



# Discipline, Complaints & Appeal Policy





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## Purpose

Burnaby FC takes all matters that pertain to the breach of the codes of conduct and/or FIFA laws of the game extremely seriously. We have a zero-tolerance policy to all breaches of the codes of conduct towards players, coaches, parents, and officials of all club and opposition club members and will result in disciplinary hearings and sanctions.

The content of this document explains the process and procedures as they relate to disciplinary hearings, sanctions and complaints.

### 1. The Discipline, Complaints and Appeals Policy:

- 1.1. Specifies the organization, procedures, and functions of the Judicial Bodies of Burnaby FC;
- 1.2. Describes the disciplinary processes Burnaby FC will follow when the FIFA Laws of the Game, the Codes of Conduct, BC Soccer Rules and Regulations, and any/all BC Soccer Competition Regulations are breached; and
- 1.3. Specifies the disciplinary measures or sanctions that may be imposed.

2. Where there are any discrepancies between this document and the BC Soccer or Canada Soccer Disciplinary Code, the BC Soccer / Canada Soccer Disciplinary Code will take precedence.

### Member Organizations Disciplinary Codes

3. The sanctions outlined in this policy represent the minimum sanctions that may be imposed by a Member Organization or affiliated organization (club). Member Organizations and affiliated organizations (clubs) must not incorporate sanctions within their own disciplinary rules and/or regulations that fall below those specified in this document.

### Jurisdiction

4. Any person or organization reported for misconduct and all allegations of misconduct involving any of the following must be dealt with by a Judicial Body of Burnaby FC except as otherwise stipulated herein:

- 4.1. Any form of physical assault





- 4.2. Language and/or profanity directed at a Match Official
- 4.3. Attempted abuse of a Match Official
- 4.4. Intimidating and/or threatening behavior
- 4.5. Misconduct involving racist or sexist comments
- 4.6. Complaints or inquiries referred to it by another Provincial Association
- 4.7. Misconduct by an Association Official within Members or Affiliated Organizations (even if participating in another capacity)
- 4.8. Misconduct at BC Soccer's Provincial Competitions
- 4.9. Any other matter directly related to Burnaby FC which a Judicial Body of Burnaby FC, in their sole discretion chooses to handle

5. The Discipline Officer may, at their discretion, refer a case to the Member or Affiliated Organization in which the alleged offence took place.

6. 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 must handle the case. If the organization receiving the referral determines that the referral is not valid, the case must be handled by the organization with jurisdiction for that type of misconduct.

7. Every Team is responsible for the actions of its players, Officials, and spectators. Players, Officials, and spectators may only take part in or attend games on condition that they observe Burnaby FC Rules and Regulations and policies.

8. Every Team is required to take all precautions necessary to prevent its players, Officials, and spectators from threatening or assaulting anyone at games, especially the match officials.

Clubs and Leagues are expected to provide security for players and Match Officials.

## Reporting a Complaint

9. All complaints must be reported directly to the Head of Discipline at Burnaby FC. In the case where the complaint is reported to BC Soccer or the League, they will immediately hand it over to the Head of Discipline and will not be involved in the process of resolution unless such directed by the Head of Discipline.

10. Individuals are expected to report all complaints as soon as possible and no later than 5 days after experiencing or witnessing the interaction, incident, event, or situation of concern. The Head of Discipline may at their own discretion decide to extend the reporting deadline based on the review of the information provided to them. This decision is not appealable.





11. All complaints must be reported using the following methods:

11.1. Email sent to [discipline@burnabyfc.com](mailto:discipline@burnabyfc.com)

12. An adult Individual who learns of information and reasonably suspects that a child has suffered an incident of child abuse, including sexual abuse, must immediately make a report of the suspected abuse to the local authorities and the Head of Discipline at Burnaby FC.

## Head of Discipline

13. Upon receipt of a complaint the Head of Discipline will oversee the management and administration of the complaint in accordance with this Policy and such an appointment is not appealable.

The Head of Discipline will:

13.1. Assess and identify the complaint type. The Head of Discipline may consult the Discipline Committee for the purposes of the assessment.

13.2. Inform the appropriate members about the nature of the complaint and keep updating them on the resolution process.

13.3. Assess if the complaint is frivolous or outside of the jurisdiction of this policy.

13.4. If it is not frivolous and within the jurisdiction of this policy complaints will be accepted and the decision to accept the complaint will be communicated to the Individual and Burnaby FC members. The decision to accept the complaint means that it will continue to the Review process and does not indicate that the allegation have been confirmed.

13.5. Anonymous complaints may be accepted at the sole discretion of the Head of Discipline however, Burnaby FC strongly discourages anonymous complaints recognizing that non-criminal offences are virtually impossible to address without the involvement of the Complainant.

13.6. The Head of Discipline's decision to accept or dismiss the complaint may not be appealed.

## Timelines

14. Time limits referred to herein begin the day following the receipt of relevant documents.

14.1. Complaints need to be received by the Head of Discipline at Burnaby FC within 5 days of the occurrence of the breach





15. If the last day of the time limit coincides with a public holiday the time limit will expire on the next day.
16. Documents must be sent to the relevant Judicial Body care of the Head of Discipline no later than midnight on the last day of the time limit.
17. If the document is sent electronically, the document must be sent to the Head of Discipline before midnight on the last day of the time limit.
18. In the case of appeals, the Appeal's Fee is considered to have been paid in time if the payment is received by the Burnaby FC office by midnight on the last day of the time limit.
19. 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 Burnaby FC and ending two (2) days after that meeting.
20. Time limits established within the Policies of Burnaby FC may only be extended by the appropriate Judicial Body.
21. All changes to this document will be forwarded by the Executive Director (or designate) to the Membership within 15 days of receiving approval

## Hearings

22. Hearings are a part of the investigative process and individuals attending a hearing are not necessarily deemed to have committed misconduct. After the hearing, the panel will determine what sanctions are to be applied, if any.
23. A Judicial Body or the accused may request a complainant or author of a misconduct report to attend a hearing. The requested party may decline to attend.
24. If a Judicial Body determines that a hearing is required, the hearing shall be set in accordance with the appropriate process for the complaint type.
25. Notice shall be given to all parties at least two (2) business days prior to the scheduled hearing.
  - 25.1. By mutual consent and in writing, the parties may modify these timelines.
26. 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.
27. The following actions are required by the Discipline Chair; however, the sequence may be adjusted:
  - 27.1. The Discipline Chair shall read the complaint and clearly state the charge.
  - 27.2. The author of the complaint or report, if present, must be given an opportunity to comment on or to add any qualifications to the complaint.





27.3. The accused must be allowed to ask relevant questions and to make submissions and statements on their own behalf. All questions must be directed to the Panel.

27.4. Panel members may question the complainant and the accused, and any witnesses invited to participate by either the complainant or the accused.

27.5. The complainant and the accused will be invited to make summary statements before withdrawing.

27.6. The panel shall consider the evidence presented and decide the case such that the timeline is met.

28. Any accused person or organization required to attend a hearing may request one postponement for a scheduled or published hearing.

29. A request to postpone will be granted if the request is received no later than two (2) business days prior to the hearing date. Requests to postpone within two (2) Business Days will be considered but may not be granted.

30. 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 appointed Panel.

31. An accused party making submission to postpone a hearing is required to serve any required automatic match suspension and will remain suspended until the appointed Panel hears the case.

32. If a Discipline Panel is not able to reschedule the hearing within five (5) business days, the accused shall be eligible to participate in soccer activities provided the required automatic suspension has been served. The accused cannot refuse the rescheduled hearing as per above.

33. If there is a fee to request a postponement and the request is denied, the fee shall be refunded.

34. Should the hearing be postponed by the Panel and the accused was prepared to appear, the hearing must be rescheduled, and the following terms shall be met:

34.1. The accused party shall not be assessed a fee

34.2. 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.

35. 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.

36. 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 a hearing or in a legal capacity.







37. The 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 Burnaby FC. Requests to have an Observer should be received by the Head of Discipline at least two (2) business days prior to a hearing and identify the Observer and the relationship.

38. The offending party and/or their Representative must be present, or the hearing will not proceed unless the right to a hearing has been waived in writing.

39. Persons and organizations charged with an offence must have the opportunity to respond to the charges either (format to be determined by Head of Discipline):

39.1. Telecommunication / Video-conference

39.2. In person

39.3. 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).

