sanctioned soccer;

- jj. Sanction: A penalty imposed by a Judicial Panel that may include suspension, fine and/or bond;
- kk. Sanctioned Soccer: Events and/or activity authorized by and under the jurisdiction of BC Soccer in accordance with its Bylaws, Rules and Regulations, Policies and directives;
- ll. Soccer-Related Activity: Activities that include administering, coaching, managing, playing or officiating in any sanctioned soccer event or activity
- mm. Spectator: Any one person in attendance at a match or soccer function who is not a Player, Team Official, Match Official or Association Official;
- nn. Term Suspension: A suspension for a specific stated period of time, from all soccer-related activities unless otherwise ordered by the Judicial Panel;
- oo. Team Official: The coach, assistant coach, manager or other person registered with BC Soccer who oversees the operation of an affiliated team;
- pp. Team Personnel: Includes but is not limited to, Team Officials and other personnel in a position of influence on the athletes;
- qq. Touchline Suspension: A sanction that prohibits any participation as a player or Team Official or seeming in any way to instruct players or officials;
- rr. 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;
- ss. Youth Official: Any individual 18 years of age or younger that is participating as a Team Official, Match Official, volunteer or an employee;

Terms referring to natural persons are applicable to all genders. Any term in the singular applies to the plural and vice-versa.

## 1.2 PURPOSE

### **The Judicial Code and Policies of BC Soccer:**

- a. Specifies the organization, procedures and functions of the Judicial Bodies of BC Soccer and its Members and Affiliated Organizations.
- b. Describes the judicial processes BC Soccer will follow when the FIFA Laws of the Game; Canada Soccer Bylaws, Rules & Regulations or Policies; BC Soccer Bylaws, Rules & Regulations or Policies; Canadian Anti-Doping Policy; FIFA Anti-Doping Regulations; and any/all Canada Soccer or BC Soccer Competition Regulations are, or may, be breached.

Where there are any conflicts between this document and the Canada Soccer Disciplinary Code, the Canada Soccer Disciplinary Code will take precedence.

### 1.3 JURISDICTION

- a. Any person or organization reported for misconduct and all allegations of misconduct involving any of the following shall be dealt with by a Judicial Body of BC Soccer except as otherwise stipulated herein:
  - i. Any form of excessive physical assault
  - ii. Language and/or profanity directed at a Match Official
  - iii. Attempted abuse of a Match Official
  - iv. Intimidating and/or threatening behaviour
  - v. Misconduct involving racist or sexist comments
  - vi. Complaints or inquiries referred to it by another Provincial Association
  - vii. Misconduct by an Association Official within Members or Affiliated Organizations (even if participating in another capacity)
  - viii. Misconduct at BC Soccer's Provincial or Regional Competitions
  - ix. Any other matter directly related to BC Soccer which the Judicial Chair of BC Soccer, in their sole discretion chooses to handle
- b. All alleged offenses other than those listed above may be dealt with by the Member or Affiliated Organization in whose jurisdiction the alleged offence took place. Members and Affiliated Organizations may only deal with discipline that involves their own members, and that which does not meet/exceed the thresholds listed above.
- c. The Judicial Chair of BC Soccer may, at their discretion, refer a case to the Member or Affiliated Organization in which the alleged offence took place.
- d. Members and Affiliated Organizations shall ensure that their disciplinary procedures, Rules and Regulations and Sanctions are consistent with those of BC Soccer.
- e. A Member or Affiliated Organization may refer a misconduct incident to the organization they are a member of and up to BC Soccer. If the organization receiving the referral determines that the referral is valid, it shall handle the case. If the organization receiving the referral determines that the referral is not valid, the case shall be handled by the organization with jurisdiction for that misconduct type.
- f. 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 Member, Affiliated Organization or Association Official shall be heard by BC Soccer.**
- g. The Judicial Chair of BC Soccer at their discretion may authorize a Discipline Panel to hear any misconduct cases on their behalf. (Example, for hearings in geographically remote locations, the Judicial Chair may appoint a local Judicial Body or panel members to adjudicate on behalf of BC Soccer Judicial).



## 1.4 JUDICIAL ROLES

### a. Judicial Chair of BC Soccer:

- i. The Judicial Chair of BC Soccer:
  1. Shall review the Judicial Policies and procedures of BC Soccer
  2. Shall review all complaints, discipline, protest, or ethics-based submissions
  3. Constitute Ethics, Discipline and Protest Panels, made up of a minimum of three members
  4. May refer any complaint, discipline, protest, or ethics-based submissions to a judicial body
  5. May appoint a Chair for each constituted panel
  6. Shall reserve the right to investigate the conduct of all persons bound by the BC Soccer Conduct and Ethics Policy even when said persons are not performing their duties, if such conduct is likely to seriously damage the integrity, image or reputation of BC Soccer
  7. At their sole discretion may undertake the discipline for any individual, member or Affiliated Organization
  8. May assign discipline to be undertaken at the member or Affiliated Organization level
  9. Shall have the authority to issue, or appoint a designate to issue, automatic sanctions as defined by BC Soccer's Sanctioning Policy and/or those Sanctions that do not exceed a suspension for three matches or up to two months or impose a fine and/or bond exceeding \$1000
  10. Shall have the authority to designate a Judicial Chair for a specific BC Soccer Provincial Cup competition.

### b. Appeal Chair of BC Soccer

- i. The Appeal Chair of BC Soccer shall:
  1. Review all appeal submissions
  2. Determine if an appeal is made on legitimate grounds
  3. Constitute an Appeal Panel, made up of a minimum of three members
  4. Appoint and/or act as the Chair for each Appeal Panel
  5. Investigate matters as necessary, related to any appeal submitted
- ii. The Chair of the Appeal Panel may serve as the sole member of the Panel when the Panel is making the following decisions:
  1. Deciding on an appeal against a decision to extend a Sanction
  2. Resolving disputes arising from objections to members selected to serve on the Appeal Panel
  3. Ruling on appeals against provisional decisions made by the Chair of the Discipline Panel
  4. Pronouncing, altering, or annulling provisional measures

### c. Ethics Panel Members

- i. Members of each constituted Ethics Panel shall:
  1. Review and/or investigate complaints and ethics-based submissions as directed by the Judicial Chair of BC Soccer to determine if there has been a breach of BC Soccer's Bylaws, Rules & Regulations, and policies including the Judicial Code & Policies of BC Soccer

2. Investigate the conduct of a Member or Affiliated Organization official, Association Official, Club official, Team Official, Match Official, Spectator or individual as necessary
3. Inform the Judicial Chair of BC Soccer whether a breach has or has not occurred
4. Present the case to the Discipline Panel if a personal hearing is conducted

**d. Discipline Panel Members**

- i. Members of each constituted Discipline Panel:
  1. May issue sanctions for match-related offenses, including automatic sanctions
  2. May issue sanctions for breaches of BC Soccer's Conduct and Ethics Policy
  3. May issue sanctions for breaches to BC Soccer's Bylaws, Rules & Regulations, and or Policies
  4. May conduct inquiry hearings for alleged offenders
  5. Shall conduct discipline hearings for alleged offenders when determined necessary

**e. Protest Panel Members**

- i. Members of each constituted Protest Panel:
  1. Shall review protests submitted to determine if the protest has merit
  2. Shall inform the Judicial Chair of BC Soccer whether a breach has or has not occurred.
  3. May issue any relevant sanctions to any party involved in the protest

**f. Appeal Panel Members**

- i. Members of each constituted Appeal Panel:
  1. Shall review and investigate appeals that have been granted by the Appeals Chair of BC Soccer
  2. May reaffirm, revoke, or amend a decision against which an appeal has been lodged without being bound by the petition of the parties concerned.
  3. May order a matter to be re-heard by a minimum panel of three (3) different, independent panel members.

- g. BC Soccer shall appoint a staff member to serve as the secretary to the Judicial Chair, Appeal Chair and Judicial Bodies of BC Soccer to coordinate submissions, investigations and/or hearings.

## 1.5 GENERAL PRINCIPLES

**a. Independence**

- i. The Judicial Chair and Appeal Chair of BC Soccer are independent from BC Soccer which means that they do not serve on the board, committee(s), advisory groups, and are not a staff member of BC Soccer, its Members or Affiliated Organizations in a staff or volunteer capacity.
- ii. The Judicial Chair of BC Soccer may not act as the Appeal Chair of BC Soccer or participate as an Appeal Panel member.
- iii. The Appeal Chair of BC Soccer may not act as the Judicial Chair of BC Soccer or participate as an Ethics, Discipline, or Protest Panel member.

- iv. The Judicial Bodies make their decisions entirely independently. They shall not receive instructions from any other Judicial Body, and a member of one Judicial Body may not stay in the meeting room during another Judicial Body's deliberations unless they have been explicitly summoned to attend.
- v. An individual may not serve as Chair of more than one Judicial Panel for each case.
- vi. An individual who serves on a Judicial Body may not at the same time be a Director or serve on any other committee of BC Soccer.
- vii. An individual may not serve on a Judicial Body if that individual or an immediate family member is associated with the accused.

**b. Natural Justice and Duty to Act Fairly**

- i. The Judicial Code and Policies of BC Soccer follow the principles of natural justice which aim to provide individuals and organizations with a fair hearing.
- ii. All individuals and organizations have the right to and/or must provide the right to:
  1. **A process free of bias:** the members of the Judicial Body are unbiased, in that they are impartial and unprejudiced, **and are reasonably perceived to be unbiased;**
  2. **Prior notice:** advance access to relevant information that identifies the allegations and contains sufficient information for respondents to respond to the allegations and participate meaningfully in the decision-making process.
  3. **Fair hearing:** the respondent is afforded a timely and reasonable opportunity to participate in the hearing, and may either represent themselves, or be represented by a person of their choosing and the members of the Judicial Body genuinely consider the respondent's submissions in making their decision.

**c. Confidentiality**

- i. Members of the Judicial Bodies shall ensure that everything disclosed to them during the course of their work, including but not limited to the facts of the case, the contents of their deliberations, and the decisions taken, remains confidential.

**d. Conflict of Interest**

- i. Members of the Judicial Bodies must decline to participate in any meeting concerning a matter in which they are in a real or perceived conflict of interest. Such instances include, but are not limited to the following:
  1. If the member in question has a direct interest in the outcome of the matter;
  2. If the member is associated with any of the parties; or
  3. If the member has already dealt with the case under different circumstances.
- ii. Members of the Judicial Bodies who decline to participate in a meeting on any of the above grounds shall notify the Chair immediately.

- iii. The parties subject to any proceeding before a Judicial Body may also raise an objection to a member of a Judicial Body hearing the case whom they believe to be biased or in a conflict of interest. The Judicial Chair and/or Appeal Chair of BC Soccer as appropriate shall decide on any claim of bias or conflict of interest
- iv. Proceedings that have involved a panel member whom the Chair has ordered not to participate will be considered null and void.

**e. Closed Proceedings**

- i. Proceedings of any Judicial Body will be closed to individuals who are not parties, Advisors or Representatives unless all parties involved in the proceedings-agree to admit the individual(s).

**f. Legal Representation**

- i. Members, Affiliated Organizations, teams, Officials, referees, Players and/or individuals may have legal representation.
- ii. If a communication to BC Soccer is received from a legal representative for a party requiring a legal response, any and all associated fees will be incurred by BC Soccer, a Member, Affiliated Organization, team, Team Official, Match Official, player or individual who initiated the legal representative.
- iii. If a communication to a BC Soccer member or Affiliated Organization league is received from legal representative requiring a legal response, any and all fees will be incurred by the organization, association, league, club, team, Team Official, Match Official, player or individual who initiated the legal representative.
- iv. If members, Affiliated Organizations, association, league, club, team, Team Official, Match Official, player and/or individual wish to have a legal representative attend a BC Soccer member or Affiliated Organization hearing, they must advise that BC Soccer member, affiliated club/organization or sanctioned league of this in writing a minimum of ten (10) Business Days prior to the hearing.
- v. If a member, Affiliated Organization, association, league, club, team, Team Official, Match Official, player and/or individual wish to have a legal representative attend a BC Soccer member, Affiliated Organization hearing, the association, league, club, team, Team Official, Match Official, player and/or individual are required to attend said hearing.

## 1.6 LANGUAGE

- a. The official language available to be used in proceedings is English. BC Soccer may, if necessary, use the services of an interpreter. All decisions rendered will be published in English.
  - i. If an individual attending a hearing requires an interpreter, BC Soccer shall provide one; however, any and all fees associated with doing so will be incurred by the individual requiring the interpreter.

## 1.7 MEMBER AND AFFILIATED ORGANIZATION COMPLIANCE

- a. Where sanctions outlined in BC Soccer's Judicial Code and Policies are noted as a minimum (except with fines over \$2500), member or Affiliated Organizations shall not incorporate sanctions within their own disciplinary rules and/or regulations that fall below the stated minimum.
- b. Information Reporting Requirements**
  - i. Members shall provide annually, a judicial report in a format provided by BC Soccer.
  - ii. By way of the appointed secretary, associations and other sport organizations shall notify the Judicial Chair of BC Soccer of any serious violations of BC Soccer's Judicial Code and Policies.
  - iii. Any disciplinary action to be taken at a Friendly Match between two (2) representative teams from different Associations is the responsibility of the organization to which the sanctioned player belongs.
  - iv. Members and Affiliated Organizations shall include, with all decisions, a notice that indicates the following information:
    1. Association rules regarding appeals;
    2. Association address where the appeal is to be lodged;
    3. Method of payment and amount of fee;
    4. Statement of fact document; and
    5. Decisions which may be appealed to BC Soccer.

