



DISCIPLINE POLICY

COMPLAINT, DISCIPLINE AND APPEAL PROCEDURE: The Codes of Conduct for Players, Parents and Coaches must be adhered to at all times. All complaints must be in writing and submitted to midislecommunications@gmail.com

Mid-Isle Soccer believes that everyone involved in soccer has the right to participate in safe and inclusive environments free of abuse, harassment, discrimination, and to enjoy the sport at whatever level or capacity they participate in. The welfare of everyone involved in soccer is the foremost consideration and in particular, the protection of children in the sport is the responsibility of everyone involved.

The directors may enquire into the conduct of any member in the member's capacity as a coach, manager, parent, spectator, player, or team and may take disciplinary action where it is determined necessary. The directors may summon any other party in order to inquire into any alleged offense. The Board of Directors will keep documentation for any disciplinary action needed.

The directors may by a 75% vote suspend or expel any member or team that does not adhere to the Codes of Conduct or who may not be acting in the best interest of the club.

Examples of behavior that will result in immediate expulsion:

- Any form of excessive physical assault
 - Language and/or profanity directed at a Match Official
 - Attempted abuse of a Match Official
 - Intimidating and/or threatening behavior
 - Misconduct involving racist or sexist comments
1. Any member of the Club may initiate the Dispute Resolution process by communicating in writing to Club Executive Director, the nature, and facts of the dispute. The Executive Director, in consultation with one or more members of the Board of Directors, at its discretion, may proceed with the Dispute Resolution process by assigning one or more neutral persons to the dispute.
 2. Any person or organization will not take disputes to ordinary courts of law without first exhausting all available remedies as provided for by independent and duly constituted tribunals recognized under the rules of the Respective Governing Body, BC Soccer, Canada Soccer, CONCACAF, or FIFA, as applicable.
 3. The Club shall adhere to any dispute resolution process as published and approved by the Respective Governing Body and in the case that the rules of the Respective Governing Body are silent, BC Soccer, from time to time (the "Dispute Resolution" process).



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4. The Dispute Resolution process shall not to be used for game discipline, which follows the normal discipline, protests, and appeals process of the Club, any applicable Adult League or Youth District Association, and BC Soccer.
5. The Club shall make available to any member a copy of the Dispute Resolution process when requested.
6. The member shall utilize all appeal and dispute resolution mechanisms prior to civil litigation. BC Soccer and the Club support the principles of Alternative Dispute Resolution and are committed to the techniques of mediation and arbitration as effective ways to resolve disputes and to avoid the uncertainty and cost associated with litigation.

DISCIPLINE OF A MEMBER

1. A member may be fined, placed on probation or performance bond, censured, suspended, or expelled from membership for cause after lodgement of a formal complaint that is substantiated at a hearing held in accordance with the Respective Governing Body and in the case that the rules of the Respective Governing Body are silent, BC Soccer's published rules.
 - a) The Board may suspend a member without a formal complaint and hearing in extraordinary circumstances, as determined by the Board.
 - b) The Board shall provide reasons for the proposed suspension and request submissions be provided by the member at issue in writing or verbally within seven days from the date of the notice.
 - c) Such submissions, if any, shall be considered and a final decision made by the Board
 - d) The Members may discipline or remove a member by special resolution at a meeting of the members, provided the meeting notice states the proposed reasons for the discipline or removal, and the member is provided with an opportunity to be heard at the meeting either orally or in writing.
 - e) A member that is suspended loses all rights of membership until the suspension has been completed.

TERMINATION OF MEMBERSHIP

Membership in the Club shall be deemed to have been terminated:

- a) If the member submits a signed letter of withdrawal to the Club,
- b) If the member is expelled by the Club,
- c) If the member dies, or in the case of a corporation or society, is dissolved,
- d) If the member is not in good standing for a period of six months



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MEMBERS NOT IN GOOD STANDING

The Board may declare a member to be not in good standing who has failed to pay the current annual membership fee, if any, or any other subscription or debt due and owing by the member to the Club or fails to comply with the requirements of these Bylaws. As long as the debt remains unpaid and/or non-compliance remains, the member is not in good standing and loses all rights of membership.

REMOVAL OF DIRECTOR

A director shall automatically be removed from their position if:

- they cease to be qualified as set out in the Act or these bylaws; or
- they become, or are discovered to be, an undischarged bankrupt.

A director may be removed from their position by resolution of the Board if:

- they become incapable of performing the business of the Club;
- they are absent from two (2) or more regularly scheduled meetings of the Board in a year without satisfactory reason;
- they are no longer domiciled in British Columbia;
- they have failed to properly account for monies or other property belonging to the Club;
- they have been found guilty of a criminal offence regardless of whether or not the offence directly affected the Club; or
- they have been found guilty by BC Soccer of failing to act in accordance with the Conflict of Interest Policy and Conduct, Ethics and Discipline Standards and Policy of BC Soccer.

APPEALS

1. Any registrant or registered organization directly affected by a decision of the Club may appeal such decision.
2. The denial or termination of membership in the Club may be appealed by a non-registered individual or organization.
3. A decision of the Club may be appealed to the Respective Governing Body, to be conducted in accordance with the Respective Governing Body's published rules. A decision of the Respective Governing Body may be further appealed to BC Soccer, to be conducted in accordance with BC Soccer's published rules. A decision of BC Soccer may be further appealed to the Canadian Soccer Association, to be conducted in accordance with the Canadian Soccer Association's published rules.



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4. An outside individual shall not appeal a decision made by the Board regarding the appointment, non-appointment, re-appointment or revocation of an appointment of an individual to any coach or administrator position within the Club's operations, except where the selection, appointment and revocation process outlined in the Rules and Regulations has not been followed.

5. An individual shall not be entitled to appeal a decision made by the Club regarding a player's team assignment on any Club, District, or Regional team.