40. All parties will be given a written record of the panel's decision or advised that further consideration is required, and a decision letter will be provided to them at a later date within the guidelines outlined.

41. 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:

41.1. The name and address of the organization to which the decision may be appealed

41.2. The amount of the appeal fee

41.3. The timeline for appealing a decision iv. The criteria for the specific grounds for appeal

42. 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.

43. For match-related infractions, where the expected outcome is 5 Matches or less, a decision will be provided within three (3) business days of the completion of the hearing.

44. For all other infractions, final decision will be provided no later than 30 days following the hearing.

44.1. A notable exception to this rule is where there is legal or police involvement.

45. Extensions to the above timelines can be granted by the appropriate Judicial Body of Burnaby FC.

46. 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.





47. Failure of the accused, without due cause, to attend or remain at a discipline hearing will be dealt with as follows:

48. An accused individual who refuses to attend, waives their right to participate, fails to attend, fails to respond to a hearing notification within 2 business days, or who walks out of a disciplined hearing, thus preventing a Panel from rendering a decision on the case, will stand suspension until such time they make a written request for another hearing and appear at a scheduled subsequent hearing.

48.1. If a Panel determines that it has obtained sufficient evidence to make a sound and supportable decision it may instead render its decision.

49. The Panel may at its discretion charge a re-hearing fee of up to \$1000 + GST.

50. The appropriate Judicial Body of Burnaby FC may at its discretion fine an individual up to \$500 should the individual fail to attend a discipline hearing.

51. If that individual is a Youth, the Panel may fine the Parent/Guardian who is responsible for the individual.

## Appeals

52. The accused has the right to appeal the decision results from the Discipline Committee and must follow the following:

52.1. Request for Appeal must be received by the Head of Discipline within 5 days from the date of the Suspension letter being received by the Accused.

52.2. The request for appeal must include:

- i. Fee for appeal: \$500 payable to Burnaby FC
- ii. Reason for an appeal with any new information being disclosed

52.3. In the event that the accused wins the appeal (Sanction is overturned)

- i. The fee of the appeal will be refunded

52.4. The appeal hearing will consist of the Accused (with Parent if under the age of 19), the Head of Discipline and two members of the discipline committee that did not participate in the original hearing.

52.5 Only the original sanction will be reviewed during the appeal process.

- i. The following can be a result of the appeal hearing:
- ii. The original sanction can be reduced, overturned, or increased based on the decision of the new hearing committee.





## Confidentiality

Individuals can be assured that the Head of Discipline and Burnaby FC will take all possible steps to preserve confidentiality to the extent reasonably possible and in accordance with applicable privacy legislation and other legal requirements. Despite assurances of confidentiality and privacy, Burnaby FC must report incidents that are likely to give rise to a claim to its insurance provider at the time Burnaby FC are made aware of the incident. Moreover, the Head of Discipline and Burnaby FC may be required to share relevant information with child protection authorities and police. The Head of Discipline and Burnaby FC may also be required to provide sufficient information about the allegation(s) to an Individual to enable him/her to provide a proper response. In many cases, this will mean that anonymity is not feasible or fair.

Burnaby FC will keep and retain all relevant records in accordance with the applicable legislation. Such records will be stored in a confidential file maintained and accessed only by those that are authorized to have access to the confidential information.

## Fabricated, Malicious, Frivolous or Vexatious Complaints

If it is determined that an Individual made a report or influenced others to make a report that is fabricated, malicious, frivolous or vexatious, they will be subject to disciplinary action up to and including expulsion. Repeated unfounded reports may in appropriate circumstances be considered fabricated, malicious, frivolous or vexatious and result in disciplinary action, up to and including expulsion.

An allegation is false if the events reported did not occur, and the person making the report knows the events did not occur. A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable bad faith, an unsubstantiated allegation alone is not grounds for a Code violation, nor will it necessarily be considered fabricated, malicious, frivolous or vexatious.

## Manipulation of Process, Retaliation and Aiding & Abetting

Individuals will be subject to discipline if they directly or indirectly interfering with this policy by:

falsifying, distorting, or misrepresenting information, the resolution process, or an outcome attempting to discourage an Individual's proper participation in or use of this processes harassing or intimidating (verbally or physically) any person involved in the process publicly disclosing identifying information of an Individual, without permission failing to comply with any temporary or provisional





measure or other final sanction distributing or otherwise publicizing materials an Individual gains access to during the review process or hearing, except as required by law or as expressly permitted influencing or attempting to influence another person to interfere with or manipulate the process facilitating, promoting, or encouraging the commission of maltreatment.

## Retaliation

Retaliation is prohibited. It is a violation of this policy to retaliate in any way against an Individual who have raised a good faith concern or made a bona fide report about alleged or suspected misconduct, or against a witness, investigator, decision maker or other person who has cooperated or participated in the process. Retaliation includes threatening, intimidating, harassing, coercing, or any other conduct that would discourage a reasonable person from engaging or participating in these processes.

Retaliation after the conclusion of the sanction processes is also prohibited. Retaliation may be present even where there is a finding that no misconduct occurred.

Any person who experiences such retaliation must immediately report their concern to Head of Discipline and Burnaby FC. Disciplinary action will be taken against an Individual who engage in retaliatory conduct, up to and including expulsion.

## Conflict of Interest

All Individuals involved in this process must identify any direct or indirect conflict of interest relating to the complaint. Failure to disclose a conflict of interest, or once disclosed, failure to have absolutely no influence on the case will be grounds to discipline.

## Legal Representation

Members, Affiliated Organizations, teams, Officials, referees, Players and/or individuals may have legal representation.

If a communication to Burnaby FC is received from a legal representative for a party requiring a legal response, all associated fees will be incurred by Burnaby FC, a Member, Affiliated Organization, team, Team Official, Match Official, player or individual who initiated the legal representative.

If a communication to a Burnaby FC member or Affiliated Organization league is received from legal representative requiring a legal response, all fees will be incurred by the organization, association, league, club, team, Team Official, Match Official, player or individual who initiated the legal representative.





If members, Affiliated Organizations, association, league, club, team, Team Official, Match Official, player and/or individual wish to have a legal representative attend a Burnaby FC member or Affiliated Organization hearing, they must advise that Burnaby FC member, affiliated club/organization or sanctioned league of this in writing a minimum of ten (10) Business Days prior to the hearing.

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 Burnaby FC member, Affiliated Organization hearing, the association, league, club, team, Team Official, Match Official, player and/or individual are required to attend said hearing.





## Appendix A - Definitions

For the purpose of the Discipline, Complaints and Appeals Policy, the terms set out below are defined as follows:

Administrative Suspension: A full suspension and complete prohibition against participating in any sanctioned soccer-related activities for the duration of the suspension;

Activity: Any event, match, or competition that an Individual is participating in that is organized or sanctioned by BC Soccer, or which has any direct or indirect impact to BC Soccer. The Independent Third-Party Officer, in their sole discretion, decided that the activity should be included in the scope of this definition. This decision may not be appealed.

Advisor: An adult person who provides advice to an individual required to attend a hearing 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 a hearing.

Appeal Panel: A duly constituted panel consisting of a minimum of three (3) persons who are appointed by the Appeals Chair of Burnaby FC to adjudicate appeals in accordance with BC Soccer's Rules and Regulations and Policies;

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;

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.

Automatic Suspension: The mandatory one match suspension that is served at the next match for match-related dismissal which may not be appealed.





BC Soccer: The British Columbia Soccer Association

Burnaby FC: Burnaby Football Club

Bond: A defined amount determined by Burnaby FC, BC Soccer, a Member, or an Affiliated Organization and implemented and levied in accordance with their Rules and Regulations for the purpose of guaranteeing proper conduct of their members;

Brawl: A physical confrontation involving three or more players, Team Officials and/or spectators;

Codes of Conduct – The code that incorporates the key elements of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) in place and outlines expected and Prohibited Behaviors of conduct in sport in B.C.

Business Days: Monday to Friday, excluding statutory holidays;

Complaint: first formal written document containing all the allegations against an accused individual or organization, including documentation supporting the allegations leading to the dispute, and any other relevant matters to be considered by a Judicial Body.

Consent: Consent is (a) informed (knowing), (b) voluntary (freely given), and (c) active (not passive). Consent must be demonstrated by clear words or actions, indicating that a person who is legally and functionally competent has indicated permission to engage in mutually agreed upon sexual activity.