## 1.8 LIMITATION PERIOD FOR PROSECUTION

- a. Prosecutions for infringements committed during a match must be commenced within two (2) years of the Match. As a general rule, prosecutions for other infringements must be commenced within ten (10) years of the infringement.
- b. Prosecutions for anti-doping violations must be commenced within ten (10) years of the offence.
- c. Prosecutions for corruption are not subject to a limitation period from BC Soccer.
- d. The limitation period commences on the day on which the perpetrator committed the infringement, if the infringement is recurrent, from the day on which the most recent infringement was committed, and if the infringement lasted a certain period, from the day on which it ended.
- e. The limitation period is interrupted if the Judicial Chair of BC Soccer commences proceedings before it has expired.

## 1.9 LIMITATION PERIOD FOR THE ENFORCEMENT OF SANCTIONS

- a. The limitation period for the enforcement of Sanctions is up to lifetime or as stated in BC Soccer's Sanctioning Tables.
- b. The limitation period begins on the day on which the decision comes into force.

## 1.10 COMPLAINTS PROCEDURE

- a. Complaints must be submitted in writing to the Judicial Chair of BC Soccer care of the BC Soccer office.
- b. Within five (5) business the Judicial Chair of BC Soccer will review each complaint received. Upon review, the Judicial Chair may:
  - i. Investigate or assign an independent investigator to examine a complaint
  - ii. Determine the complaint does not have merit
  - iii. Determine the complaint has merit and constitute the appropriate Judicial Panel
  - iv. Constitute an Ethics Panel to determine if a complaint has merit
- c. If the Judicial Chair of BC Soccer or a constituted Ethics Panel deems that the case has no merit, they shall close the case. Such decisions are not subject to appeal; however, the complainant may resubmit the complaint with new information or evidence. All facts in an initial report shall be documented and sent to the complainant and will be kept on file at BC Soccer Judicial.
- d. If the complaint has merit the Judicial Chair of BC Soccer shall constitute the appropriate Judicial Panel. Both the complainant and the respondent shall be provided the complaint and all supporting materials to the constituted panel.
- e. Parties to a complaint are obliged to assist in establishing the facts. As a result, they must comply with requests for information received from a Judicial Body or from the Secretary. Failure to comply with such requests for information within the stipulated timeline may result in a fine as per BC Soccer's Sanctioning Guide.
- f. Types of evidence that may be presented include but are not limited to:
  - i. Reports from referees, assistant referees, Match commissioners;
  - ii. Reports from other officials or affiliated organizations;
  - iii. Declarations or statements from the parties and/or from witnesses;
  - iv. Material evidence;
  - v. Social media, news reports, pictures
  - vi. Past history
  - vii. Expert opinions; and
  - viii. Audio and/or videorecordings.
- g. Complaints regarding the Judicial Chair of BC Soccer or the Appeals Chair of BC Soccer are to be submitted to the Executive Director of BC Soccer.

## 1.11 ADMINISTRATION

- a. **Costs**
  - i. At the discretion of the Judicial Body, associated costs may be required to be paid by the unsuccessful party.
  - ii. If there is no unsuccessful party, costs shall be borne by the Association hearing the case.
  - iii. If considered fair to do so, costs may be split among several parties.

- iv. The Chair of the Judicial Body may, in exceptional circumstances, decide to curtail or dispense with costs and expenses.
- v. No procedural compensation shall be awarded in proceedings of a Judicial Body.
- vi. Any cost incurred by applications for leave to appeal that are deemed baseless by the Appeal Chair of BC Soccer shall be paid by the appellant.

**b. Timelines**

- i. Time limits referred to herein begin the day following the receipt of relevant documents.
- ii. If the last day of the time limit coincides with a public holiday the time limit will expire on the next day.
- iii. Documents must be sent to the relevant Judicial Body care of the BC Soccer office no later than midnight on the last day of the time limit.
- iv. If the document is sent electronically, the document must be sent to the Judicial Body before midnight on the last day of the time limit.
- v. In the case of appeals, the deposit demanded is considered to have been paid in time if the payment is received by BC Soccer by midnight on the last day of the time limit.
- vi. Time limits are suspended from December 24 to January 2 inclusive and during the period beginning two (2) days before the Annual General Meeting of BC Soccer and ending two (2) days after that meeting.
- vii. Time limits established in the Judicial Code and Policies of BC Soccer may only be extended by the Judicial Chair or Appeal Chair of BC Soccer respectively.
- viii. All changes to this document shall be forwarded by the Executive Director (or designate) to the Membership within 15 days of receiving Board approval.

## 2. CONDUCT & ETHICS POLICY

### 2.1 APPLICATION

The Conduct & Ethics Policy applies across BC to any person that participates in sanctioned soccer. Membership in sanctioned soccer is voluntary and those that do so agree to abide by the Conduct & Ethics Policy or be subject to the disciplinary process of the association which means being subject to sanctions by BC Soccer, and/or its members and/or Affiliated Organizations.

### 2.2 THE PRINCIPLES OF GOVERNING BEHAVIOUR

The purpose of Conduct & Ethics 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. **Good sense and common decency must prevail as is intended by ethics and standards of behaviour.**

### 2.3 INTEGRITY IN SPORT

- a. All participants in soccer have an obligation to ensure that there is integrity in the sport and as such must refrain from:
  - i. Non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, BC 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 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 BC Soccer or any other sport organization;
  - ii. 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;
  - iii. Consuming alcohol and/or illicit drugs, while participating in soccer programs, activities, and competitions;
  - iv. Consuming alcohol in excess and using illicit drugs, cannabis, or tobacco in situations where Youth are present;
  - v. Accepting, encouraging, or participating in forms of bribery and corruption;
  - vi. 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;
  - vii. Offering or accepting cash, other than reasonable per diems, expense reimbursement or



- salaries, bribes;
  - viii. Forging or falsifying a document, nor use such;
  - ix. Betting in connection with soccer and tolerating 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.
- b. Participants will:
- i. Ensure information obtained while carrying out one's duties is treated as confidential if that information is received or can be understood as confidential;
  - ii. Respect the confidentiality of the information after the relationship with BC Soccer ceases;
  - iii. Ensure transparency in all actions and decisions;
  - iv. Remain politically neutral with respect to sporting matters;
  - v. Remain responsible for following BC Soccer's Code(s) of Conduct.

## 2.4 CODE OF CONDUCT

### 1. General

Those participating in sanctioned soccer have a duty and responsibility to conduct themselves appropriately respecting the F.I.F.A. Laws of the Game, Canada Soccer Rules & Regulations, BC Soccer Rules & Regulations and as well as the rules of the members and/or Affiliated Organizations in which they participate and of BC Soccer. These laws and rules are published and readily available.

- a. All participants in soccer have a responsibility to:
- i. 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.
  - ii. Work in a spirit of partnership to collaborate with all the stakeholders in soccer to align efforts to achieve shared objectives as may be communicated from time to time in the strategic plans of BC Soccer and its governing bodies.
  - iii. Resolve conflicts in a professional and civil manner on issues that may be in dispute.
  - iv. Maintain and enhance the dignity and self-esteem of all individuals involved in soccer by:
    1. 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;
    2. Complying with the By-laws, Rules and Regulations, and Policies and decisions of soccer and sport governing bodies;
    3. Directing comments or criticism appropriately and avoiding public criticism of participants in soccer and sport;

4. Demonstrating the spirit of fair play, sport leadership, and ethical conduct;
  5. Treating individuals fairly and reasonably;
  6. Ensuring adherence to the Laws of the Game;
- v. Demonstrate respect for the principle of fair play, which includes:
    1. Respect for both the letter and spirit of the rules;
    2. Respect for referees and their decisions;
    3. Respect for opponents, including modesty in victory and composure in defeat;
    4. Facilitation of access to sport;
    5. Maintenance of self-control at all times;
  - vi. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
  - vii. Promote the sport in the most constructive and positive manner possible;
  - viii. Respect the property of others and not willfully cause damage; and
  - ix. Adhere to all federal, provincial, municipal and host country laws.
- b. Every organization is responsible to the Association for the actions of its members and/or their related participants.
- i. Participation of Association Officials in any unaffiliated soccer activity without permission from BC Soccer, is not permitted.
  - ii. Members of BC Soccer and/or their member organizations, may not participate in unaffiliated soccer activity, including but not limited to leagues, cup competitions, and/or tournaments.
  - iii. Association Officials, Members of BC Soccer and their member organizations, may not partner with or promote the interest of unaffiliated soccer.
  - iv. Referees, officiating in unaffiliated soccer activity, including but not limited to leagues, cup competitions or tournaments, without permission from BC Soccer, may be removed from the Registered Referee list of BC Soccer.

## **2. Association Officials**

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, Member and Affiliated Organization Directors, Committee Members, Staff and any other Association officials must:

- a. Comply and be familiar with the various laws and governance documents that apply to their responsibilities;
- b. Act with honesty and integrity and conduct themselves in a manner which maintains the confidence of BC Soccer, its members and other stakeholders;
- c. Ensure that their organization's financial affairs are conducted with due regard for all fiduciary and operational responsibilities;
- d. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of their organization in the first instance and BC Soccer;
- e. Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
- f. Behave with decorum appropriate to both circumstance and position, and be fair, equitable, considerate, and honest in all dealings with others;
- g. Keep informed about local, provincial, and national sport community happenings, and general trends in sport;
- h. 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;
- i. Respect the confidentiality appropriate to the business at hand;
- j. Ensure that Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;
- k. Respect the decisions of the majority and resign if unable to do so; unless the decision of the majority is unlawful;
- l. Commit the time to attend meetings and be diligent in preparation for, participation in, and follow-up from such meetings.

### **3. Team Officials**

The Team Official-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Team Officials must recognize the power inherent in the position of Team Officials 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 Officials 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 Officials must also:

- a. 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;
- b. 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;
- c. 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;
- d. Provide athletes (and the parents/guardians of a Youth) with the information necessary to be involved in decisions that affect them;
- e. Act in the best interest of the athlete's development as a whole person;
- f. Respect other Team Officials;
- g. 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 to the Risk Management Officer of their organization;
- h. 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 Youths, alcohol, cannabis, and/or tobacco;
- i. Respect all other athletes;
- j. 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 unless mutual consent is documented and provided the organization with jurisdiction;
- k. Dress professionally, neatly, and inoffensively;
- l. Use inoffensive language, and;
- m. Be responsible for the actions of their Spectators.

#### **4. Players**

- a. Players are the most visible representatives of the sport and must do their part to uphold the integrity of soccer. Players must:
  - i. 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 fulfil requirements under the Athlete Assistance Program;

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

## **5. Match Officials**

Match 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. Match Officials must:

- a. 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;
- b. Adhere to all standards and directives established by Canada Soccer, International Football Association Board, FIFA, Canada Soccer, BC Soccer and its member/Affiliated Organizations;
- c. Be neat in appearance and maintain a high level of physical and mental fitness;
- d. Study and enforce the current Laws of the Game and any event-specific Rules and Regulations;
- e. 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;
- f. Adhere to Canada Soccer's Anti-Doping Policy;
- g. Honour any appointments accepted, unless unable to do so by virtue of illness or personal emergency;
- h. Not publicly criticize other referees, players, Team Officials, members, Affiliated Organizations, individuals, Canada Soccer or BC Soccer;
- i. Not make any statement to the media (newspaper, television, radio, etc.) related to a match in which the match official has officiated, or to the performance of the players or other officials;
- j. Not accept any appointment to officiate in any competitive match in which an immediate member of their 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;
- k. Not accept any appointment to officiate in unsanctioned soccer activity;
- l. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;

m. When writing reports, set out the true facts and not attempt to justify any decisions.

## **6. 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 participate in ways that ensure a healthy and safe environment. Spectators and parents must:

- a. Encourage players to abide by the rules and to resolve conflicts without resorting to hostility or violence;
- b. Never ridicule a player;
- c. Only provide positive comments that motivate and encourage participants' continued effort;
- d. Respect the decisions and judgments of officials and encourage athletes to do the same;
- e. Respect and show appreciation to all competitors, and to the coaches, officials, and other volunteers who give their time to the sport;
- f. Refrain from entering the training or competition area and from interfering with any activities;
- g. Refrain from any negative or critical comments towards a Match Official.

## **2.5 FREE OF HARASSMENT & DISCRIMINATION**

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

- a. Refrain from any behaviour that constitutes harassment, where harassment is defined 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. Types of behaviour that constitute harassment include, but are not limited to:
  - i. Written or verbal abuse, threats, or outbursts;
  - ii. The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances;
  - iii. Unwelcome remarks, jokes, comments, innuendo, or taunts;
  - iv. Leering or other suggestive or obscene gestures;
  - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect conditions of participation;
  - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
  - vii. Any form of hazing;
  - viii. Retaliation or threats of retaliation against an individual who reports harassment;
  - ix. Bullying;
  - x. Offensive or intimidating phone calls or emails;

- xi. Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
  - xii. Psychological abuse;
  - xiii. Discrimination;
  - xiv. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating;
  - xv. 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.
- b. 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:
- i. Verbal threats to attack;
  - ii. Sending or leaving threatening notes or emails;
  - iii. Making threatening physical gestures;
  - iv. Wielding a weapon;
  - v. Hitting, pinching or unwanted touching which is not accidental or deemed to be generally accepted as a part of sport participation;
  - vi. Throwing an object in the direction of someone;
  - vii. 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.
- c. 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:
- i. Sexist jokes;
  - ii. Sexual violence;
  - iii. Display of sexually offensive material;
  - iv. Sexually degrading words used to describe a person;
  - v. Inquiries or comments about a person's sex life, gender or gender expression;
  - vi. Unwelcome sexual flirtations, advances, requests, invitations or propositions;
  - vii. Inappropriate sexual touching, advances, suggestions or requests;
  - viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
  - ix. Physical or sexual assault.

