



Discipline of Member - Policy

To support the Nepean Hotspurs Soccer Club's stated objective of " *individuals develop their character as resourceful and responsible members of their community by providing opportunities, through the game of soccer, for their mental, physical, social and leadership development,*" in accordance to Article 5e of the Constitution and to protect its employees, board members, volunteers, coaches, and players from intimidating, demeaning or abusive behaviour, the following policy is adopted and will be enforced.

This policy is intended to cover any 'Member' behaviour deemed inappropriate including and not limited to:

- disrespectful treatment
- raised voices, yelling, angry verbalizations, angry gestures, foul language
- intimidation, coercing
- lack of support, discounting
- put downs in front of members and staff
- insults, destructive criticisms, name calling
- unwanted touching, getting too personal verbally

All incidents will be promptly investigated and appropriate action taken.

The Board of Directors (BoD) encourage anyone interested in reporting (anonymously or publicly) an incident he/she either experienced or witnessed; may [email](#) the following information to the Club;

- location of incident
- detailed description of incident
- names of individuals involved
- date and time of the incident

In accordance with Article 5e of the Nepean Hotspurs Soccer Club's Constitution, a Member may be fined, censured, suspended or expelled from membership for cause and only after charges have been laid in accordance with the Club's published rules and a hearing held in accordance with the Club's and OSA's published rules. An individual whose membership has been suspended loses all rights of membership until the suspension has been terminated.

Any member, who infringes the Articles or Rules of the Club or brings the Club into disrepute, may be reprimanded, suspended or expelled from the Club after a hearing by the Club's Board of Directors at which hearing the Member is entitled to attend.



Disciplinary Actions

The following offences are considered misconduct and an infringement of the Articles and Rules of the Club and are subject to the disciplinary action as indicated.

1. Any show of disrespect for referee, opponents, fellow players, disrespect for coach: missing practices, arguing, negative behaviour.

First Offence: the Coach will review the Code of Conduct and the Club Policy regarding Code of Conduct Violations with the offending player or parent/guardian.

Second Offence: the Coach will provide a written reprimand to the player/parent/guardian advising him/her that the next occurrence will result in a 1 to 5 game suspension of the player. The Coach must advise the Club, the action he/she has taken and why.

Third Offence: the Coach will suspend the player for 1 to 5 games. The Coach must advise the Club, that a suspension has been made and why.

Subsequent Offence: any further violations will result in an immediate suspension of the player until the incident is reviewed by the Discipline Committee. The Coach must notify the Club.

2. Use of foul, profane or derogatory language at any time while at practice or games directed to any person.

First Offence: the Coach will review the Code of Conduct and the Club Policy regarding Code of Conduct Violations with the offending player or parent/guardian. The Coach will provide a written reprimand to the player/parent/guardian advising him/her that the next occurrence will result in a 5 game suspension of the player. The Coach must advise the Club, the action he/she has taken and why.

Second Offence: any further violations will result in an immediate suspension of the player from all Club activities, until the incident is reviewed by the Discipline Committee. The Coach must notify the Club.



Disciplinary Process

- The Team Coach is empowered to administer the Club approved actions to address disciplinary issues. The Coach must provide the Club with a written account of the incident and justification for corrective action.
- The Disciplinary Board (appointed by the Board of Directors) will conduct a hearing and make the appropriate disciplinary recommendation to the BoD. The BoD will inform the Coach and the Player of the recommendation. The coach must ensure the recommendation is implemented.
- In cases where a parent, guardian or unregistered person refuses to comply with a disciplinary action; then the affiliated registered member will serve the imposed sanction.
- Failure of a Coach to provide the Club with record of disciplinary action must be addressed by the BoD and corrective measures taken by the Club Head Coach (CHC).
- Failure of a Coach to implement Disciplinary Board recommendation must be addressed by the BoD and corrective measures taken by the CHC.

All complaints regarding the technical ability of the coaches must be forwarded to the CHC and will not be addressed by the Disciplinary Board. The Board of Directors will address these complaints only when the CHC has asked for their intervention. All corrective actions must be documented and filed in the Hotspurs' Office.

Appeals

In accordance with Article 16 of the Nepean Hotspurs Constitution, any Member or registrant of the Club directly affected by a decision of the Club may appeal such decision. The denial or termination of Membership in the Club may be appealed by a non-Member.

An appeal of any suspension or expulsion must be made in writing to the Club within 48 hours of receipt of notification of the disciplinary action being taken. The Club will endeavour to hold a hearing expeditiously.

A decision of the Club may be appealed to the District Association with which the Club is affiliated. The appeal shall be conducted in accordance with The OSA's and District Association's published rules.