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 behaviors;

Ethics Panel: A duly constituted panel consisting of a minimum of one (1) and maximum three (3) persons who are appointed to investigate matters of conduct and ethics in accordance with these procedures;

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;

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 Organization is unable to maintain control of members within their jurisdiction on an ongoing basis;

Field Suspension: A Sanction that prohibits the participation in any match, practice or on field activity related to playing or officiating;

Friendly Match: A match organized by Burnaby FC, BC Soccer, a Member or Affiliated Organization between two affiliated teams; the score has an affect only on the match or tournament in question;





Grossly unreasonable: a decision that breaches any Burnaby FC or BC Soccer governing document or directive and fails to provide reasonable grounds;

Independent Third Party (ITP): An independent person or organization that is retained by Burnaby FC or BC Soccer to receive reports related to a violation related to Tier 1, 2 or 3 and, if needed, consult on action to be taken. Their performance will be reviewed on an annual basis by the Burnaby FC executive director or designated.

Individual: Registrants under the jurisdiction of Burnaby FC, BC Soccer, a Member and/or an Affiliated Organization when engaged in on or off field soccer-related activities, sanctioned under BC Soccer. Additionally, any person acting as a Team Official, Administrator or Match Official is a Registrant regardless of whether he/she has registered to do so. Association Official within Members or Affiliated Organizations (even if participating in another capacity);

International Match: A match between two (2) teams belonging to different national associations;

Investigator: 3rd party individual or organization assigned to conduct investigation on a case.

Judicial Body: means the Disciplinary Body or the Appeals Body. All of them together are known as the Judicial Bodies.

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;

Maltreatment: See Appendix A.

Mandatory: The minimum sanctions that are required for certain match-related offences;

Match: Any Exhibition Match, International Match, or Competition Match.

Match Incidents Panel: A duly constituted panel consisting of a minimum of one (1) and maximum of three (3) persons who are appointed to adjudicate match related incidents matters in accordance with these procedures.

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;

Match Suspension: a ban from taking part in a future match(es) or attending in the area immediately surrounding the field of play;

Minor: An individual who is under the age of majority at the time and in the jurisdiction where the alleged violation occurred. In British Columbia, a minor means any person who has not reached the age of 19







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 Club official, Team Official, teammate or relative;

Official Match: A match organized under the auspices of Canada Soccer or one of its member Provincial or Territorial Associations for all the teams or Affiliated Organizations (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;

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;

Physical Contact: Any intentional body to body contact with another individual or official involved in a match;

Policies: the policies adopted by Burnaby FC pursuant to its Bylaws and Rules and Regulations.

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 (but not limited to);

Power Imbalance: A Power Imbalance may exist where, based on the totality of the circumstances, an Individual has supervisory, evaluative, a duty of care, or other authority over another Individual. Power can be represented by seniority, ability, physical size, public profile, gender identity or expression, sexual orientation, ethno-racial identity, level of physical and intellectual disability, and their intersections, as some examples.

Pre-Match: The time between the teams' arrival in the confines of the fields and including parking area (but not limited to) and the whistle for kickoff from the referee;

Public Record: Documentation or records made available for inspection at the discretion of a Discipline Chair;

Respondent: Individual that responds to the complaint. In a case where a complaint is against Burnaby FC, the President of the organization will act as the respondent.

Spectator: Any one person in attendance at a match or soccer function who is not a Player, Team Official, Match Official or Association Official;

Team Official: The coach, assistant coach, manager, or other person registered with Burnaby FC or BC Soccer who oversees the operation of an affiliated team;





Team Personnel: Includes but is not limited to, Team Officials and other personnel in a position of influence on the athletes;

Term Suspension: A suspension for a specific stated period, from all soccer-related activities unless otherwise ordered by the Judicial Panel;

Touchline Suspension: A sanction that prohibits any participation as a player or Team Official or seeming in any way to instruct players or officials;

Unsporting: Not adhering to the standards of moral, ethical, or good sporting behaviors expected of persons involved in the game; not acting for the good of the game;

Youth Official: Any individual 18 years of age or younger that is participating as a Team Official, Match Official, volunteer, or an employee;





## Appendix B – Maltreatment

The categories of Maltreatment below are not mutually exclusive, nor are the examples provided in each category an exhaustive list. Rather, what matters for the assessment of the Maltreatment is whether the conduct falls into one or more of the categories, not into which category it falls. Abuse, assault, harassment, bullying, and hazing can be experienced in more than one category of Maltreatment.

Maltreatment is defined as volitional acts that result in harm or the potential for physical or psychological harm, including:

### (a) Psychological Maltreatment

Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the psychological well-being of an Individual. Psychological Maltreatment includes, without limitation, verbal acts, non-assaultive physical acts, and acts that denies attention or support. It is determined by the objective behavior, not whether harm is intended or results from the behavior.

#### Verbal Acts

Verbally assaulting or attacking someone, including but not limited to: unwarranted personal criticisms; body shaming; derogatory comments related to one's identity (e.g. race, gender identity or expression, ethnicity, Indigenous status, ability/disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumors or false statements about someone to diminish that person's reputation. Verbal Maltreatment may also occur in online forms.

#### Non-assaultive Physical Acts (no physical contact)

Physically aggressive behaviors, including but not limited to throwing objects at or in the presence of others without striking another, hitting, striking, or punching objects in the presence of others.

#### Acts that Deny Attention or Support

Acts of commission that deny attention, lack of support or isolation including but not limited to ignoring psychological needs or socially isolating a person repeatedly or for an extended period of time; abandonment of an Individual as punishment for poor performance; arbitrarily or unreasonably denying feedback, learning opportunities, support, or attention for extended periods of time and/or asking others to do the same.





## (b) Physical Maltreatment

Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the physical well-being of the Individual. Physical Maltreatment includes, without limitation, contact or non- contact behaviors that have the potential to cause physical harm. Physical Maltreatment is determined by the objective behavior, not whether harm is intended or results from the behavior.

### Contact behaviors

Including but not limited to deliberately punching, kicking, beating, biting, striking, strangling, or slapping another; deliberately hitting another with objects.

### Non-contact behaviors

Including but not limited to isolating a person in a confined space; withholding, recommending against, or denying adequate hydration, nutrition, medical attention, or sleep; denying access to a toilet; providing alcohol to an Individual under the legal drinking age; providing illegal drugs or non-prescribed

medications to Individual.

## (c) Emotional Maltreatment

Emotional abuse is a chronic attack on a person's self-esteem. It is psychologically destructive behavior. It can take the form of, among other things, name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing, or ignoring the person's needs.

## (d) Sexual Maltreatment

The use of power or authority in an attempt to coerce another person to engage in or tolerate sexual activity, including explicit or implicit threats of reprisals for non-compliance or promises of reward for compliance.

Minors are unable to Consent to sexual touching by an adult. Minors are deemed not to Consent to sexual activity by an adult who is in a position of authority or trust.

Sexual Maltreatment is any sexual act, whether physical or psychological in nature, that is committed, threatened, or attempted against a person without the Consent of that person. It includes, without limitation, any act targeting a person's sexuality, gender identity or expression, that is committed, threatened, or attempted against a person, and includes but is not limited to the Criminal Code offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism, and non-consensual distribution of sexual/intimate images. Sexual Maltreatment also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature.





Sexual Maltreatment can take place through any form or means of communication (e.g., online, social media, verbal, written, visual, hazing, or through a third party).

Examples of Sexual Maltreatment include, without limitation:

Any penetration of any part of a person's body, however slight, with any object or body part by a person upon another person, including but not limited to:

- (a) vaginal penetration by a penis, object, tongue, or finger; and
- (b) anal penetration by a penis, object, tongue, or finger

Any intentional touching of a sexual nature of any part of a person's body, however slight, with any object or body part by a person upon another person, including but not limited to:

- (a) kissing
- (b) intentional touching of the breasts, buttocks, groin, or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts
- (c) any contact, no matter how slight, between the mouth of one person and the genitalia of another person
- (d) making another touch themselves, the perpetrator, or someone else with or on any of the body parts listed in (b)
- (e) any intentional touching in a sexualized manner of the relationship, context, or situation

In addition to the criminal acts identified above, the Code prohibits sexual relations between an Individual above the age of majority and an Individual who holds a position of trust and authority on the basis that there can be no Consent where there is a

Power Imbalance. A Power Imbalance that is presumed to exist may be challenged.