## 2.6 COMMUNICATION & SOCIAL MEDIA

If communication channels are not used in an appropriate and respectful way, they may give rise to complaints from individuals or organizations alleging violations of relevant BC Soccer Rules, Regulations and Policies, including complaints that individuals are not acting in the best interest of the game of soccer or are demonstrating unethical or unsporting conduct and/or behaviour.

- a. Types of Communications and social media use that are not appropriate include:

- i. Comments that bring the game into disrepute or are unsporting
- ii. Comments on ongoing disciplinary or sensitive / private issues / confidential issues or the posting of grievances
- iii. Harassment of individuals
- iv. Abuse of individuals by means of statements that are deemed defamation, such as the posting of damaging or libelous comments about a player, official, member, Affiliated Organization or any other participant in soccer
- v. Abuse of individuals by the divulgence of personal data; for example, giving away details of personally identifying information, salary, political or religious beliefs or disciplinary records.
- vi. Abuse of individuals by or distributing inappropriate photographs, offensive or threatening comments, or sensitive personal information
- vii. Abuse of individuals by spreading of unsubstantiated rumors or the spreading of slander
- viii. Improper use of social media to force inclusion or exclusion; i.e. a coach requesting to friend a player
- ix. Other such comments that a person using best judgment would not broadcast widely in person in an open public and inclusive forum
- x. Commenting on, contributing to, reposting, or sharing of comments related to any of i. to ix. the above



## 3. DISCIPLINE POLICY

### 3.1 DISCIPLINE PANEL CHAIR POWERS AND LIMITATIONS

- a. The Chair of a Discipline Panel may serve as the sole member of the Discipline Panel when:
  - i. The recommended sanctions for the infringement do not exceed a suspension for three matches or up to two months
  - ii. The fine imposed does not exceed \$1,000
  - iii. An objection is raised to the inclusion of a member of the Discipline Panel
  - iv. Request for postponing a hearing
- b. Governing jurisdictions may establish a fee schedule; however, any such fee shall be included in the enabling authority's fee schedule.

### 3.2 HEARINGS

- a. Hearings are a part of the investigative process and individuals attending a hearing are not necessarily deemed to have committed misconduct. At a hearing, the discipline panel will determine what/if any sanctions are to be applied.
  - i. With approval from the Judicial Chair of BC Soccer or Appeals Chair of BC Soccer respectively, a Judicial Panel or the accused may request a complainant or author of a misconduct report to attend a hearing. The requested party may decline to attend.
- b. If the Judicial Chair determines that a personal hearing is required, the hearing shall be set on a date within twenty-five (25) business days of receiving the report. Notice shall be given to all parties as soon as possible and in every case within at least ten (10) business days prior to the scheduled hearing. By mutual consent and in writing, the parties may modify these timelines.
- c. The parties may call witnesses to the incident to submit written information or to appear at the hearing. The party calling the witness is responsible for expenses when the witness is required to appear at the hearing.
- d. The following actions are required by the Panel Chair; however, the sequence may be adjusted:
  - i. The Panel Chair shall read the complaint and clearly state the charge.
  - ii. The author of the complaint or report (if present) shall be given an opportunity to comment on or to add any qualifications to the complaint.
  - iii. The accused shall be allowed to ask relevant questions to the complainant (if present) and to make submissions and/or statements on their own behalf.
  - iv. Panel members may question the complainant and the accused, and any witnesses invited to participate by either the complainant or the accused.
  - v. The complainant and the accused will be invited to make summary statements before withdrawing.
  - vi. The panel shall consider the evidence presented and decide the case such that the timeline is met.
- e. Any accused person or organization required to attend a hearing may request one postponement for a scheduled or published hearing.

- i. A request to postpone will be granted if the request is received no later than five (5) business days prior to the hearing date. Requests to postpone within five (5) Business Days will be considered but may not be granted.
  - ii. An individual who requests to reschedule their hearing more than once may be suspended until such time that they attend a hearing at the discretion of the Judicial Chair of BC Soccer.
- f. An accused party making submission to postpone a hearing is required to serve any required automatic match suspension and shall remain suspended until the Discipline Panel hears the case. If a Discipline Panel is not able to reschedule the hearing within the required fifteen (15) business days, the accused shall be eligible to participate in soccer activities provided the required automatic suspension has been served.
- g. If there is a fee to request a postponement and the request is denied, the fee shall be refunded.
- h. Should the hearing be postponed by the Discipline Panel and the accused was prepared to appear, the hearing shall be rescheduled, and the following terms shall be met:
  - i. The accused party shall not be assessed a fee
  - ii. The accused party shall be eligible to participate in soccer activities once the required automatic match suspension has been served, with the exception, of any individual accused of Assault of a Match Official.
- i. An Association Official/Representative may accompany an accused person; however, if the individual is less than 19 years of age, they must be accompanied by an adult Advisor who is an Association Official/Representative or their parent/guardian. The adult Advisor representing the individual should be given the opportunity to speak on behalf of the individual.
- j. 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.
- k. The Judicial Panel has the ability to deny any individual entrance to the hearing as an Observer if they determine that the individual does 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 (2) business days prior to a hearing and identify the Observer and the relationship.
- l. 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.
- m. Persons and organizations charged with an offence must have the opportunity to respond to the charges either:
  - i. In person
  - ii. Telecommunication / Video-conference
  - iii. In writing (permission may be granted if the individual is unable to appear for valid reason as determined by the panel and has made a written request for such consideration).
- n. The accused shall be given a written record of the panel's decision or advised that further consideration is required, and a report/decision letter will be provided to them at a later date within the guidelines outlined.

- o. All parties affected by a discipline decision have the right to receive a written copy of the decision and that includes the specific Rights of Appeal information, including:
  - i. The name and address of the organization to which the decision may be appealed
  - ii. The amount of the appeal fee
  - iii. The timeline for appealing a decision
  - iv. The criteria for the specific grounds for appeal
- p. If a sanctioned individual or organization appeals a decision, the individual or organization is required to abide by the decision while the appeal process is pending unless a temporary stay of decision is granted which prevents the decision from taking effect until the appeal is decided.
- q. For match-related infractions (where the expected outcome is 5 Matches or less), notice should be given within three (3) business days of the completion of the hearing.
- r. 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. A notable exception to this rule is where there is legal or police involvement.
- s. Extensions to the above timelines can be granted only by the Judicial Chair of BC Soccer.
- t. With leave from the Judicial Chair of BC Soccer, a Discipline Panel has the right to call a new hearing and re-hear any case if new evidence is brought forward at a later date.
- u. Failure of the accused, without due cause, to attend or remain at a discipline hearing shall be dealt with as follows:
  - i. An accused individual who refuses to attend, waives their right to participate, fails to attend, fails to respond to a hearing notification within 10 business days, or who walks out of a disciplined hearing, thus preventing a Discipline Panel 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. If a Discipline Panel determines that it has obtained sufficient evidence to make a sound and supportable decision it may instead render its decision.
  - ii. The Judicial Chair of BC Soccer may at its discretion charge a re-hearing fee of up to \$1000 + GST.
  - iii. The Judicial Chair of BC Soccer may at its discretion fine an individual up to \$500 should the individual fail to attend a discipline hearing.
    - a. If that individual is a Youth, the Judicial Chair may fine the organization for which the Youth is registered.
- v. 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. An organization's Discipline Panel must approve a request for a mail-in/email review.
  - i. Persons and organizations charged with an offence must have the opportunity to respond to

the charges and shall be:

1. Sent a copy of the details of the charges
  2. Allowed sufficient time to respond to the charges in writing
  3. Allowed the opportunity to answer to the charges as described in the report
  4. Advised the date their reply is expected
- ii. All pertinent information will be recorded in the record, in particular, any serious discrepancy that may exist between the Match Officials' report and the individual's responses. If a serious discrepancy exists, it may be necessary to convene a formal in person hearing.
  - iii. A panel comprised of three members, must review all pertinent information including the accused written response.
  - iv. The individual must be advised in writing the decision of the panel. The decision may be communicated verbally to expedite matters; however, a written confirmation should be sent out within 48 hours.
  - v. The appeal procedures should be outlined in the written notification of the Discipline Panel's decision.
  - vi. 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.
  - vii. A notice of indefinite suspension shall be mailed/emailed or faxed to the accused.
  - viii. Mail-in/Email procedures shall not be permitted for anyone accused of Deliberate Physical Contact or Violent Misconduct towards Match Officials. The Judicial Chair of BC Soccer shall appoint a panel to oversee hearing proceedings.
  - ix. A Discipline Panel has the right to set aside Mail-in/Email procedures and require an in-person hearing for any such cause they believe warrants it.
- w. 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 Panel and must approve a request for a Teleconferenced hearing.
    - i. Teleconferencing shall not be permitted for anyone accused of Deliberate Physical Contact or Violent Misconduct towards Match Officials. The Judicial Chair of BC Soccer shall appoint a panel to oversee hearing proceedings.
    - ii. The Discipline Panel has the right to set aside teleconferenced hearings and require an in-person hearing for any such cause they believe warrants it.
  - x. Decisions rendered by a Discipline Panel are to be written and must include:
    - i. The names of the Discipline Panel members
    - ii. The names of the parties
    - iii. The grounds for the decision and the facts upon which it was based, the decision itself

- iv. The channels for appeal
- v. The signature by the Chair of the Panel and Judicial Chair of BC Soccer

### 3.3 MATCH REPORTS AND SPECIAL INCIDENT REPORTS

- a. 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.
- b. The report provided by the Match Official to the Association having jurisdiction shall be regarded as their affidavit to a Discipline Panel.
- c. Discipline and/or special incident reports referred to BC Soccer shall be reviewed by the Judicial Chair of BC Soccer.
- d. A person alleged to have breached the FIFA Laws of the Game, BC Soccer Bylaws, Rules & Regulations or Policies has three options:
  - i. Admit guilt and accept sanctions (no hearing)
  - ii. Accept guilt and request a hearing
  - iii. Dispute guilt and request a hearing

### 3.4 MATCH ABANDONMENT

- a. A governing jurisdiction shall be empowered to determine:
  - i. The circumstances and/or parameters for determining an abandoned match
  - ii. The circumstances for which an abandoned match is/may considered a forfeit by a team
  - iii. If/when an abandoned match is to be rescheduled, awarded to the opponent or indefinitely postponed.

### 3.5 MISCONDUCT AGAINST YOUTH BY ADULTS

- a. Member and Affiliated Organization Discipline Panels may either hold their own hearings or request that reports of misconduct against youth by adults for the following be referred directly to the Judicial Chair of BC Soccer:
  - i. Dissent towards Youth Official
  - ii. Offensive, insulting or abusive language and / or gestures to a Youth, Youth Official or in the proximity to Youth
  - iii. Use of profanity to a Youth, Youth Official or in proximity to Youth
- b. In forwarding the request to the Judicial Chair of 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.
- c. BC Soccer will handle directly all misconduct against Youth by adults that includes but is not limited to:
  - i. Consuming alcohol or drugs or smoking in proximity to Youth
  - ii. Being under the influence of alcohol or drugs while in the proximity of Youth

- iii. Threatening remarks to a Youth
  - iv. Improper or unwanted Physical Contact with a Youth
  - v. Coercion, suggesting, facilitating, or demanding Youth to undertake unethical activity or breaks rules
  - vi. Harassment or bullying of Youth
  - vii. Sexual innuendo, request for sexual favours or any sexual contact with Youth or in the proximity of Youth
  - viii. Lewd or improper behaviour towards youth or in the proximity of Youth
  - ix. Endangerment of Youth
  - x. Failure to provide a safe environment for Youth
  - xi. Failure to protect Youth
- d. Where such misconduct may be considered a crime, it will be referred to the police. Members and Affiliated Organizations are accountable for the behaviours of their players, Officials and spectators and may be sanctioned for misconduct on the part of those persons.

### 3.6 INELIGIBLE AND ILLEGAL PLAYERS

- a. Ineligible or illegal players are those who are:
- i. Not properly registered with BC Soccer
  - ii. Playing on a team for which they are not on the roster
  - iii. Playing under a false name or address
  - iv. Not the correct age
  - v. Registered with more than one team; unless exempted by BC Soccer
  - vi. Playing under suspension
- b. An ineligible or illegal player is subject to discipline as is the team and registering member or Affiliated Organization.
- c. Knowingly registering or playing an illegal player or failing to suitably check the eligibility of an illegal player is subject to discipline.
- d. If a team is found guilty of playing an illegal player the registering organization may forfeit all of the matches in which the illegal player, and / or team played.

### 3.7 PROVINCIAL COMPETITIONS DISCIPLINE

- a. Discipline for Provincial Competitions will be handled by a BC Soccer Provincial Cup Discipline Panel appointed the Judicial Chair of BC Soccer.
- b. 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 Judicial Chair of BC Soccer to the offender's Member Organization for further review or a recommendation that the balance of a suspension be served in the jurisdiction of the offender.
- c. In the instance of b., the offender shall be notified that a suspension must be served. Should the Judicial Chair of BC Soccer recommend the Member Organization further review an offence, a discipline hearing shall be convened with the offender.

- d. 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.

