

# DISCIPLINE POLICY

## UNITED DFC

Last Updated: 05/27/2018

### Guiding Principles

Accountable, Inclusive, Positive, Respect and Sportsmanship

### Preamble

All players, coaches, parents and spectators are expected to treat each other and other clubs players, officials and fans with respect and abide by the United DFC (UDFC) Code of Conduct.

### Policy

Any person(s) is found to be engaging in any situations determined as unsportsmanlike conduct or contrary to the Club values outlined in the Code of Conduct may be subjected to the following disciplinary actions depending on the severity of the infraction:

<b>First occurrence</b>	Any person who displays behaviour contrary to the Code of Conduct will be issued a verbal or written warning by the coach, manager or a representative of the Board of Directors.
<b>Second occurrence</b>	Any person who continues to display such behaviour will be suspended from all Club activities for a period of time determined by the Board of Directors.
<b>Third occurrence</b>	Any person who displays such behaviour on a third occasion will be banned from all Club activities indefinitely.

In cases of particularly serious incidents, the Board of Directors may forgo the above procedure and impose immediate suspensions or bans from Club activities.

The Board of Directors may also revoke the Club registration for players associated with any person who fails to comply with disciplinary measures taken by the Club.

There will not be any refund of registration fees if a player is suspended or dismissed due to misconduct.

## Procedure

1. After witnessing or investigating a breach of United DFC's Code of Conduct, the coach, manager and/or Board member issues a verbal or written warning.
2. The person issuing the warning provides United DFC's HR & Conflict Resolution Committee with written notification within 10 days. This report should identify the player, parent, coach or spectator, the date of the breach, the nature of the breach, and any actions taken.
3.
  - a) The Chair of the HR & Conflict Resolution Committee presents the report to the Board of Directors at the next Board meeting.
  - b) After considering the report in light of any previous reports received regarding this individual, the Board determines an appropriate course of action.
  - c) The Chair of the HR & Conflict Resolution Committee or a designate provides the person issued the warning with a copy of this Policy, the Club's Code of Conduct, and written notification of the course of action within 10 days of the Board meeting.
4. Any appeals of the Board's decision are to be submitted to the President in writing and will be considered at the next Board meeting. The President will provide the individual with written notice of the Board's subsequent determination within 10 days of this meeting. There is no mechanism for further appeal.