(f) Maltreatment Related to Grooming

Grooming is often a slow, gradual, and escalating process of building trust and comfort with a young person. Grooming includes, without limitation, the process of making inappropriate behavior seem normal and gradually engaging in 'boundary violations' (e.g., a degrading remark, a sexual joke, sexualized physical contact; adult Individual sharing rooms with a Minor who is not an immediate family member; providing a massage or other purported therapeutic interventions with no specific training or expertise; private social media and text communications; sharing personal photographs; shared use of locker rooms; private meetings; private travel; and providing gifts).

Grooming usually begins with subtle behaviors that do not appear to be inappropriate. Many victims/survivors of sexual abuse do not recognize the grooming process as it is happening, nor do they recognize that this process of manipulation is part of the overall abuse process.





In the grooming process, the offender begins by gaining trust of adults around the young person. The offender establishes a friendship and gains the young person's trust. Grooming then involves testing boundaries (e.g., telling sexual jokes, showing sexually explicit images, making sexual remarks). Typically, behavior moves from non-sexual touching to "accidental" sexual touching.

The young person is often manipulated into feeling responsible for the contact, is discouraged from telling anyone else about the relationship, and is made to feel obligated to protect the offender.

The offender also builds trust with those close to the young person so that the relationship with the young person is not questioned.

Grooming can occur whether or not harm is intended or results from the behavior.

## (g) Bullying and Harassment as a form of Maltreatment

Generally, Bullying and Harassment is any inappropriate conduct or comment by a person towards an Individual that the person knew or reasonably ought to have known would cause that individual to be humiliated or intimidated or otherwise constitutes a threat to the health or safety of the Individual.

Examples of words or actions that might constitute Bullying and Harassment include, without limitation:

- Verbal statements such as derogatory comments, slurs, innuendo or unwanted sexual invitations or comments
- Negative physical contact, such as assault, blocking or impeding of normal movement, or interference with work and/or play
- Inappropriate communication over e-mail or social media or by other electronic means and
- A pattern of behavior that humiliates, intimidates, offends, or degrades the Individual To constitute Bullying and Harassment, there must be either:
  - repeated conduct, comments, displays, actions, or gestures with a lasting, harmful effect on Individual
  - a single, serious improper or unacceptable interaction, incident, event, or situation that has a lasting, harmful effect the Individual

Bullying and Harassment can occur even where there is no intention to bully or harass.

## Harassment

Behavior that is likely to be offensive, embarrassing or humiliating, and that involves unwelcome and offensive comments, conduct, gestures or contact based on or related to race, color, sex, disability, ethnic or national origin, age, religion or creed, sexual orientation, marital or family status, civil status,





or other prohibited grounds of discrimination. Types of behavior that constitute harassment include, but are not limited to:

- Written or verbal abuse, threats, or outbursts
- The display of visual material which is offensive or which one ought to know is offensive in the circumstances
- Unwelcome remarks, jokes, comments, innuendo, or taunts
- Leering or other suggestive or obscene gestures
- Condescending or patronizing behavior, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
- Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
- Any form of hazing where hazing is defined as: any potentially humiliating, degrading, abusive, or dangerous activity expected of Individual(s) by a more senior Individual(s), which does not contribute to either person's positive sport experience or development but is required to be accepted as part of a team, regardless of the Individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any individual based on class, number of years in BC Soccer or its Member Organization, or ability

Physical assault, including physical violence and unwanted physical contact such as (but not limited to) touching, petting, pinching, or kissing

Behaviors 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

## Sexual Harassment

Engaging in sexually oriented comments, conduct, anecdotes, gestures or touching that are offensive or unwelcome that create an offensive, hostile or intimidating environment, or that can reasonably be expected to be harmful to the recipient or to Individual. Types of behavior that constitute sexual harassment include, but are not limited to:

- Sexist jokes
- Display of sexually offensive material
- Sexually degrading words used to describe a person
- Inquiries or comments about a person's sex life





- Unwelcome sexual flirtations, advances, propositions, requests, or invitations
- Persistent unwanted contact
- Taking, posting and/or receiving sexually suggestive or explicit photographs of an Individual, including any photograph whatsoever of a Minor outside of a sport setting
- Sexual assault

#### (h) Discrimination as a form of Maltreatment

Discrimination is improper or unacceptable conduct that is related or connected to a prohibited ground of discrimination under the applicable Federal and State human rights legislation.

Prohibited grounds of discrimination, may include race, color, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, sexual orientation, gender identity or expression, age, or conviction of a criminal or summary conviction offence that is unrelated to employment or intended employment.

#### [What is not Maltreatment](#)

Here are some examples of behaviors that is not considered as Maltreatment:

1. Interpersonal conflicts or relations unless humiliating, intimidating, or threatening to health or safety
2. Different communication styles so long as those communication styles are within the reasonable limits of respectful workplace interactions
3. The freedom of individuals to choose with whom to socialize in activities not related to the Activity
4. Discipline or termination of membership or employment for cause
5. Constructive performance correction
6. Respectful coaching
7. Respectful discussion of different points of view
8. Play time allocation based on the coaches' professional view that is not related to discrimination







## Appendix C – Sanctioning

a) Where the Head of Discipline, Appeal or Protest Panel has decided pursuant Burnaby FC's Discipline, Complaints, and Appeals Policy the Chair of that BC Soccer Discipline, Appeal or Protest Panel with respect to the individual or member, must 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, or specific number of matches;
- iii. In the case of an adult member, Affiliated Organization, player, Team Official, team, impose a fine and/or bond;
- iv. In the case of a spectator who is associated with a team, and who is reported for misconduct and is determined to have committed said misconduct, the Member, Affiliated Organization or sanctioned league may be subject to a levy of a fine or performance bond to guarantee good behavior;
- v. Require the person or organization to prepare and deliver a letter of apology;
- vi. Require the person or organization to pay all expenses of the Judicial Body;

b. The Chair or a Judicial Panel has 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.

## Decision Making and Sanctioning

a. A player or Team Official accused is 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 pending the outcome of a hearing.

b. Where suspensions are match-based, the panel should not increase or reduce the number of matches suspended to mimic a term suspension.





c. 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.

d. At hearings the considerations are for the actual actions of misconduct and not necessarily limited to the contents of a referee's report or complaint. Sanctioning is based on actions carried out and supportable by written evidence or via investigation.

e. In case the evidence presented at a hearing established another form of misconduct, the Panel may substitute the allegation and provision of the sanctioning table in alignment with the evidence presented.

i. The accused party has the opportunity to make a submission so that the substituted allegation more appropriately defines the case.

## Consecutive, Additive and Progressive Sanctioning

a. Each offense is separate and distinct attracting its own potential sanction

b. Probationary or suspended sentences are not permitted.

c. Where there are multiple incidents of misconduct, an individual may not serve multiple suspensions simultaneously

d. For instances of misconduct involving an adult against youth, racist/sexist comments, or where misconduct is against a Match Official, additive charges/sanctions will be incurred.

e. 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.

## Sanctions

### 1. Suspensions

a. Types of Suspensions:





- i. Administrative suspension: a full suspension and complete prohibition against participating in any sanctioned soccer related activities for the duration of the suspension
- ii. Automatic suspension: for match-related ejections, the mandatory one-match suspension is served during the next match, and which may not be appealed. For youth players and team officials registered to youth teams, this suspension must be served in the following league or cup match, whichever comes first. For adult players and team officials registered to adult teams, this suspension must be served in the following scheduled match within the competition or league in which the suspension was incurred
- iii. Field suspension: a suspension that prohibits the participation in any match, practice, training, or on-field activity related to playing, coaching, or officiating
- iv. Immediate suspension: a suspension imposed on an accused party upon the receipt a report of misconduct
- v. Indefinite suspension: a suspension imposed on an accused party until specified terms have been met, e.g., failure to attend a hearing
- vi. Match suspension: a suspension that prohibits the participation in any match, related to playing, coaching, or officiating
- vii. Term suspension: a suspension for a specific stated period of time, from all soccer related activities unless otherwise ordered by the Judicial Body
- viii. Touchline suspension: a suspension that prohibits any participation as a player or team official, or seeming in any way to instruct players or officials

b. Suspended and sanctioned individuals may apply to the appropriate Judicial Body of Burnaby FC 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 Body of Burnaby FC, a Panel 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. 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 unless the individual or organization has received an immediate suspension.