## 4. PROTEST POLICY

### 4.1 General

- a. A protest will only be considered on the grounds of misapplication of F.I.F.A. Laws of the Game, on the eligibility of players, or on breaches of Competition Rules & Regulations.
- b. Any protest relating to the grounds, goal posts, bars, or other appurtenances shall not be entertained by the association having jurisdiction, unless notice of particulars has been given to the referee before the commencement of the match. The referee shall require the responsible teams to remove the cause of the objection, if this is possible, without delaying the commencement of the match. When an objection has been lodged with the referee, a protest must be made in writing to the district, league or BC Soccer and no objection or protest can be withdrawn except by leave of the association having jurisdiction at a regular meeting.
- c. No protest will be considered if, in the opinion of the referee, the objection lodged did not seriously affect the outcome of the match.
- d. In dealing with a protest, a Protest Panel may take into consideration the possession by the protesting team of any prior knowledge, which, if properly used, might have obviated the protest.
- e. Any team playing an ineligible player shall forfeit the match to its opponents, provided the protest is upheld.
- f. A copy of the protest shall be forwarded by the association having jurisdiction to the opposing team within two (2) business days after the receipt of the protest. Upon receipt of the protest the opposing team shall have a maximum of 48 hours to supply a response to the Judicial Chair of BC Soccer care of the BC Soccer office, failing which the Judicial Chair of BC Soccer may render their decision based solely on the information provided by the protesting team.
- g. The protest shall be signed by the team coach or manager, club or member association official.
- h. The protest fee must be received by the association having jurisdiction within 48 hours of the protest being filed.
- i. The fee (payable to the association having jurisdiction) shall be determined and circulated by the Association.
- j. In the event that a protest is upheld by the association having jurisdiction, the protest fee shall be refunded. In the event that the protest is denied, the protest fee shall be retained.



- k. The Judicial Chair of BC Soccer, or the association having jurisdiction as applicable, is required to provide to all parties affected by a decision, a written ruling which shall include the rationale for the decision and the associations appeal procedures, within five (5) business days of notification of the opposing team.

## 4.2 League Play, District Cup, League Cup, Inter-District League Cup or Regional Playdowns

- a. An affiliated team may lodge a protest with a district, league or inter-district league arising out of any league or district cup match scheduled by a district, league or inter-district league. Such protest must be in writing, stating the grounds upon which the protest is lodged.
- b. A protest of any district, league, inter-district league cup or regional playdown match must be submitted to the appropriate governing body within forty-eight (48) hours of the date of which the match relates. The protesting team official shall be responsible for proof of meeting this timeline.
- c. The protest decision is to be provided to all parties affected in writing, which shall include the rationale for the decision, prior to the commencement of the next phase of competition.

## 4.3 BC Soccer Provincial Cup

- a. An affiliated team may lodge a protest with the Judicial Chair of BC Soccer or designate, arising out of any provincial cup competition.
  - i. For Adult Provincial Cup Playdowns and Final matches, such protest must be submitted in writing, stating the grounds upon which the protest is lodged within twenty-four (24) hours of the match being played.
  - ii. For Youth Provincial Cup Final matches, such protest must be submitted to the Judicial Chair of BC Soccer or designate within 1 hour of the match being played.
- b. The protest fee shall accompany the protest in the form of cash or cheque unless the Judicial Chair of BC Soccer or designate has extended the timeline for which the protest fee is submitted.
- c. The Judicial Chair of BC Soccer or designate, is required to provide to all parties affected by a decision, a written ruling which shall include the rationale for the decision prior to the commencement of the next days' matches.
- d. The decision of a Protest Panel from any BC Soccer Provincial Cup Final match shall be final and binding.

# 5. APPEALS POLICY

## 5.1 General

- a. Named parties of the decision from the following may apply to the Appeals Chair of BC Soccer for leave to appeal:
  - i. A Youth District or Adult League
  - ii. An Inter-District Youth League
  - iii. A BC Soccer Committee
  - iv. The Judicial Chair and/or Discipline or Protest Panel
  
- b. Appeals from the decision of a League under the jurisdiction of a District shall be made to such District.
  
- c. A decision cannot be appealed on its merits alone. An appeal may be heard only if there are sufficient grounds for the appeal. Sufficient grounds include the respondent:
  - i. Making a decision for which it did not have authority or jurisdiction as set out in governing documents;
  - ii. Failing to follow procedures as laid out in the approved policies of the association;
  - iii. Making a decision which was influenced by bias;  
Exercising its discretion for an improper purpose; or
  - iv. Making a decision which was unreasonable.
  
- d. An appeal against a decision rendered may not be appealed if the sanction pronounced is:
  - i. A warning
  - ii. A reprimand
  - iii. A suspension of three (3) or fewer matches or up to two (2) months
  - iv. A fine of up to \$1000 imposed on a member or affiliated organization
  - v. Decisions passed in compliance with the Judicial Code & Policies of BC Soccer
  - vi. Decisions passed in compliance with the Competition Rules & Regulations of BC Soccer or an affiliated organization where such decisions are final and binding.
  - vii. Decisions passed by a Protest Panel of BC Soccer during BC Soccer Provincial Cup Finals.
  
- e. To submit an appeal, the appellant must apply in writing to the Appeals Chair of BC Soccer, care of the BC Soccer office, within ten (10) business days after the receipt of the decision being appealed.
  
- f. The written application to appeal must contain:
  - i. Decision being appealed;
  - ii. Reason for Appeal;
  - iii. Notice to Other Party or Parties;
  - iv. Statement of facts;
  - v. Rule or regulation that has been contravened;
  - vi. Remedy sought;

- vii. The appeal fee as determined annually by BC Soccer's board of directors.
- g. Sanctions imposed, other than financial orders, remain in force until the Appeals procedure is completed.

## 5.2 Appeals Procedure

- a. Any party intending to appeal shall inform the Appeals Chair of BC Soccer of its intention to do so in writing within ten (10) business days of notification of the decision being appealed. This application to appeal notification shall include the grounds for appeal as per Section "f" above and must be accompanied by the appeal fee.
- b. Within fifteen (15) business days of receipt of the appeal, the Appeals Chair of BC Soccer must decide whether the appeal has been made on legitimate grounds.
  - i. If the Appeals Chair of BC Soccer determines that the appeal is made on legitimate grounds, it shall inform both the appellant and the respondent within ten (10) business days and shall provide a copy of the appeal to the respondent. The respondent shall be granted ten (10) business days to submit a rebuttal to the appellant's submission.
  - ii. If the Appeal Chair of BC Soccer determines that the appeal is not made on legitimate grounds it shall so inform the appellant who shall be granted no further avenues of appeal.
- c. An Appeals Panel may, at its sole discretion and without holding a hearing, decide an appeal if, on the basis of the written documentation submitted to it, it is evident that the BC Soccer By-laws and/or BC Soccer Rules and Regulations and/or the Judicial Code & Policies of BC Soccer have or have not been breached.
- d. In dealing with an appeal, and Appeals Panel may take into consideration the possession by the appeal party of any knowledge, which if properly used, might have obviated the appeal.
- e. If upon review of the written submissions from the parties the Appeals Panel determines that a personal hearing is required, the hearing process will be followed as per Section 3.2 above.
- f. Decisions rendered by the Appeals Panel are to be written and must include the names of the Appeals Panel members, the names of the parties, the grounds for the decision, the facts upon which it was based and the decision itself. Decisions are to be signed by the Appeals Chair of BC Soccer.
- g. Written decisions are to be forwarded to the parties concerned within fifteen (15) business days of the respondent's rebuttal deadline date and, in cases where a personal hearing is held, within fifteen (15) business days' after the date of the hearing.
- h. Decisions may be communicated by facsimile, by electronic mail or by registered letter.

- i. The right is reserved for an appeal to be made to Canada Soccer Appeals Committee.

## 6. SANCTIONING POLICY

### 6.1 SANCTIONING AUTHORITY

- a. Where the Chair of a BC Soccer Discipline, Appeal or Protest Panel has made a determination pursuant the Judicial Code and Policies of BC Soccer, the Chair of that BC Soccer Discipline, Appeal or Protest Panel with respect to the individual or member, shall do one or more of the following:
  - i. Reprimand the person or organization;
  - ii. Suspend the person or organization for any or all specific soccer activity either permanently, indefinitely, or for a stated period of time;
  - iii. Suspend the person or organization for a specific number of scheduled matches in a designated competition;
  - iv. In the case of an adult member, Affiliated Organization, player, Team Official, team, impose a fine and/or bond;
  - v. In the case of a spectator who is associated with the team, and who is reported for misconduct and is proved at a discipline hearing to have committed said misconduct, the club or league may be subject to a levy of a performance bond to guarantee good behaviour;
  - vi. Require the person or organization to provide a written notice of admonishment;
  - vii. Require the person or organization to prepare and deliver a letter of apology;
  - viii. Require the person or organization to pay all expenses of the Discipline Panel;
  - ix. Expel the person or organization from BC Soccer.
- b. A Judicial Panel shall have the right to indefinitely suspend any person or organization until a decision is made if they determine that there is just cause to do so.
- c. Judicial Chairs of Members and Affiliated Organizations may request BC Soccer to extend a sanction given under their jurisdiction to a provincial level. Each request will be reviewed by the Judicial Chair of BC Soccer and may or may not be granted.
- d. An Appeal Panel of BC Soccer may modify the sanction of a Discipline or Protest Panel of BC Soccer, or a discipline, protest or Advisor of a member or Affiliated Organization.

### 6.2 DECISION MAKING AND SANCTIONING

- a. Decisions are to be made based on the information available prior to the hearing and information that may be presented at the hearing.
- b. A Discipline, Appeal or Protest Panel has the right to withhold the decision at the end of the hearing, however the individual or organization should be advised of the reason (Example: an extremely serious offence and the panel wishes to deliberate further, more investigation required, etc.).

- i. In the event a decision is withheld, the panel upon rendering a decision shall contact the person or organization and inform them of the decision. The accused shall be notified in writing of the result of the hearing in accordance with the Judicial Code and Policies of BC Soccer.
- c. A player or Team Official accused shall be permitted to participate in their next league or cup Match until a decision is made, provided the automatic match suspension has been served, except anyone accused of Assault of a Match Official, Threatening a Match Official, or Harassment of a Match Official, or any other such cause that the Judicial Panel determines is serious enough to warrant an indefinite suspension.
- d. Where suspensions are match-based, the panel should not increase or reduce the number of matches suspended to mimic a term suspension.
- e. Where match suspensions are appropriate, as for a player or a Team Official then the sanction should be either a Touchline Suspension (no interference in the Match and spectating from a distance) or a Field Suspension (which restricts all participation with the team while the Suspension is in force).
- f. A Term Suspension is appropriate for Association officials and would include touchline, ground and Administrative Suspension (a ban from all soccer related activities while the Suspension is in force).
- g. Term Suspensions should be assessed for cases where the seriousness of the misconduct is considered high and where the offence is exceptional; and for all association officials including but not limited to:
  - i. Assault against a Match Official
  - ii. Combinations of violent conduct, serious foul play, threats, indecent behaviour, abusive language
  - iii. Where there is negative reference or discrimination to any one or more of the following: ethnic origin, colour, race, nationality, gender or sexual orientation
  - iv. Failure to report misconduct
  - v. Misconduct by a Match or Association Official
- h. Other than for a one-match automatic suspension, sanctions initiate the day the decision is made available to the respondent either at a hearing or when the results of a hearing are provided to the accused.
- i. In the case of an administrative sanction, the Judicial Panel may start the sanctions up to seven days after the results of the hearing are provided to the accused and only where the Judicial Panel can show that such delay is for the good of the match and that the likelihood of additional misconduct in the period of delay is minimal.

## 6.3 CONSECUTIVE, ADDITIVE AND PROGRESSIVE SANCTIONING

- a. Sanctions are meant to be consecutive, additive and progressive.
- b. Probationary, suspended or concurrent sentences are not permitted.
- c. Each offence is separate and distinct attracting its own potential sanction
- d. Where there are multiple incidents of misconduct within one situation, sanctioning is to be consecutive in the first instance. If there is a history of offences, then sanctioning is to be both progressive.
- e. Where there is misconduct against Match Officials, sanctioning is additive.
- f. Where there is misconduct against a youth by an adult, sanctioning is additive.
- g. 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. Sanctioning is based on actions carried out and supportable by written evidence or via investigation.
- h. The concept of additive sanctioning is enforced where there are multiple incidents of misconduct, in a single match situation, or over a period of time.
- i. Circumstances must be considered as well as the opportunity for education or other sanctions.
- j. 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.

## 6.4 IMPARTIALITY AND CONSIDERATION OF MITIGATING AND AGGRAVATING FACTORS

- a. Sanctioning is carried out impartially. Judicial Panels must 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 Judicial Panel ultimately issues Sanctions for.
- b. Mitigating and aggravating factors may lessen or increase the type, length and breadth of sanction. First offences are provided a sanction in accordance to the guidelines for a first offence.
- c. Where the sanctioning guidelines stipulate a minimum sanction for a given misconduct a Judicial Panel should not go below this threshold without providing for alternate sanction such as educational requirements or strong mitigating factors. Match Officials are encouraged to report on mitigating and aggravating factors.

- d. Aggravating and mitigating factors are not to be considered when deciding the accountability of the offence, only the application of the Sanction.
- e. Mitigating factors may include:
  - i. Previous good record
  - ii. Acting under direct provocation
  - iii. Low severity
  - iv. Non-initiation or no intent
  - v. Personal and medical issues
  - vi. Educational result or event has enlightened participant
  - vii. Level of apology and actions of recovery
  - viii. Accepting blame, showing remorse and independently seeking to remedy
- f. Aggravating factors may include:
  - i. Premeditation
  - ii. Targeting individuals
  - iii. Bullying
  - iv. Prolongation, persistence and repetition in words, action and violence
  - v. Harm or injury rendered and intent to injure
  - vi. High severity
  - vii. Previous poor record
  - viii. Phases of the incident in a match or administrative actions
  - ix. Position of participant
  - x. Lack of Remorse
- g. 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.
- h. 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.
- i. If the Judicial Panel 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 Judicial Panel up to any term including lifetime suspension.
- j. Fourth Offences may be sanctioned in a manner to be determined by the Judicial Panel up to any term including lifetime suspension.

## 6.5 SUSPENSIONS

### 1. General

- a. A Suspension may be either touchline, field or full / administrative.



- b. A governing authority may expel a player or Team Official from membership in any team or league within their jurisdiction with cause.
- c. Any player or Team Official expelled by a district association or league-in-membership shall be reported to the Judicial Chair of BC Soccer care of the BC Soccer office.

## **2. Immediate Suspensions**

- a. In ensuring the integrity of the game an immediate suspension must be imposed on receipt of a report for the following misconduct:
  - i. Any offence against a Youth by an adult
  - ii. Assault of a Match Official by a player, Team Official, Official or another Match Official
  - iii. Where there is valid concern that there will be continued harm to the good of the game
  - iv. Where there is valid concern for public safety or harm to individuals
  - v. Where a criminal investigation is taking place and/or where charge has been laid
- b. In cases where a person has been charged in criminal court with offences of moral turpitude or charges that the Judicial Chair of BC Soccer 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.
- c. 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.
- d. Suspended and sanctioned individuals may apply to the Judicial Chair of BC Soccer or the Appeal Chair of BC Soccer accordingly 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 Judicial Chair of BC Soccer, a Judicial Body may assemble to hear the request for dispensation. Any dispensation granted may be reviewed and recalled at any time. Specific conditions, limits, oversight and supervision may be put in place on participation.

## **2. Accumulated Cautions**

- a. A player or team official may receive an official caution (without expulsion) by the referee per IFAB's Laws of the Game.
- b. If an individual receives two (2) official cautions in one match and consequently is expelled the cautions shall NOT become part of the caution accumulation. The two cautions automatically constitute an expulsion. If, however, after receiving a caution, the individual is subsequently expelled for any offence, punishable by expulsion, the first caution shall become part of the record.
- c. An individual who accumulates official cautions (yellow cards) within a period of one playing season shall be automatically suspended without hearing and without appeal from their following league or

cup match, whichever comes first, per the Sanctioning Table – 2. Accumulated Cautions. An adult player must serve this suspension in the following match within the competition in which the cautions were earned.

- d. A District or League has the responsibility of informing the club and team of the accumulation of cautions and the subsequent Suspensions

### **3. Expulsion by a Referee**

Expulsion by a referee may incur additional Sanctions in ADDITION to the one-match automatic (mandatory minimum) Suspension.

### **4. Serving Suspensions**

- a. Players and/or Team Officials reported for misconduct in a League, cup competition, tournament, Friendly or Training Match, having served their one match suspension may be allowed to continue to participate in All Soccer-Related Activities until their case is dealt with unless the individual or organization is reported for Assault on a Match Official or if the infraction is extreme in nature.

Any person under Term Suspension shall not participate in any sanctioned soccer activity while under suspension which includes, but is not limited to:

- i. Playing
  - ii. Participating as a Team Official
  - iii. Participating as a Match Official
  - iv. Participating as an association official
  - v. Coaching, assisting or communicating with players or teams in any way: verbally, by hand signal, electronically or by any other means
  - vi. Or participate in any member or Affiliated Organization activities
  - vii. Shall not be in match strip while standing with team members during any match
  - viii. Shall not participate in any Friendly Match or tournament without the written permission of the Discipline Panel that rendered the decision.
- b. Suspensions shall be served for a continuous period, or for consecutive Matches, except where there is a break in the competition, in which case the suspension may be:
    - i. Continued accordingly
    - ii. Continued during ‘the active season’
  - c. Judicial Panels may determine if individuals suspended for a specific number of matches at the end of the primary season will be permitted to serve end of season Suspensions in an affiliated secondary season under their jurisdiction.
  - d. The suspension(s) may carry over into any sanctioned activity, including tournament and Friendly Matches, but shall not constitute the serving of the suspension(s).
  - e. When any person within jurisdiction of the Association has been suspended for misconduct for a specific number of matches and the suspension is not completed within the current season, the suspension shall carry over into the following Youth or adult season.

- f. Where primary season and secondary season play overlap, any suspensions incurred during this period must be served:
  - i. If the suspension was incurred during secondary season play, the individual must serve their suspension during their next league or cup match(es), whichever comes first, regardless of playing season.
  - ii. If the suspension was incurred during primary season play, the individual must serve this suspension during their next primary season league or cup match(es), 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.
- g. Any person expelled shall not be eligible for membership in any other affiliated team or league without special permission of the Association, pursuant to Judicial Code and Policies of BC Soccer.
- h. 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 matches sat out.
- i. A game must be played to its conclusion in accordance with the defined playing time. Only those matches played count towards execution of the suspension. If a match is abandoned, cancelled or forfeited a suspension is only considered served if the suspended individual's team is not responsible for the abandonment, cancellation or forfeit.

#### **4. Suspensions While Playing on Permit**

- a. A player who is suspended is not eligible to play on permit.
- b. Any Sanction applied while playing in a match under permit shall apply to future matches of the team for which the player is registered.
- c. Disciplinary decisions shall be the responsibility of the Discipline Panel for the association or league governing the competition where the permitted player was charged with an offence.
  - i. Disciplinary decisions shall be forwarded to the member and/or Affiliated Organization where the player is registered and to the Team Official of the team to which the player is registered.

#### **5. Participating in Sanctioned Soccer Activities While Under Suspension**

- a. Persons or organizations may not participate in any BC Soccer sanctioned soccer activity as per the type of suspension.
- b. 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 Judicial Panel or Secretary the name and contact information for any individual acting on their behalf.
- c. The suspended Team Official, in turn:
  - i. May not be involved with the team or other officials before the match, during the match, at half time, or after the match (including the handshake).
  - ii. May not complete or sign a team list.
  - iii. 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.

- d. Persons serving a full / administrative ban may not attend matches or the field of play or participate in any aspect of sanctioned Soccer, on or off the field.
- e. 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.
- f. Players must be told not to approach suspended Team Officials.
- g. If the suspended player or Team Official is also a Match Official, they are not entitled to referee while under Suspension.
- h. Association Officials serving a suspension are prohibited from All Soccer-Related Activities and must not undertake or seem to be undertaking any aspect of their roles as an Official.

#### **6. Graduating Players (Youth to Adult)**

- a. 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 matches or a specific period of time, shall be reported to BC Soccer. Districts are required to forward to BC Soccer, the following information:
  - i. Suspended individual's name, birth date and identification number
  - ii. Name of team and District
  - iii. Type of Misconduct
  - iv. Penalties assessed and remaining matches to be served
  - v. Discipline record
- b. 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 Member of Affiliated Organization without the permission of the Association. A list of graduating players not eligible for membership will be circulated to Members and Affiliated Organizations at the completion of the current season.

#### **7. Tournament Eligibility**

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

#### **8. Suspensions Longer Than One (1) Year**

Any suspension/sanctions issued by a Judicial Panel that is over 1 year must be ratified by the Judicial Chair of BC Soccer or the Appeals Chair of BC Soccer.

## 9. Suspension Review

- a. A request for a suspension review shall be made to the Judicial Chair of the Member or Affiliated Organization which rendered the suspension.
- b. 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.
- c. Notwithstanding b., where a suspension exceeds five years, a review may be requested after three years of such suspension has been served.
- d. A letter of recommendation from a member organization must accompany any such request.
- e. If reinstatement is denied following the Suspension Review, the suspended party has the right to make Leave for Appeal.
- f. The suspended party shall be informed of the Association's Appeals Policy.
- g. A request for a Suspension Review for a suspension originating from an Assault of a Match Official shall be made to the Judicial Chair of BC Soccer.

## 6.6 PERFORMANCE BONDS AND FINES

- a. Youth status shall apply to all players, under 6 through under 18, registered with BC Soccer, on a Youth application for membership. Youth Players permitted to play for an Adult team on permit, retain their Youth registration status; therefore, they are not subject to fining penalties. A Youth Player registering as an Adult amateur player does not retain Youth status and shall be subject to the judicial Policies of the Member or Affiliated Organization.
- b. BC Soccer permits the establishment of a Performance Bond Policy by Members and Affiliated Organizations, from which fines may be deducted or performance guaranteed.
- c. Each Member or Affiliated Organization shall define the amounts for its own schedule of fines, Bonds and penalties to be implemented for judicial cases under its jurisdiction and shall include such schedule in its published rules prior to the start of the season.
- d. The nature of the offences and penalties that may be assessed shall be documented in a policy or The Rules and Regulations of the Member or Affiliated Organization.
- e. A Member or Affiliated Organization may, at their discretion, levy a bond for a specific period of time and purpose and, may also set further set terms of punishment for non-compliance.
- f. A fine or bond may be levied with or without assessing a suspension.
- g. The Member or Affiliated 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.

- h. Members and Affiliated Organizations shall ensure the information is available to their members prior to the season commencing.

## 6.7 EDUCATIONAL SANCTIONS

Particularly for Youth Players, educational sanctions may be considered and encouraged where a learning outcome may be likely. Examples would include:

- i. Anger management courses
- ii. Referee courses
- iii. Introduction to coaching
- iv. Diversity / sensitivity training

The requirements to attend would be set out by the Judicial Panel. Letter of apology or statements of personal learning and resolution to changed behaviour may be considered as well. Notwithstanding required minimum sanctions, educational sanctions may be in lieu of or reduce match and term suspensions or be a condition of reinstatement.

## 6.8 COMPETITION SPECIFIC SANCTIONS FOR PROVINCIAL CUP AND/OR REGIONAL PLAYDOWNS AND TOURNAMENTS

- a. 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.
- b. 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.
- c. Competitions shall have a pre-appointed Discipline Panel to handle discipline hearings on the day the offence occurs or prior to the next match in the competition.
- d. If any match suspension is assessed, the individual shall serve such suspensions during the course of the tournament; and beyond if required.
- e. If the offence occurs during the player's final match of the round-robin tournament, the Discipline Panel shall:
  - i. If time permits, hold a discipline hearing and adjudicate the case.
  - ii. 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 unless it is of the type of offence that is normally referred to the Judicial Chair of BC Soccer.
- f. Competition organizers may refuse entry to a future event, to any team or individual for breach of tournament rules, including serious conduct or discipline problems. The refusal to enter an individual or team should be reported to the teams or individual's club, district or league.

- g. Sanctions imposed during Adult Provincial Cup play for players and coaches is intended to be served in Adult Provincial Cup play; save for Sanctions imposed for serious misconduct. For serious misconduct during Adult Provincial Cup Play, such as behaviour that is considered abusive, assaulting, progressive, egregious, takes place off-field, or takes place post-match, the Discipline Panel may exercise any and all sanctioning options at its disposal. In these cases, the sanctions may include Adult Provincial Cup, league play, or sanctions to All Soccer-Related Activities. Association Officials are excluded from the Adult Provincial Cup restriction and are subject to the usual Sanctions guideline and Policies of the Association.
- h. In all instances of physical abuse of a Match Official or threatening verbal remarks concerning the safety of a Match Official the matter will be referred to the Judicial Chair of BC Soccer for their handling and any Suspension resulting will affect both League and Cup play.
- i. For all match-only related suspensions confined to Adult Provincial Cup play, a minimum of two (2) matches will be considered “served” at the conclusion of the Adult Provincial Cup finals each subsequent year, regardless of whether or not that individual’s team has qualified to compete in provincials or not.

## 6.9 SANCTIONING OF PLAYERS AND/OR TEAM OFFICIALS

### 1. General Provisions

- a. An individual who is sent from the field of play for misconduct or who engages in conduct for which the penalty under IFAB Laws of the Game would be expulsion from the field or match shall be suspended without hearing and without appeal, from the following League or Cup match; whichever comes first. The individual having served the one match suspension shall be eligible to resume playing. The one match 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.
- b. If the incident that brings the player before a Discipline Panel is of a particularly egregious nature, involves an intentional or deliberate infliction of injury requiring ambulance transport or police involvement then the hearing will be conducted by a Discipline Panel of BC Soccer.

### 2. Friendly Matches

- a. The rules governing discipline issues and penalties states that any person or organization reported for misconduct in a Friendly Match is required to serve an automatic one match suspension. The penalty for being expelled from a match remains the same regardless of the situation. Standard sanctioning policy must be followed for any misconduct that brings the match into disrepute.
- b. Friendly Matches do NOT count as Matches served for current Suspensions.

## 6.10 SANCTIONING OF MATCH OFFICIALS

### 1. General Provisions

- a. In accordance with the Judicial Code and Policies of BC Soccer, the Judicial Chair of BC Soccer has the

power to enquire into the conduct of any person or organization acting in the capacity of an “official”, both on and off the field, who has violated rules and/or policy established from time to time.

- b. The Association shall notify the CSA of any discipline hearing decisions involving registered national or FIFA Match Officials.
- c. Any serious acts by a Match Official considered extreme in nature may warrant suspensions in excess of the guidelines.
- d. Discipline involving a Match Official for any offence will be conducted by Discipline Panel of BC Soccer.

## 6.11 SANCTIONING OF ASSOCIATION OFFICIALS

### 1. General Provisions

- a. In each case of alleged misconduct by an association official, the association official may be suspended from all soccer activities pending a hearing.
- b. Any serious acts by an official considered extreme in nature may warrant suspensions in excess of the guidelines for first, second or subsequent offences. Extreme or repeated misconduct may attract suspensions of 6 months, 12 months, 24 months, 60 months or lifetime.
- c. Discipline involving an Association Official (even if participating in another capacity) will be conducted by Discipline Panel of BC Soccer.
- d. Fines and Bonds levied to Association Officials are payable by the Member or Affiliated Organization that they are affiliated with, at the highest level to which they are affiliated first by position and second by District, League then Club.
- e. Where the misconduct has caused material damage to others, the fine may include amounts in addition to cover the damages.