Any person under Administrative Suspension cannot 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. Participating in any member or Affiliated Organization activities
- vii. Wearing match strip while standing with team members during any match
- viii. Participating in any Friendly Match or tournament without the written permission of the Discipline Panel that rendered the decision.

b. Suspensions must 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 tournaments and Friendly Matches, but must 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 must 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 is not eligible for membership in any other affiliated team or league without special permission of the Association, pursuant to Judicial Code and Policies of Burnaby FC.

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. Unless otherwise stated in competition/league rules, 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.

### 3. 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 will apply to future matches of the team for which the player is registered.

c. Disciplinary decisions are 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 must 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.

### 4. Participating in Sanctioned Soccer Activities While Under Suspension

a. Persons or organizations may not participate in any Burnaby FC 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 with 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.

## 5. 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, must be reported to BC

Soccer. Districts are required to forward to Burnaby FC, 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.

## 6. 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 are not eligible to participate in sanctioned tournaments without special permission from the Association.
- c. Burnaby FC retains the jurisdiction in determining if a player suspended for a specific number of matches past the end of their season is eligible to participate in other competitions.

## 7. Suspensions Longer Than One (1) Year

Any suspension/sanctions issued by a Panel that is over 1 year must be ratified by a Judicial Body of Burnaby FC





## 8. Suspension Review

- a. A request for a suspension review can be made to the appropriate Judicial Body 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 to Appeal.
- f. The suspended party must 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 can be made to the appropriate Judicial Body of Burnaby FC.

## 9. Performance Bonds and Fines

- a. Bond: A defined amount determined by Burnaby FC Judicial, 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. A bond will be returned after a certain period of time if no other similar offenses have been committed by the accused party.
- b. Fine: A defined amount determined by Burnaby FC Judicial, 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. Fines are not refundable.
- c. Youth status applies to all players under 6 through under 18, registered with Burnaby FC, 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 is subject to the judicial Policies of the Member or Affiliated Organization.
- d. Burnaby FC permits the establishment of a Performance Bond Policy by Members and Affiliated Organizations, from which fines may be deducted or performance guaranteed.
- e. Youth status applies to all players under 6 through under 18, registered with Burnaby FC, 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 is subject to the judicial Policies of the Member or Affiliated Organization.

## 10. Educational Sanctions

a. 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 behaviors;

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

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

c. The requirements to attend courses should be set out by the Judicial Body. A letter of apology or statements of personal learning and resolution may be considered as well. Notwithstanding the required minimum sanctions, educational sanctions may be in lieu of or reduce match and term suspensions or be a condition of reinstatement. Members and Affiliated Organizations must ensure the information is available to their members prior to the commencing season.

## 11. Expulsion

a. Expulsion: To remove a person or an Affiliated Organization from membership within Burnaby FC

## Consideration for an Individual's Role within Soccer

### 1. Players and/or Team Officials

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 must 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 is eligible to resume playing. The one match suspension must 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 Burnaby FC.

c. The rules governing discipline issues and penalties state 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 ejected 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.

d. Friendly Matches do NOT count as Matches served for current Suspensions.

## 2. Match Officials

a. In accordance with the Policies of Burnaby FC, a Judicial Body 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. Discipline involving a Match Official for any offence will be conducted by the Discipline Panel of Burnaby FC.

## 3. Association Officials

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. 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 Affiliated Organization (Club).

c. Where the misconduct has caused material damage to others, the fine may include amounts in addition to cover the damages.

## 4. Spectator and/or Team Misconduct

a. Any abuse towards a Match Official by a Spectator and/or team is a breach of the Policies of Burnaby FC and is subject to disciplinary action and will be reviewed by the appropriate Judicial Body of Burnaby FC.

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 can include a fine and/or performance bond consistent with those of the Association. A report must be filed with a Judicial Body of Burnaby FC.

c. Fines and bonds levied to spectators and/or teams are payable by the Member or Affiliated Organization that they are affiliated with.





d. Where the misconduct has caused material damage to others, the fine may include amounts in addition to covering the damages.

### 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 BC UCC, at the discretion of the appropriate Judicial Body of Burnaby FC, 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.





## Appendix D – 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.

### Minimum and Maximum Sanctions

- a. For the avoidance of doubt sanctions must be at least one of either a fine (where indicated), a bond (where indicated), or a suspension
- b. Where there is a range provided for a sanction, a sanction below the minimum may not be imposed.
- c. 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
  - v. 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.)
- d. Where there is a maximum sanction provided, a sanction above the maximum may not be imposed.
- e. 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.
- f. Where there is a discrepancy on the type of suspension administrative takes precedent, followed by Field, then Touchline.
- g. Where there is a discrepancy in the term of the suspension (Matches vs. weeks or months), the Judicial Panel must convert the Matches at a rate of 1 Match = 1 week.





## 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
<b>Player</b>	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 – 12 months
<b>Team Official</b>	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	4 matches	6 – 12 matches	Up to balance of season or 6 months	6 – 12 months
<b>Association Official</b>	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
<b>Match Official</b>	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
<b>Team</b>	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
<b>Spectator</b>	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>						
<b>Against a Match Official</b>	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
<b>Against a Youth by an Adults</b>	Administrative (applies to entire suspension,	Up to additional Fine	8 weeks	8 to 16 weeks	Additional 12 months	Up to Lifetime





	regardless of role)	and/or Bond \$2000				
<b>Racist or Sexist Comments</b>	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$10000	3 to 6 months	4 to 8 months	Additional 12 months	Up to lifetime

## Violation of Rules and Laws

Violated F.I.F.A Laws of the Game and/or Burnaby FC's rules

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
<b>Player, Team Official, Association Official, Match Official, Team and/or Spectator</b>	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 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 in subsequent sections	Up to lifetime

## Accumulated Cautions

For players, team officials and/or association officials in one season

- \*\* Two cautions in one Match and consequently expelled the cautions is NOT 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 will be 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
<b>Player</b>	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
<b>Team Official</b>	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
<b>Association Official</b>	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

### 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

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





<b>Spectator</b>	Touchline / Field / Administrative	Fine \$250 and/or Bond up to \$1000	N/A	N/A	N/A	N/A
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## Repeated Instances of Misconduct by One Team or Members of

- Per the discretion of a Judicial Body of Burnaby FC

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
<b>Player</b>	Touchline / Field	Fine up to \$10,000 And/or Bond up to \$10,000	Per the discretion of a Judicial Body of Burnaby FC	Per the discretion of a Judicial Body of Burnaby FC	Per the discretion of a Judicial Body of Burnaby FC	Up to lifetime
<b>Team Official</b>	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10,000	Per the discretion of a Judicial Body of Burnaby FC	Per the discretion of a Judicial Body of Burnaby FC	Per the discretion of a Judicial Body of Burnaby FC	Up to lifetime
<b>Association Official</b>	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10,000	Per the discretion of a Judicial Body of Burnaby FC	Per the discretion of a Judicial Body of Burnaby FC	Per the discretion of a Judicial Body of Burnaby FC	Up to lifetime
<b>Match Official</b>	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10,000	Per the discretion of a Judicial Body of Burnaby FC	Per the discretion of a Judicial Body of Burnaby FC	Per the discretion of a Judicial Body of Burnaby FC	Up to lifetime
<b>Team</b>	Touchline / Field / Administrative	Fine up to \$10,000 And/or Bond up to \$10,000	Per the discretion of a Judicial Body of Burnaby FC	Per the discretion of a Judicial Body of Burnaby FC	Per the discretion of a Judicial Body of Burnaby FC	Up to lifetime





<b>Spectator</b>	Touchline / Field	Fine up to \$10,000 And/or Bond up to \$10,000	Per the discretion of a Judicial Body of Burnaby FC	Per the discretion of a Judicial Body of Burnaby FC	Per the discretion of a Judicial Body of Burnaby FC	Up to lifetime
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## 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
<b>Match Official</b>	Touchline / Field	May be fined costs incurred for field rental up to \$150	Reprimand	1 month	N/A	

## 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
<b>Team Official</b>	As per League Rules	As per league rules	As per League Rules	As per League Rules	As per League Rules	As per League Rules
<b>Match Official</b>	Touchline / Field	None	Reprimand	1 month	12 to 60 months	N/A