## 6.12 SANCTIONING OF SPECTATOR AND/OR TEAM MISCONDUCT

### 1. General Provisions

- a. Any abuse towards a Match Official by a Spectator and/or team is a breach of the Judicial Code and Policies of BC Soccer and is subject to disciplinary action and will be reviewed by the Judicial Chair of BC Soccer.
- b. Organizations may be required to investigate such incidents and convene a discipline hearing. If the allegations are proven, the spectator and/or team shall be penalized in accordance with the governing authority’s Rules and Regulations which may include a fine and/or performance bond



consistent with those of the Association. A report must be filed with the Judicial Chair of BCSoccer.

- c. Fines and bonds levied to spectators and/or teams are payable by the Member or Affiliated Organization that they are affiliated with, at the highest level of Member or Affiliated Organization to which they are affiliated.
- d. Where the misconduct has caused material damage to others, the fine may include amounts in addition to cover the damages.

### 6.13 SANCTIONING FOR MISCONDUCT AGAINST YOUTH BY AN ADULT

Judicial Bodies of Members or Affiliated Organizations must report any incident of misconduct against Youth by adults to the Judicial Chair of BC Soccer.

### 6.14 REPEATED INSTANCES OF MISCONDUCT BY ONE ORGANIZATION OR MEMBERS OF THE ORGANIZATION

If a Member or Affiliated Organization or one or more of their Officials, Players or Spectators are found to be repeatedly breaching the Bylaws, Rules and Regulations, Policies and/or Code of Conduct of BC Soccer, at the discretion of the Judicial Chair of BC Soccer, the member or Affiliated Organization may be requested to attend a discipline hearing and may be subject to sanctions including but not limited to suspensions, fines and/or bonds.

## 6.15 SANCTIONING TABLES

The Sanctioning Tables are intended to provide a uniform platform for sanctioning to be carried out throughout the province and convey the relationship that exists between judicial matters at the various national, provincial, BC Soccer Member and Affiliated Organization levels.

In the Sanctioning Tables, the number of matches or weeks/months/lifetime (a Term Suspension) listed under the columns titled, “First Offence”, “Second Offence”, “Third Offence”, and “Egregious” refer to the number of matches or the duration of a suspension.

### a. Minimum and Maximum Sanctions

- i. **For the avoidance of doubt sanctions must be at least one of either a fine (where indicated), a bond (where indicated), or a suspension**
- ii. Where there is a range provided for a sanction, a sanction below the minimum may not be imposed.
- iii. Sanctions also may be:
  - i. A fine and a bond
  - ii. A Suspension and a bond
  - iii. A Suspension and a fine
  - iv. A Suspension, fine and bond
- ii. Sanctions may also be educational per the discretion of the Judicial Panel (examples include but are not limited to anger management classes, referee clinic attendance, etc.)
- iii. Where there is a maximum sanction provided, a sanction above the maximum may not be imposed.
- iv. When an offence is Against a Match Official, against a Youth by an Adult, and/or Racist or Sexist Comments, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.
- v. Where there is discrepancy on the type of suspension Administrative shall take precedent, followed by Field, then Touchline.
- vi. Where there is discrepancy in the term of the suspension (Matches vs. weeks or months), the Judicial Panel shall convert the Matches at a rate of 1 Match = 1 week.

### EXAMPLE:

An Association Official, who is an adult, is found guilty of Language and/or Profanity – Directed. It is the Association Official’s first offence. The Judicial Panel did not deem the offence egregious. The Language and/or Profanity was directed at a Match Official who was a youth. Per table 24,

- The minimum possible sanction can be only financial, or only a touchline suspension.
  - A **minimum possible financial-only sanction** would be:

- \$250 bond for the original offence (of Language and/or Profanity – Directed)
- \$1 bond for the original offence being Against a Match Official
- \$1 bond for the original offence being Against a Youth by an Adult
- **Total** minimum possible sanction is: \$252 bond
- **A minimum possible suspension-only sanction** would be:
  - 2 months touchline suspension for the original offence (of Language and/or Profanity – Directed)
  - 4 weeks Administrative suspension for the original offence being Against a Match Official
  - 8 weeks Administrative suspension for the original offence being Against a Youth by an Adult
  - **Total** minimum possible sanction is: 5 months Administrative suspension
- **The maximum possible sanction is:**
  - \$250 Fine, \$1000 Bond and 6 months Administrative suspension for the original offence (of Language and/or Profanity – Directed)
  - \$1000 Fine, \$1000 Bond and 4 weeks Administrative suspension for the original offence being Against a Match Official
  - \$2000 Fine, \$2000 Bond and 8 weeks Administrative suspension for the original offence being Against a Youth by an Adult
  - **Total** maximum possible sanction is: \$3250 Fine, \$4000 bond and 9 months Administrative suspension

**24. Language and/or Profanity – Directed**

– *Insulting language or gestures directed at another individual that is loud enough to be heard and/or seen by another Player, Team official, Association Official, Match Official and/or Spectator, etc.*

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
<i>Player</i>	<i>Touchline / Field</i>	<i>Fine \$250 and/or Bond up to \$1000</i>	<i>2 to 4 matches</i>	<i>4 to 8 matches</i>	<i>Up to Balance of season or 6 months</i>	<i>6 to 12 months</i>
<i>Team Official</i>	<i>Touchline / Field / Administrative</i>	<i>Fine \$250 and/or Bond up to \$1000</i>	<i>4 matches</i>	<i>6 to 12 matches</i>	<i>Up to Balance of season or 6 months</i>	<i>6 to 12 months</i>
<i>Association Official</i>	<i>Touchline / Field / Administrative</i>	<i>Fine \$250 and/or Bond up to \$1000</i>	<i>2 to 6 months</i>	<i>4 to 8 months</i>	<i>Up to Balance of season or 6 months</i>	<i>12 to 24 months</i>

<i>Match Official</i>	<i>Touchline / Field / Administrative</i>	<i>Fine \$250 and/or Bond up to \$1000</i>	<i>1 to 6 months</i>	<i>3 to 8 months</i>	<i>Up to Balance of season or 12 months</i>	<i>12 to 24 months</i>
<i>Team</i>	<i>Touchline / Field / Administrative</i>	<i>Fine \$250 and/or Bond up to \$1000</i>	<i>1 to 2 months</i>	<i>Up to 12 months</i>	<i>12 to 60 months</i>	<i>Up to lifetime</i>
<i>Spectator</i>	<i>Touchline / Field</i>	<i>Fine \$250 and/or Bond up to \$1000</i>	<i>2 to 4 weeks</i>	<i>4 to 8 weeks</i>	<i>Up to Balance of season or 6 months</i>	<i>6 to 12 months</i>
<b>ADDITIVE</b>						
<i>Against a Match Official</i>	<i>Administrative (applies to entire suspension, regardless of role)</i>	<i>Up to additional Fine and/or Bond \$1000</i>	<i>4 weeks</i>	<i>4 to 8 weeks</i>	<i>Additional 6 months</i>	<i>Additional 12 months</i>
<i>Against a Youth by an Adult</i>	<i>Administrative (applies to entire suspension, regardless of role)</i>	<i>Up to additional Fine and/or Bond \$2000</i>	<i>8 weeks</i>	<i>8 to 16 weeks</i>	<i>Additional 12</i>	<i>Up to lifetime</i>
<i>Racist or Sexist Comments</i>	<i>Administrative (applies to entire suspension, regardless of role)</i>	<i>Up to additional Fine and/or Bond \$10,000</i>	<i>3 to 6 months</i>	<i>4 to 8 months</i>	<i>Additional 12 months</i>	<i>Up to lifetime</i>

## 1. Violation of Rules and Laws

– Violated F.I.F.A. Laws of the Game and/or the Association's rules

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Player, Team Official, Association Official, Match Official, Team and/or Spectator	As per the guidelines for the rules or the Laws of the Game in subsequent sections	As per the guidelines for the rules or the Laws of the Game in subsequent sections	As per the guidelines for the rules or the Laws of the Game	As per the guidelines for the rules or the Laws of the Game	As per the guidelines for the rules or the Laws of the Game	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

## 2. Accumulated Cautions

- For players, team officials and/or association officials in one season
- \*\* Two cautions in one Match and consequently expelled the cautions shall NOT become part of the caution accumulation. The two cautions automatically constitute an Expulsion. If, however, after receiving a caution, the player is subsequently expelled for any offence, punishable by Expulsion, the first caution shall become part of the record.

### Additional Fines

- Notwithstanding the above, adult leagues in membership may, in addition, fine registered players pursuant to the league's policies (including players registered with the adult league that are of Youth age).
- Players registered under youth jurisdiction participating in adult leagues may not be additionally fined.

ROLE	Touchline / Field / Administrative	2 cautions **	3 cautions	4 cautions	5 cautions	6+ cautions
Player	Touchline	1 match, as per expulsion by Referee	1 match	1 match	1 match may be required to attend discipline hearing	2 to 8 matches may be required to attend discipline hearing
Team Official	Touchline / Field / Administrative	1 match, as per expulsion by Referee	1 match	1 match	2 matches may be required to attend discipline hearing	3 to 8 matches may be required to attend discipline hearing
Association Official	Touchline / Field / Administrative	1 match, as per expulsion by Referee	1 match	1 match	2 matches may be required to attend discipline hearing	3 to 8 matches may be required to attend discipline hearing

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

### 3. Mass Cautions / Expulsions

- Where a referee Sanctions at least five members of the same team during a Match (caution/expulsion)
- Players, Team Officials and Association Officials involved in the incident should be sanctioned individually, as per the infraction

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Team	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	N/A	N/A	N/A	N/A
Spectator	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	N/A	N/A	N/A	N/A

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

#### 4. Repeated instances of Misconduct by One Organizations or Members of

- Per the discretion of the Judicial Chair of BC Soccer

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10, 000	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of the Judicial Chair of BC Soccer	Up to lifetime Suspension
Team Official	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10, 000	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of the Judicial Chair of BC Soccer	Up to lifetime Suspension
Association Official	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10, 000	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of the Judicial Chair of BC Soccer	Up to lifetime Suspension
Match Official	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10, 000	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of the Judicial Chair of BC Soccer	Up to lifetime Suspension
Team	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10, 000	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of the Judicial Chair of BC Soccer	Up to lifetime Suspension
Spectator	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10, 000	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of the Judicial Chair of BC Soccer	Per the discretion of the Judicial Chair of BC Soccer	Up to lifetime Suspension



## 5. Cancellation

- Cancellation of an assigned match

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Match Official	Touchline / Field	May be fined costs incurred for field rental up to \$150	Reprimand	1 month	12 to 60 months	N/A

## 6. Failure to Report

- Failure to submit official Match and/or Discipline Report within 48 hours after a Match, or earlier per the timelines of the league/governing body

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Team Official	As per League Rules	As per League Rules	As per League Rules	As per League Rule	As per League Rules	As per League Rules
Match Official	Touchline / Field	None	Reprimand	1 month	12 to 60 months	N/A

## 7. Failure to Show

- Failure to report to the field: 30 minutes prior for open field competition; 2 hours for professional, national or international competition

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Match Official	Touchline / Field	None	Reprimand	2 weeks	6 months	N/A

## 8. Match Official Conflict of Interest

- Officiating Matches in which a conflict of interest exists
- Playing in a Match while registered as a referee in the same division/league (where there is a demonstrable conflict)

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Match Official	Touchline / Field / Administrative	None	Reprimand	1 month	12 to 60 months	N/A

## 9. Conduct Unbecoming and/or Disrepute

- Behaved in a manner considered by the Board or Judicial Chair of BC Soccer to be unbecoming or not in the best interest of the game.
- Committed any act or made any statement either verbally or in writing, or been responsible for misconduct, continuing misconduct or any other matter which, in the opinion of the Board or Judicial Chair of BC Soccer, is considered to be unsporting, insulting or improper behaviour or likely to bring the game into disrepute.

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	Fine and/or Bond up to \$500	1 to 5 weeks	1 to 4 months	2 to 12 months	6 to 12 months
Team Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	2 to 5 weeks	2 to 4 months	3 to 12 months	6 to 12 months
Association Official	Administrative	Fine and/or Bond up to \$500	2 to 5 weeks	2 to 4 months	3 to 12 months	6 to 12 months
Match Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	2 to 5 weeks	2 to 4 months	3 to 12 months	6 to 12 months
Team	Touchline / Field / Administrative	Fine and/or Bond up to \$1000	Reprimand to 5 weeks	1 to 4 months	2 to 12 months	6 to 12 months and additional sanctions per the discretion of the Judicial Chair of BC Soccer
Spectator	Touchline / Field / Administrative	Fine and/or Bond up to \$500	1 to 5 weeks	1 to 4 months	2 to 12 months	6 to 12 months
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$500	1 to 5 weeks	1 to 4 months	2 to 12 months	6 to 12 months
Against a Youth by an Adult	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$1000	2 to 10 weeks	2 to 8 months	4 to 24 months	12 to 24 months

## 10. Language and/or Profanity – Non-Directed

- Unsporting or disrespectful comments and/or profane language loud enough to be heard by a Match Official and/or Spectator, but not directed at any one person

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field	None	2 matches	3 to 6 matches	Up to Balance of season or 6 months	6 to 12 months
Team Official	Touchline / Field / Administrative	None	2 to 4 matches	4 to 8 matches	Up to Balance of season or 6 months	12 to 24 months
Association Official	Touchline / Field / Administrative	None	1 to 2 months	2 to 8 months	Up to Balance of season or 6 months	12 to 24 months
Match Official	Touchline / Field	None	1 to 2 months	2 to 8 months	Up to Balance of season or 6 months	12 to 24 months
Team	Touchline / Field / Administrative	None	4 matches	8 to 12 matches	3 to 12 months	Up to lifetime
Spectator	Touchline / Field	None	2 weeks	3 to 6 weeks	Up to Balance of season or 6 months	6 to 12 months
<b>ADDITIVE</b>						
If the offence above includes Racist or Sexist Comments, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Racist or Sexist Comments	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$10,000	2 to 4 months	3 to 6 months	6 to 12 months	Up to lifetime

## 11. Language and/or Profanity – Directed

- Insulting language or gestures directed at another individual that is loud enough to be heard and/or seen by another Player, Team official, Association Official, Match Official and/or Spectator, etc.