## Failure to Show

- Failure to report to the field: 30 minutes prior for field competitions

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

## Match Official Conflict of Interest

- Officiating Matches in which a conflict of interest exists
- Playing 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
<b>Match Official</b>	Touchline / Field / Administrative	None	Reprimand	1 month	12 to 60 months	N/A

## Conduct Unbecoming and/or Disrepute

- Behaved in a manner considered by the Board or Judicial Body of Burnaby FC 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 Body of Burnaby FC, is unsporting, insulting or improper behavior 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
<b>Player</b>	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>Team Official</b>	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





<b>Association Official</b>	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
<b>Match Official</b>	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
<b>Team</b>	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 at the discretion of the judicial body of Burnaby FC
<b>Spectator</b>	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 a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offense						
<b>Against a Match Official</b>	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
<b>Against a Youth by an Adults</b>	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$500	2 to 10 weeks	2 to 8 months	4 to 24 months	12 to 24 months





## Breach of Code of Conduct

- Behaved in a manner considered by the Board or Judicial Body of Burnaby FC to be a breach of the Codes of Conduct

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
<b>Player</b>	Touchline / Field / Administrative	Fine and/or Bond up to \$1000	Up to 6 months	Up to 8 months	Up to 12 months	Up to lifetime
<b>Team Official</b>	Touchline / Field / Administrative	Fine and/or Bond up to \$1000	Up to 8 months	Up to 12 months	Up to 18 months	Up to lifetime
<b>Association Official</b>	Touchline / Field / Administrative	Fine and/or Bond up to \$500	Up to 12 months	Up to 18 months	Up to 24 months	Up to lifetime
<b>Match Official</b>	Touchline / Field / Administrative	Fine and/or Bond up to \$500	Up to 12 months	Up to 18 months	Up to 24 months	Up to lifetime
<b>Team</b>	Touchline / Field / Administrative	Fine and/or Bond up to \$2000	Up to 6 months	Up to 8 months	Up to 12 months	Up to 24 months
<b>Spectator</b>	Touchline / Field / Administrative	Fine and/or Bond up to \$500	Up to 6 months	Up to 8 months	Up to 12 months	Up to 24 months
<b>ADDITIVE</b>						





**If the offence above is Against a Match Official and/or a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offense**

<b>Against Match Official</b>	a	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$500	1 to 2 months	3 to 6 months	8 to 12 months	Up to lifetime
<b>Against Youth by an Adults</b>	a	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$500	1 to 2 months	3 to 6 months	8 to 12 months	Up to lifetime

### 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
<b>Player</b>	Touchline / Field	None	2 matches	3 to 6 matches	Up to Balance of season or 6 months	6 to 12 months
<b>Team Official</b>	Touchline / Field / Administrative	None	2 to 4 matches	4 to 8 matches	Up to Balance of season or 6 months	12 to 24 months
<b>Association Official</b>	Touchline / Field / Administrative	None	1 to 2 months	2 to 8 months	Up to Balance of season or 6 months	12 to 24 months
<b>Match Official</b>	Touchline / Field	None	1 to 2 months	2 to 8 months	Up to Balance of season or 6 months	12 to 24 months
<b>Team</b>	Touchline / Field / Administrative	None	4 matches	8 to 12 matches	3 to 12 months	Up to lifetime





<b>Spectator</b>	Touchline / Field	None	2 weeks	3 to 6 weeks	6	Up to balance of season or 6 months	6 to 12 months
<b>ADDITIVE</b>							
<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 offense</b>							
<b>Racist or sexist comments</b>	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	6 to 12 months	Up to lifetime

## 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
<b>Player</b>	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
<b>Team Official</b>	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
<b>Association Official</b>	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
<b>Match Official</b>	Touchline / Field	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
<b>Team</b>	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





<b>Spectator</b>	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>						
<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 offense</b>						
<b>Against a Match Official</b>	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
<b>Against a Youth by an Adult</b>	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$2000	8 weeks	8 to 16 weeks	Additional 12 months	Up to lifetime
<b>Racist or sexist comments</b>	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

### 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 behavior
- 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
<b>Player</b>	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>Team Official</b>	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>Association Official</b>	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>Match Official</b>	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>Team</b>	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>Spectator</b>	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

### ADDITIVE

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 offense

<b>Against a Match Official</b>	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine \$500 and/or Bond \$2000	1 to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
<b>Against a Youth by an Adult</b>	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine \$500 and/or Bond \$2000	1 to 6 months	3 to 12 months	12 to 60 months	Up to lifetime
<b>Racist or sexist comments</b>	Administrative (applies to entire suspension,	Up to additional Fine and/or	6 to 12 months	12 to 24 months	36 to 60 months	Up to lifetime





	regardless of role)	Bond \$10,000				
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## Entering the Field of Play

- Per Laws of the Game to:

- o Confront a match official (including at half-time and full-time)
- o 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
<b>Player</b>	Touchline / Field / Administrative	None	1 to 2 matches	3 to 5 matches	6 to 12 months	6 to 12 months
<b>Team Official</b>	Touchline / Field / Administrative	None	1 to 3 matches	3 to 5 matches	6 to 12 months	6 to 12 months
<b>Association Official</b>	Touchline / Field / Administrative	None	2 – 3 weeks	1 to 2 months	6 to 24 months	6 to 12 months
<b>Team</b>	Touchline / Field / Administrative	None	1 to 3 weeks	2 to 5 weeks	3 to 24 months	6 to 12 months
<b>Spectator</b>	Touchline / Field / Administrative	None	1 to 2 matches	3 to 5 matches	6 to 12 months	6 to 12 months

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

- Persistent Protest
- Persistent protest after ejections (counts as 2<sup>nd</sup> or 3<sup>rd</sup> offence)
- Returning to the field after ejection (counts as 2<sup>nd</sup> or 3<sup>rd</sup> offence)
- Refusal to leave the field after ejection (counts as 2<sup>nd</sup> or 3<sup>rd</sup> 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 2<sup>nd</sup> or 3<sup>rd</sup> offence)







ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
<b>Player</b>	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>Team Official</b>	Administrative	Fine and/or bond up to \$250	1 to 4 matches	4 to 8 matches	6 to 12 matches	6 to 12 months
<b>Association Official</b>	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
<b>Team</b>	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
<b>Spectator</b>	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>						
<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 offense</b>						
<b>Against a Youth by an Adult</b>	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

### Failure to Respect Decisions by the Judicial Panel

- Not honoring 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
<b>Player</b>	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
<b>Team Official</b>	Administrative	Fine \$250 to \$500 and/or bond up to \$1000	N/A	3 to 12 months	12 to 60 months	Up to lifetime
<b>Association Official</b>	Administrative	Fine \$250 to \$1000 and/or bond up to \$1000	N/A	6 to 24 months	24 to 60 months	Up to lifetime
<b>Match Official</b>	Administrative	Associated game fee if officiating	N/A	6 to 12 months	12 to 60 months	Up to lifetime
<b>Team</b>	Administrative	Fine \$250 to \$1000 and/or bond up to \$1000	N/A	3 to 12 months	12 to 36 months	Up to lifetime
<b>Spectator</b>	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

### Abuse at a Hearing

- Reported for “using offensive, insulting or abusive language and/or gestures” directed at the 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
<b>Player</b>	Administrative	None	1 month	3 to 12 months	12 to 60 months	Up to lifetime





<b>Team Official</b>	Administrative	Fine \$250 to \$500 and/or bond up to \$1000	1 month	3 to 12 months	12 to 60 months	Up to lifetime
<b>Association Official</b>	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
<b>Match Official</b>	Administrative	Fine \$250 to \$500 and/or bond up to \$1000	1 month	3 to 12 months	12 to 60 months	Up to lifetime
<b>Team</b>	Administrative	Fine \$250 to \$500 and/or bond up to \$1000	1 month	3 to 12 months	12 to 60 months	Up to lifetime
<b>Spectator</b>	Administrative	Fine \$250 to \$500 and/or bond up to \$1000	1 month	3 to 12 months	12 to 60 months	Up to lifetime