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field	Fine \$250 and/or Bond up to \$1000	2 to 4 matches	4 to 8 matches	Up to Balance of season or 6 months	6 to 12 months
Team Official	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	4 matches	6 to 12 matches	Up to Balance of season or 6 months	6 to 12 months
Association Official	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	2 to 6 months	4 to 8 months	Up to Balance of season or 6 months	12 to 24 months
Match Official	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	1 to 6 months	3 to 8 months	Up to Balance of season or 12 months	12 to 24 months
Team	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	1 to 2 months	Up to 12 months	12 to 60 months	Up to lifetime
Spectator	Touchline / Field	Fine \$250 and/or Bond up to \$1000	2 to 4 weeks	4 to 8 weeks	Up to Balance of season or 6 months	6 to 12 months
<b>ADDITIVE</b>						
If the offence above is Against a Match Official, Against a Youth by an Adult, and/or Racist or Sexist Comments, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$1000	4 weeks	4 to 8 weeks	Additional 6 months	Additional 12 months
Against a Youth by an Adult	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$2000	8 weeks	8 to 16 weeks	Additional 12	Up to lifetime
Racist or Sexist Comments	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$10,000	3 to 6 months	4 to 8 months	Additional 12 months	Up to lifetime

## 12. Public Criticism / Statements (including by means of communications or social media)

- Failure to refrain from public criticism of players, fellow officials, Team Personnel or Soccer Organization, and/or abusive, insulting or offensive language and/or behaviour
- Made derogatory statements to the media relating to any match in which he/she was involved concerning the performance of the players or Match Officials.

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	Reprimand and up to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
Team Official	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	Reprimand and up to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
Association Official	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	Reprimand and up to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
Match Official	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	Reprimand and up to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
Team	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	Reprimand and up to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
Spectator	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	Reprimand and up to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Youth by an Adult, and/or Racist or Sexist Comments, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Youth by an Adult	Touchline / Field / Administrative	Fine \$500 and/or Bond up to \$2000	1 to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
Racist or Sexist Comments	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$10,000	6 to 12 months	12 to 24 months	36 to 60 months	Up to lifetime

### 13. Entering the Field of Play

- Per Laws of the Game to:
  - confront a match official (including at half-time and full-time)
  - interfere with play, an opposing player or a match official

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	None	1 to 2 matches	3 to 5 matches	6 to 12 months	6 to 12 months
Team Official	Touchline / Field / Administrative	None	1 to 3 matches	3 to 5 matches	6 to 12 months	6 to 12 months
Association Official	Touchline / Field / Administrative	None	2 to 3 weeks	1 to 2 months	6 to 24 months	6 to 12 months
Team	Touchline / Field / Administrative	None	1 to 3 weeks	2 to 5 weeks	3 to 24 months	6 to 12 months
Spectator	Touchline / Field / Administrative	None	1 to 2 matches	3 to 5 matches	6 to 12 months	6 to 12 months

#### 14. Failure to Respect Decisions by the Match Official(s)

- Persistent Protest
- Persistent protest after ejection (counts as 2nd or 3rd offence)
- Returning to the field after ejection (counts as 2nd or 3rd offence)
- Refusal to leave the field after ejection counts as 2nd or 3rd offence)
- Directing players to leave the field or show dissent
- Remaining on the grounds, does not leave the grounds fully and/or remains close to the touchline after ejection but does not result in Match abandonment counts as 2nd or 3rd offence)

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	Fine and/or Bond up to \$250	Reprimand to 4 matches	3 to 6 matches	4 to 8 matches	6 to 12 months
Team Official	Touchline / Field / Administrative	Fine and/or Bond up to \$250	1 to 4 matches	4 to 8 matches	6 to 12 matches	6 to 12 months
Association Official	Touchline / Field / Administrative	Fine \$250 to \$500 and/or Bond up to \$1000	1 to 12 months	2 to 24 months	4 to 24 months	6 to 24 months
Team	Touchline / Field / Administrative	Fine \$250 to \$500 and/or Bond up to \$1000	Up to 6 months	Up to 12 months	Up to 24 months	Up to 60 months
Spectator	Touchline / Field / Administrative	Fine and/or Bond up to \$250	Reprimand to 4 matches	3 to 6 matches	4 to 8 matches	6 to 12 months
<b>ADDITIVE</b>						
If the offence above is Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Youth by an Adult	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$500	1 to 3 months	2 to 6 months	6 to 12 months	Up to 60 months

### 15. Failure to Respect Decisions by a Judicial Panel

- Not honouring terms of sanction (examples include knowingly playing, officiating, coaching/managing, acting as an association official, etc. while under suspension).
- Behaves in a manner that brings the game into disrepute while under Suspension
- While under Suspension, if attending a Match as a Spectator, behaves in a manner that brings disrepute to the Match

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	N/A	3 to 12 months	12 to 60 months	Up to lifetime
Team Official	Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	N/A	3 to 12 months	12 to 60 months	Up to lifetime
Association Official	Administrative	Fine \$250 to \$1000 And/or Bond up to \$1000	N/A	6 to 24 months	24 to 60 months	Up to lifetime Suspension
Match Official	Administrative	Associated game fee if officiating	N/A	6 to 12 months	12 to 60 months	Up to lifetime
Team	Administrative	Fine \$250 to \$1000 And/or Bond up to \$1000	N/A	3 to 12 months	12 to 36 months	Up to lifetime
Spectator	Touchline / Field / Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	N/A	3 to 12 months	12 to 60 months	Up to lifetime



## 16. Abuse at a Hearing

- Reported for “using offensive, insulting or abusive language and/or gestures” directed at a Judicial Panel member(s)

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	None	1 month	3 to 12 months	12 to 60 months	Up to lifetime
Team Official	Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	1 month	3 to 12 months	12 to 60 months	Up to lifetime
Association Official	Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	3 to 6 months	6 to 12 months	12 to 36 Months	Up to lifetime
Match Official	Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	1 month	3 to 12 months	12 to 60 months	Up to lifetime
Team	Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	1 month	3 to 12 months	12 to 60 months	Up to lifetime
Spectator	Administrative	Fine \$250 to \$500 And/or Bond up to \$1000	1 month	3 to 12 months	12 to 60 months	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

## 17. Appearance and/or Fitness

- Failure to adhere to BC Soccer’s Code of Conduct for appearance and/or fitness (fitness pertains to Match Officials only)

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	Fine or a Bond Up to \$250	Reprimand to 1 month	1 to 2 months	2 to 6 months	12 months
Team Official	Touchline / Field / Administrative	Fine or a Bond Up to \$250	Reprimand to 1 month	2 to 3 months	3 to 6 months	12 months
Association Official	Touchline / Field / Administrative	Fine \$200 And/or Bond up to \$1000	Reprimand to 1 month	1 to 6 months	6 to 12 months	12 months
Match Official	Touchline / Field / Administrative	Fine or a Bond Up to \$250	Reprimand to 1 month	1 to 6 months plus Match fee	6 to 12 months	12 months
Team	Touchline / Field / Administrative	Fine or a Bond Up to \$250	Reprimand to 1 month	1 to 2 months	2 to 6 months	12 months
Spectator	Touchline / Field / Administrative	Fine or a Bond Up to \$250	Reprimand to 1 month	1 to 2 months	2 to 6 months	12 months

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

### 18. Consuming or Being Under the Influence of Alcohol and/or Drugs and/or Tobacco

- Failure to adhere to the Judicial Code, Policies of BC Soccer
- Consuming or being under the influence of alcohol or drugs in the proximity of Youth

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	None	1 to 6 months	6 to 12 months	12 to 60 months	12 to 60 months
Team Official	Touchline / Field / Administrative	Fine \$300 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime
Association Official	Touchline / Field / Administrative	Fine \$300 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime
Match Official	Touchline / Field / Administrative	Associated Match fee if officiating and a Bond up to \$1000	1 to 6 months	6 to 12 months	12 to 60 months	12 to 60 months
Team	Touchline / Field / Administrative	Fine \$300 And/or Bond up to \$1000	Up to 6 months	Up to 12 months	60 months to lifetime	Up to lifetime
Spectator	Touchline / Field / Administrative	None	1 to 6 months	6 to 12 months	12 to 60 months	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

## 19. Intentional Unethical Physical Contact

- Intentional unethical physical contact with any person including but not limited to pushing, pulling, charging, striking, kicking, an/or any other attempted negative physical contact
- A tackle or challenged deemed “serious foul play” during a match by a referee

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	None	2 matches	3 to 6 matches	6 to 10 matches	12 months
Team Official	Touchline / Field / Administrative	Fine and/or Bond up to \$300	3 matches	4 to 8 matches	6 months	12 to 24 months
Association Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 Months	6 months	12 months	12 to 36 Months
Match Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 Months	6 months	12 months	12 to 36 Months
Team (would be considered brawling)	n/a	n/a	n/a	n/a	n/a	n/a
Spectator	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 Months	6 months	12 months	12 to 36 Months
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	Fine and/or Bond up to \$1000	6 months	12 months	12 to 24 months	Up to lifetime
Against a Youth by an Adult	Administrative	Fine and/or Bond up to \$5000	12 months	12 to 36 months	60 months	Up to lifetime

## 20. Intentional Unethical Physical Contact – Spitting

- Spitting at any person (does not need to make contact)

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	None	7 matches	10 matches	6 months	12 months
Team Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	10 matches	6 months	12 months	12 to 24 months
Association Official	Administrative	Fine and/or Bond up to \$500	3 to 6 months	6 to 12 months	12 to 24 months	24 to 60 months
Match Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 to 6 months	6 to 12 months	12 to 24 months	24 to 60 months
Team	Touchline / Field / Administrative	Fine and/or Bond up to \$1000	n/a (Individuals involved are sanctioned)	n/a (Individuals involved are sanctioned)	n/a (Individuals involved are sanctioned)	n/a (Individuals involved are sanctioned)
Spectator	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 to 6 months	6 to 12 months	12 to 24 months	24 to 60 months
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	As per above	6 months	6 to 12 months	12 to 24 months	24 to 60 months
Against a Youth by an Adult	Administrative	As per above	6 months	6 to 12 months	12 to 24 months	24 to 60 months

## 21. Intentional Unethical Physical Contact – Violent Conduct

- Any form of assault including but not limited to head butting, biting, punching and/or elbowing
- Any form of intentional unethical physical contact with excessive force including but not limited to pushing, pulling, striking or kicking
- A tackle or challenge deemed “violent conduct” by a match official during a match

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	None	3 to 6 matches	4 to 8 matches	6 to 12 months	12 to 60 Months
Team Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	7 matches	6 months	12 months	12 to 24 months
Association Official		Fine and/or Bond up to \$500	3 to 6 months	6 to 12 months	12 to 24 months	24 to 60 months
Match Official	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 to 6 months	6 to 12 months	12 to 24 months	24 to 60 months
Team (Considered brawling)	Touchline / Field / Administrative	n/a	n/a	n/a	n/a	n/a
Spectator	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 to 6 months	6 to 12 months	12 to 24 months	24 to 60 months
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	As per above	6 months	6 to 12 months	12 to 24 months	Up to lifetime
Against a Youth by an Adult	Administrative	As per above	12 months	12 to 24 months	24 to 60 months	Up to lifetime

## 22. Discrimination and/or Harassment

- As described in BC Soccer's Code of Conduct

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	Fine \$2500 And/or Bond up to \$2500	3 months	Up to 12 months	Up to 24 months	Up to lifetime
Team Official	Administrative	Fine up to \$10, 000 And/or Bond up to \$10, 000	6 months	6 to 12 months	Up to 24 months	Up to lifetime
Association Official	Administrative	Fine up to \$10,000 And/or Bond up to \$1000	8 to 12 months	12 to 24 months	Up to 48 months	Up to lifetime
Match Official	Administrative	Fine up to \$10, 000 And/or Bond up to \$10, 000	4 months	Up to 12 months	Up to 24 months	Up to lifetime
Team	Administrative	Fine up to \$10,000 And/or Bond up to \$10, 000	3 months	Up to 12 months	Up to 24 months	Up to lifetime
Spectator	Administrative	Fine \$2500 And/or Bond up to \$2500	3 months	Up to 12 months	Up to 24 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	Fine up to \$10,000	3 to 6 months	6 to 12 months	12 to 24 months	Up to lifetime
Against a Youth by an Adult	Administrative	Fine up to \$10, 000	6 to 24 months	12 to 60 months	24 to 60 months	Up to lifetime Suspension

### 23. Coercion, Threats and/or Intimidation

- Comments, gestures or motions that are threatening or can be perceived to be intimidating or threatening
- May be where several (more than 2) players or officials of the same team confront a match official in a perceived intimidating manner

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	\$1000 And/or Bond up to \$1000	6 to 12 Matches	8 to 20 Matches	Up to 24 months	Up to lifetime
Team Official	Administrative	Fine \$1000 And/or Bond up to \$1000	2 to 4 months	4 to 8 months	Up to 24 months	Up to lifetime
Association Official	Administrative	Fine \$1000 And/or Bond up to \$1000	4 to 8 months	Up to 12 months	Up to 36 months	Up to lifetime
Match Official	Administrative	Fine \$1000 And/or Bond up to \$1000	2 to 4 months	4 to 8 months	Up to 24 months	Up to lifetime
Team	Administrative	Fine \$1000 And/or Bond up to \$1000	6 to 12 Matches	8 to 20 Matches	Up to 24 months	Up to lifetime
Spectator	Administrative	Fine \$1000 And/or Bond up to \$1000	2 to 4 months	4 to 8 months	Up to 24 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	Fine up to \$1000	2 to 4 months	4 to 8 months	Up to 24 months	Up to lifetime
Against a Youth by an Adult	Administrative	Fine up to \$10, 000	6 to 24 months	12 to 60 months	24 to 60 months	Up to lifetime suspension