### Appearance and/or Fitness

- Failure to adhere to 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
<b>Player</b>	Touchline / Field/ Administrative	Fine or a Bond up to \$250	Reprimand to 1 month	1 to 2 months	2 to 6 months	12 months
<b>Team Official</b>	Touchline / Field/ Administrative	Fine or a Bond up to \$250	Reprimand to 1 month	2 to 3 months	3 to 6 months	12 months
<b>Association Official</b>	Touchline / Field/ Administrative	Fine \$200 and/or	Reprimand to 1 month	1 to 6 months	6 to 12 months	12 months





		bond up to \$1000				
<b>Match Official</b>	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
<b>Team</b>	Touchline / Field/ Administrative	Fine or a Bond up to \$250	Reprimand to 1 month	1 to 2 months	2 to 6 months	12 months
<b>Spectator</b>	Touchline / Field/ Administrative	Fine or a Bond up to \$250	Reprimand to 1 month	1 to 2 months	2 to 6 months	12 months

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

- Failure to adhere to Code of Conduct, Judicial Code, Policies of Burnaby FC
- 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
<b>Player</b>	Touchline / Field/ Administrative	None	1 to 6 months	6 to 12 months	12 to 60 months	12 to 60 months
<b>Team Official</b>	Touchline / Field/ Administrative	Fine \$300 and/or a Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime
<b>Association Official</b>	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
<b>Match Official</b>	Touchline / Field/ Administrative	Associate 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
<b>Team</b>	Touchline / Field/ Administrative	Fine \$300 or a Bond up to \$1000	Up to 6 months	Up to 12 months	60 months to lifetime	Up to lifetime





<b>Spectator</b>	Touchline / Field/ Administrative	none	1 to 6 months	6 to 12 months	12 to 60 months	Up to lifetime
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## Intentional Unethical Physical Contact

- Intentional unethical physical contact with any person including but not limited to pushing, pulling charging, striking, kicking, and/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
<b>Player</b>	Touchline / Field / Administrative	None	2 matches	3 to 6 matches	6 to 10 matches	12 months
<b>Team Official</b>	Touchline / Field / Administrative	Fine and/or Bond up to \$300	3 matches	4 to 8 matches	6 months	12 to 24 months
<b>Association Official</b>	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 months	6 months	12 months	12 to 36 months
<b>Match Official</b>	Touchline / Field / Administrative	Fine and/or Bond up to \$500	3 months	6 months	12 months	12 to 36 months
<b>Team (would be considered brawling)</b>	N/A	N/A	N/A	N/A	N/A	N/A
<b>Spectator</b>	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 a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offense**

<b>Against Match Official</b>	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$1000	6 months	12 months	12 to 24 months	Up to lifetime
<b>Against Youth by an Adults</b>	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$1000	12 months	12 to 36 months	60 months	Up to lifetime

## 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
<b>Player</b>	Touchline / Field / Administrative	None	7 matches	10 matches	6 months	12 months
<b>Team Official</b>	Touchline / Field / Administrative	Fine and/or Bond up to \$500	10 matches	6 months	12 months	12 to 24 months
<b>Association Official</b>	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>Match Official</b>	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>Team (would be considered brawling)</b>	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)
<b>Spectator</b>	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>						
<b>If the offence above is Against a Match Official and/or a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offense</b>						
<b>Against a Match Official</b>	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$1000	5 matches	6 to 12 months	12 to 24 months	24 to 60 months
<b>Against a Youth by an Adults</b>	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$1000	6 months	6 to 12 months	12 to 24 months	24 to 60 months

## 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
<b>Player</b>	Touchline / Field / Administrative	None	3 to 6 matches	4 to 8 matches	6 to 12 months	12 to 60 months





<b>Team Official</b>	Touchline / Field / Administrative	Fine and/or Bond up to \$500	7 matches	6 months	12 months	12 to 24 months
<b>Association Official</b>	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>Match Official</b>	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>Team (would be considered brawling)</b>	Touchline / Field / Administrative	N/A	N/A	N/A	N/A	N/A
<b>Spectator</b>	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

**ADDITIVE**

If the offence above is Against a Match Official and/or a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offense

<b>Against a Match Official</b>	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$1000	6 months	6 to 12 months	12 to 24 months	Up to lifetime
<b>Against a Youth by an Adults</b>	Administrative (applies to entire suspension, regardless of role)	Up to additional Fine and/or Bond \$1000	12 months	12 to 24 months	24 to 60 months	Up to lifetime







## Discrimination and/or Harassment

- As described in the Code of Conducts

ROLE	Touchline / Field Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
<b>Player</b>	Administrative	Fine \$2500 and/or Bond up to \$2500	3 months or 10 matches	Up to 12 months	Up to 24 months	Up to lifetime
<b>Team Official</b>	Administrative	Fine up to \$10,000 and/or Bond up to \$10,000	6 months 45 days	6 to 12 months	Up to 24 months	Up to lifetime
<b>Association Official</b>	Administrative	Fine up to \$10,000 and/or Bond up to \$10,000	8 to 12 months 45 days	12 to 24 months	Up to 48 months	Up to lifetime
<b>Match Official</b>	Administrative	Fine up to \$10,000 and/or Bond up to \$10,000	4 months 45 days	Up to 12 months	Up to 24 months	Up to lifetime
<b>Team</b>	Administrative	Fine up to \$20,000 and/or Bond up to \$10,000	3 months forfeit point deduction/ DQ	Up to 12 months	Up to 24 months	Up to lifetime
<b>Spectator</b>	Administrative	Fine \$2500 and/or Bond up to \$20,000	3 months to 2 years	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 a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offense**

<b>Against Match Official</b>	a	Administrative (applies to entire suspension, regardless of role)	Fines up to \$10000	3 to 6 months	6 to 12 months	12 to 24 months	Up to lifetime
<b>Against Youth by an Adults</b>	a	Administrative (applies to entire suspension, regardless of role)	Fines up to \$10000	6 to 24 months	12 to 60 months	24 to 60 months	Up to lifetime

## 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
<b>Player</b>	Administrative	Fine \$1000 and/or Bond up to \$1000	6 to 12 matches	8 to 20 matches	Up to 24 months	Up to lifetime
<b>Team Official</b>	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>Association Official</b>	Administrative	Fine \$1000 and/or Bond up to \$1000	4 to 8 months	Up to 12 months	Up to 36 months	Up to lifetime
<b>Match Official</b>	Administrative	Fine \$1000	2 to 4 months	4 to 8 months	Up to 24 months	Up to lifetime





		and/or Bond up to \$1000				
<b>Team</b>	Administrative	Fine \$1000 and/or Bond up to \$1000	6 to 12 matches	8 to 20 matches	Up to 24 months	Up to lifetime
<b>Spectator</b>	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 a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offense						
<b>Against Match Official</b>	Administrative (applies to entire suspension, regardless of role)	Fines up to \$1000	2 to 4 months	4 to 8 months	Up to 24 months	Up to lifetime
<b>Against Youth by an Adults</b>	Administrative (applies to entire suspension, regardless of role)	Fines up to \$10000	6 to 24 months	12 to 60 months	24 to 60 months	Up to lifetime

## 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
<b>Player</b>	Administrative	None	6 matches or weeks	3 to 12 months	6 months	6 to 12 months
<b>Team Official</b>	Administrative	Fine \$1000 and/or	3 to 12 months	6 to 36 months	12 to 60 months	Up to lifetime





		Bond up to \$1000				
<b>Association Official</b>	Administrative	Fine \$1000 and/or Bond up to \$1000	3 to 12 months	6 to 60 months	Up to lifetime	Up to lifetime
<b>Match Official</b>	Administrative	None	3 to 12 months	12 to 60 months	24 to 60 months	Up to lifetime
<b>Team</b>	Administrative	Fine \$500 and/or Bond up to \$1000	3 to 12 months	Up to 12 months	60 months to lifetime	Up to lifetime
<b>Spectator</b>	Administrative	Fine \$1000 and/or Bond up to \$1000	3 to 12 months	6 to 36 months	12 to 60 months	Up to lifetime

**ADDITIVE**

If the offence above is Against a Match Official and/or a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence

<b>Against a Match Official</b>	Administrative (applies to entire suspension, regardless of role)	Fines up to \$1000	3 to 12 months	6 to 60 months	Up to lifetime	Up to lifetime
<b>Against a Youth by an Adults</b>	Administrative (applies to entire suspension, regardless of role)	Fines up to \$1000	3 to 12 months	6 to 60 months	Up to lifetime	Up to lifetime

**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
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<b>Player</b>	Field / Administrative	Fine \$1000 and/or Bond up to \$1000	2 matches	5 matches	6 to 12 months	12 to 60 months
<b>Team Official</b>	Field / Administrative	Fine \$1000 and/or Bond up to \$1000	2 months	3 to 6 months	6 to 12 months	12 to 60 months
<b>Association Official</b>	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>Match Official</b>	Field / Administrative	Fine \$1000 and/or Bond up to \$1000	2 months	3 to 6 months	6 to 12 months Possible removal from Referee list	12 to 60 months Possible removal from Referee list
<b>Team</b>	Field / Administrative	Fine \$2500 and/or Bond up to \$2500	1 month	2 to 8 months	9 to 36 months	Up to lifetime
<b>Spectator</b>	Field / Administrative	Fine \$1000 and/or Bond up to \$1000	3 months	4 to 8 months	6 to 24 months	12 to 60 months

**ADDITIVE**

**If the offence above is Against a Match Official and/or a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offense**

<b>Against a Youth by an Adults</b>	Administrative (applies to entire suspension, regardless of role)	Fines up to \$1000	3 months	4 to 8 months	6 to 24 months	12 to 60 months
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## 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 field/stadium

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





<b>Against a Match Official</b>	Administrative (applies to entire suspension, regardless of role)	Fines up to \$2500	6 months	12 to 24 months	24 to 36 months	Up to lifetime
<b>Against a Youth by an Adults</b>	Administrative (applies to entire suspension, regardless of role)	Fines up to \$2500	12 months	24 months	24 to 60 months	Up to lifetime

### 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
<b>Player</b>	Touchline / Field / Administrative	none	2 matches	3 to 6 matches	6 to 12 matches	12 months
<b>Team Official</b>	Touchline / Field / Administrative	Associate fee if officiating	Reprimand to 6 months suspension	12 to 60 months	12 to 60 months	12 months
<b>Association Official</b>	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>Match Official</b>	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>Team</b>	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>Spectator</b>	Administrative	Fine \$500 and/or	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime





		Bond up to \$1000					
<b>ADDITIVE</b>							
<b>If the offence above is Against a Match Official and/or a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offense</b>							
<b>Against Match Official</b>	<b>a</b>	Administrative (applies to entire suspension, regardless of role)	Fines \$500 and/or bond up to \$1000	6 months	6 to 12 months	12 to 60 months	Up to lifetime
<b>Against Youth by an Adults</b>	<b>a</b>	Administrative (applies to entire suspension, regardless of role)	Fines \$500 and/or bond up to \$1000	12 months	12 to 36 months	36 to 60 months	Up to lifetime

### Failure to Control

- Failing to control players or Spectators after request by referee
- Failure to address harassment by team or spectators
- Failure to address foul, abusive, insulting or offensive language and/or behavior by 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
<b>Team Official</b>	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
<b>Association Official</b>	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

### 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
<b>Team Official</b>	Administrative	none	3 to 12 months	12 to 60 months	12 to 60 months	Up to lifetime
<b>Association Official</b>	Administrative	none	3 to 12 months	12 to 60 months	12 to 60 months	Up to lifetime
<b>Match Official</b>	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 a Youth by an Adult, then the minimum/maximum sanction in the corresponding ADDITIVE table must be added to the original offence						
<b>Against Match Official</b>	a Administrative (applies to entire suspension, regardless of role)	none	6 months	6 to 24 months	24 to 60 months	Up to lifetime
<b>Against Youth by an Adults</b>	a Administrative (applies to entire suspension, regardless of role)	none	6 to 12 months	12 to 60 months	12 to 60 months	Up to lifetime

## 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
<b>Team Official</b>	Administrative	Fine \$300 and/or bond up to \$1000	1 to 6 months	6 to 60 months	Up to lifetime	Up to lifetime
<b>Association Official</b>	Administrative	Fine \$300 and/or Bond up to \$1000	3 to 12 months	6 to 60 months	Up to lifetime	Up to lifetime





## 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
<b>Player</b>	Touchline / Field	Fine \$300 and/or bond up to \$1000	2 to 4 matches	2 to 5 matches	Balance of season or 6 months	6 to 12 months
<b>Team Official</b>	Touchline / Field/ Administrative	Fine \$1000 and/or bond up to \$1000	2 to 4 matches	2 to 5 matches	Balance of season or 6 months	6 to 12 months
<b>Association Official</b>	Administrative	Fine \$1000 and/or Bond up to \$1000	1 to 12 months	3 to 24 months	6 to 60 months	Up to lifetime

## Ineligible Participation

- Played an ineligible or suspended player in a sanctioned game
- Permitted a suspended player to play on a team that the player know they are not registered on (without permit)
- Plays on a team the player knows that are not registered on (without a permit)
- Match official is not registered

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





<b>Association Official</b>	Administrative	Fine \$1000 and/or Bond up to \$1000	3 to 12 months	6 to 60 months	Up to lifetime	Up to lifetime
<b>Match Official</b>	Administrative	Fine \$300 and/or bond up to \$1000	3 to 12 months	6 to 60 months	Up to lifetime	Up to lifetime

### Forgery and/or falsification

- Changed any information on a registration form without the consent of the person being registered on such a 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 for 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
<b>Player</b>	Administrative	Fine \$250 to \$2000 and/or bond up to \$1000	6 months	Up to 36 months	Up to 60 months	Up to lifetime
<b>Team Official</b>	Administrative	Fine \$500 and/or bond up to \$1000	12 months	12 to 60 months	60 months to lifetime	Up to lifetime
<b>Association Official</b>	Administrative	Fine \$250 to \$2500 and/or Bond up to \$2500	12 months	24 to 60 months	60 months to lifetime	Up to lifetime
<b>Match Official</b>	Administrative	Fine \$500 to \$2000 and/or	12 months	Up to 36 months	Up to 60 months	Up to lifetime





		bond up to \$2000				
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## Gambling

- Betting 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
<b>Player</b>	Administrative	Fine \$500 and/or bond up to \$1000	Up to 12 months	Up to 60 months	Up to lifetime	Up to lifetime
<b>Team Official</b>	Administrative	Fine \$500 and/or bond up to \$1000	12 months	Up to 60 months	Up to lifetime	Up to lifetime
<b>Association Official</b>	Administrative	Fine \$500 and/or Bond up to \$1000	12 months	Up to 60 months	Up to lifetime	Up to lifetime
<b>Match Official</b>	Administrative	Fine \$500 and/or bond up to \$1000	12 months	Up to 60 months	Up to lifetime	Up to lifetime
<b>Spectator</b>	Administrative	Fine \$500 and/or bond up to \$1000	Up to 12 months	Up to 60 months	Up to lifetime	Up to lifetime

## 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
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<b>Player</b>	Administrative	Fine \$10000	Lifetime	n/a	n/a	n/a
<b>Team Official</b>	Administrative	Fine \$10000	Lifetime	n/a	n/a	n/a
<b>Association Official</b>	Administrative	Fine \$10000	Lifetime	n/a	n/a	n/a
<b>Match Official</b>	Administrative	Fine \$10000	Lifetime	n/a	n/a	n/a
<b>Team</b>	Administrative	Fine \$10000	Lifetime	n/a	n/a	n/a
<b>Spectator</b>	Administrative	Fine \$10000	Lifetime	n/a	n/a	n/a

## Other Acts and/or Sending-Off Offences

- Other acts of unsporting behavior including but not limited to
  - o Denying the opposing team of a goal scoring opportunity
  - o Using unauthorized electronic or communication equipment and/or behaving in an inappropriate manner as the result of using electronic or communication equipment
  - o Aggressive behavior towards any other person
  - o Offences where the ball or another object is thrown
  - o Deliberately leaving the technical area to show dissent towards, or remonstrate with a match official or to act in a provocative or inflammatory manner
  - o 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
<b>Player</b>	Touchline / Field / Administrative	None	1 to 2 matches	3 to 10 matches	Up to the balance of season or 6 months	6 to 12 months
<b>Team Official</b>	Touchline / Field / Administrative	None	2 to 8 matches	1 to 12 months	3 to 24 months	6 to 60 months
<b>Association Official</b>	Administrative	Fine \$500 and/or bond up to \$1000	3 to 12 months	6 to 60 months	Up to lifetime	Up to lifetime