## 24. Brawling

- Instigated and/or participated in a Brawl before, during, or after a Match

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	None	6 matches or weeks	3 to 12 months	6 months	6 to 12 months
Team Official	Administrative	Fine up to \$1,000 And/or Bond up to \$1000	3 to 12 months	6 to 36 months	12 to 60 months	Up to lifetime
Association Official	Administrative	Fine up to \$1,000 And/or Bond up to \$1000	3 to 12 months	6 to 60 months	Up to lifetime	Up to lifetime
Match Official	Administrative	None	3 to 12 months	12 to 60 months	24 to 60 months	Up to lifetime
Team	Administrative	Fine \$500 And/or Bond up to \$1000	3 to 12 months	Up to 12 months	60 months to lifetime	Up to lifetime
Spectator	Administrative	Fine up to \$1,000 And/or Bond up to \$1000	3 to 12 months	6 to 36 months	12 to 60 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	As per above	3 to 12 months	6 to 60 months	Up to lifetime	Up to lifetime
Against a Youth by an Adult	Administrative	As per above	3 to 12 months	6 to 60 months	Up to lifetime	Up to lifetime

## 25. Provoking the General Public

- Stimulating or challenging the general public or Spectators with irritation verbally or through inappropriate gestures

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Field / Administrative	Fine \$1000 And/or Bond up to \$1000	2 matches	5 matches	6 to 12	12 to 60 months
Team Official	Field / Administrative	Fine \$1000 And/or Bond up to \$1000	2 months	3 to 6 months	6 to 12 months	12 to 60 months
Association Official	Field / Administrative	Fine \$1000 And/or Bond up to \$1000	3 months	4 to 8 months	6 to 24 months	12 to 60 months
Match Official	Field / Administrative	Fine \$1000 And/or Bond up to \$1000	2 months	3 to 6 months	6 to 12 months Possible removal from BC Soccer referee list	12 to 60 months Possible removal from BC Soccer referee list
Team	Field / Administrative	Fine \$2500 And/or Bond up to \$2500	1 month	2 to 8 months	9 to 36 months	Up to lifetime
Spectator	Field / Administrative	Fine \$1000 And/or Bond up to \$1000	3 months	4 to 8 months	6 to 24 months	12 to 60 months
<b>ADDITIVE</b>						
If the offence above is Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Youth by an Adult	Administrative	As per above	3 months	4 to 8 months	6 to 24 months	12 to 60 months

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

## 26. Inciting Hatred and/or Violence

- Instigating hatred and/or violence directed at another person or group, including using mass and/or social media or if it takes place on a match day in or around a stadium.

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	Fine \$2,500 And/or Bond up to \$2500	12 matches	12 to 24 months	24 to 36 months	Up to lifetime
Team Official	Administrative	Fine \$2,500 And/or Bond up to \$2500	6 months	12 to 24 months	24 to 36 months	Up to lifetime
Association Official	Administrative	Fine \$2,500 And/or Bond up to \$2500	12 months	12 to 24 months	24 to 36 months	Up to lifetime
Match Official	Administrative	Fine \$2,500 And/or Bond up to \$2500	6 months	12 to 24 months	24 to 36 months	Up to lifetime
Team	Administrative	Fine \$2,500 And/or Bond up to \$2500	6 months	12 to 24 months	24 to 36 months	Up to lifetime
Spectator	Administrative	Fine \$2,500 And/or Bond up to \$2500	3 months	6 to 12 months	12 to 24 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	As per above	6 months	12 to 24 months	24 to 36 months	Up to lifetime
Against a Youth by an Adult	Administrative	As per above	12 months	24 months	24 to 60 months	Up to lifetime

## 27. Lack of Safe Practices and/or Intentions

- Behaving in a way that puts any player in danger or encouraging foul or dangerous play
- Failure to ensure the safety of players

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	None	2 matches	3 to 6 matches	6 to 10 matches	12 months
Team Official	Touchline / Field / Administrative	Associated Match fee if officiating	Reprimand to 6 months Suspension	12 to 60 months	12 to 60 months	N/A
Association Official	Administrative	Fine \$500 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime
Match Official	Administrative	Fine \$500 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime
Team	Administrative	Fine \$500 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime
Spectator	Administrative	Fine \$500 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	As per above	6 months	6 to 12 months	12 to 60 months	Up to lifetime
Against a Youth by an Adult	Administrative	As per above	12 months	12 to 36 months	36 to 60 months	Up to lifetime

## 28. Failure to Control

- Failing to control players or Spectators after request by the referee
- Failure to address harassment by team or Spectators
- Failure to address foul, abusive, insulting or offensive language and/or behaviour to players or Spectators
- Failure to identify a Spectator or other individual responsible for misconduct towards a Match Official

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Team Official	Touchline / Field / Administrative	Fine \$300 And/or Bond up to \$1000	2 to 8 weeks	4 to 12 weeks	3 to 12 months	6 to 24 months
Association Official	Touchline / Field / Administrative	Fine \$300 And/or Bond up to \$1000	4 to 8 weeks	8 to 12 weeks	6 to 12 months	6 to 24 months

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

## 29. Failure to Report a Serious Incident

- Failed to report a serious incident or offence (match-related or not) to the organization in which the individual is directly affiliated to (or assigned by, in cases of match officials)

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Team Official	Administrative	None	3 to 12 months	12 to 60 months	12 to 60 months	Up to lifetime
Association Official	Administrative	None	3 to 12 months	12 to 60 months	12 to 60 months	Up to lifetime
Match Official	Administrative	None	3 to 12 months	12 to 60 months	12 to 60 months	Up to lifetime
<b>ADDITIVE</b>						
If the offence above is Against a Match Official and/or Against a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence.						
Against a Match Official	Administrative	None	6 months	6 to 24 months	24 to 60 months	Up to lifetime
Against a Youth by an Adult	Administrative	None	6 to 12 months	12 to 60 months	12 to 60 months	Up to lifetime

## 30. Inducement and/or Poaching

- Induced, poached or attempted to induce or poach a registered player to leave their team before the end of that team's current playing season

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Team Official	Administrative	Fine \$300 And/or Bond up to \$1000	1 to 6 months	6 to 60 months	Up to Lifetime	Up to lifetime
Association Official	Administrative	Fine \$300 And/or Bond up to \$1000	3 to 12 months	6 to 60 months	Up to Lifetime	Up to lifetime

### 31. Gamesmanship

- Attempting or using unethical ploys or tactics to gain an advantage
- Delaying the restart of play by the opposing team (ex. Holding onto the ball, kicking the ball away, obstructing the movement of a player, etc.)

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline/Field	Fine up to \$500 And/or Bond up to \$1000	2 to 4 Matches	2 to 5 matches	Balance of season or 6 months	6 to 12 months
Team Official	Touchline / Field / Administrative	Fine up to \$1,000 And/or Bond up to \$1000	2 to 4 Matches	2 to 5 matches	Balance of season or 6 months	6 to 12 months
Association Official	Administrative	Fine \$1000 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime

### 32. Ineligible Participation

- Played an ineligible or suspended player in a Sanctioned game
- Permitted a suspended player Plays on a team the player knows they are not registered on (without a permit) -Plays on a team the player knows they are not registered on (without a permit)

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	Fine \$300 And/or Bond up to \$1000	6 months	24 months	60 months	Up to lifetime
Team Official	Administrative	Fine \$300 And/or Bond up to \$1000	1 to 12 months	3 to 24 months	24 to 60 months	Up to lifetime Suspension
Association Official	Administrative	Fine \$1000 And/or Bond up to \$1000	3 to 12 months	6 to 60 months	Up to Lifetime	Up to lifetime

### 33. Forgery and/or Falsification

- Changed any information on a registration form without the consent of the person being registered on such form.
- Provided false or inaccurate information on a registration form.
- Knowingly registered with more than one team in a playing season without officially transferring.
- Falsified a signature on a registration form.
- Knowingly provided an invalid photograph of a person for the purpose of registering that person.
- Any falsification of a Match or referee report
- Changed any information on a registration form without the consent of the person being registered on such form.
- Provided false or inaccurate information on a registration form.

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	Fine \$250 to \$2,000 And/or Bond up to \$1000	6 months	Up to 36 months	Up to 60 months	Up to lifetime
Team Official	Administrative	Fine \$500 And/or Bond up to \$1000	12 months	12 to 60 months	60 months to lifetime	Up to lifetime
Association Official	Administrative	Fine \$250 to \$2500 And/or Bond up to \$2500	12 months	24 to 60 months	60 months to lifetime	Up to lifetime
Match Official	Administrative	Fine \$500 to \$2000 And/or Bond up to \$2000	12 months	Up to 36 months	Up to 60 months	Up to lifetime



### 34. Doping

– As defined in accordance with the CCES Anti-Doping Regulations

<b>ROLE</b>	<b>Touchline / Field / Administrative</b>	<b>Fine / Bond</b>	<b>1<sup>st</sup> Offence</b>	<b>2<sup>nd</sup> Offence</b>	<b>3<sup>rd</sup> Offence</b>	<b>Egregious</b>
Player	Field / Administrative	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations
Team Official	Field / Administrative	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations
Association Official	Field / Administrative	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations
Match Official	Field / Administrative	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations	As defined in accordance with the CCES Anti-Doping Regulations

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

### 35. Participation in Unaffiliated Soccer

- Participation in unaffiliated leagues, clubs, cup competitions or tournaments, without permission from BC Soccer

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Association Official	Administrative	Fine \$2,000 to \$10,000 And/or Bond up to \$10, 000	Reprimand to 2 years	Up to 5 years	Up to a lifetime	Up to lifetime
Match Official	Administrative	None	Up to 6 months Possible removal from BC Soccer referee list	Up to 18 months Possible removal from BC Soccer referee list	Up to 36 months Possible removal from BC Soccer referee list	Up to lifetime Possible removal from BC Soccer referee list
Team	Administrative	Fine \$2,000 to \$10,000  And/or  Bond up to \$10, 000	Up to \$1,000 fine and may be prohibited from having events Sanction by BC Soccer in the future.	Fine and up to 1 year; may be prohibited from having events Sanctioned by BC Soccer in the future.	Fine and up to 5 years; Suspension and may be prohibited from having events Sanction by BC Soccer in the future.	Up to a lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

### 36. Promotion of Unaffiliated Soccer

- Partnering with or promoting the interest of unaffiliated soccer

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Association Official	Administrative	Fine \$2,000 to \$10,000 And/or Bond up to \$10, 000	Reprimand to 2 years	Up to 5 years	Up to a lifetime	Up to lifetime

### 37. Gambling

- Bet on any soccer match

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	Up to \$500 And/or Bond up to \$1000	Up to 12 months	Up to 60 months	Up to lifetime	Up to lifetime
Team Official	Administrative	Up to \$500 And/or Bond up to \$1000	12 months	Up to 60 months	Up to lifetime	Up to lifetime
Association Official	Administrative	Up to \$500 And/or Bond up to \$1000	12 months	Up to 60 months	Up to lifetime	Up to lifetime
Match Official	Administrative	Up to \$500 And/or Bond up to \$1000	12 months	Up to 60 months	Up to lifetime	Up to lifetime
Spectator	Administrative	Up to \$500 And/or Bond up to \$1000	Up to 12 months	Up to 60 months	Up to lifetime	Up to lifetime

### 38. Corruption

- Dishonest or fraudulent conduct
- Bribery
- Embezzlement
- Acting in an official capacity for personal gain
- Attempted to offer or accepted any 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

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Administrative	Fine \$10,000	Lifetime Suspension	N/A	N/A	N/A
Team Official	Administrative	Fine \$10,000	Lifetime Suspension	N/A	N/A	N/A
Association Official	Administrative	Fine \$10,000	Lifetime Suspension	N/A	N/A	N/A
Match Official	Administrative	Fine \$10,000	Lifetime Suspension	N/A	N/A	N/A
Team	Administrative	Fine \$10,000	Lifetime Suspension	N/A	N/A	N/A
Spectator	Administrative	Fine \$10,000	Lifetime Suspension	N/A	N/A	N/A

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.

### 39. Other Acts and/or Sending-off Offences

- Other acts of unsporting behaviour including but not limited to:
  - Denying the opposing team of a goal scoring opportunity
  - Entering the Video Operation Room (VOR)
  - Using unauthorized electronic or communication equipment and/or behaving in an inappropriate manner as the result of using electronic or communication equipment
  - Aggressive behaviour towards any other person
  - Offences where the ball or another object is thrown
  - Deliberately leaving the technical area to show dissent towards, or remonstrate with a match official or to act in a provocative or inflammatory manner
  - Entering the opposing technical area in an aggressive or confrontational manner

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Player	Touchline / Field / Administrative	None	1 to 2 Matches	3 to 10 matches	Up to balance of season or 6 months	6 to 12 months
Team Official	Touchline / Field / Administrative	None	2 to 8 Matches	1 to 12 months	3 to 24 months	6 to 60 months
Association Official	Administrative	Fine \$500  And/or  Bond up to \$1000	3 to 12 months	6 to 60months	Up to lifetime	Up to lifetime

NOTE: Where there is a minimum or maximum Sanction provided, a Sanction below or above (accordingly) may not be imposed.