



**21 April 2010**

## **TOTAL FIELD HOCKEY DISCIPLINE POLICY**

### **PREAMBLE**

1. TOTAL FIELD HOCKEY organizes Hockey leagues and tournaments for Men & Women to play field hockey and is committed to providing a sport environment which is based on fairness, mutual respect and requires all participants abide by the rules of the sport.
2. TOTAL FIELD HOCKEY requires umpires to suspend athletes who breach the rules of the game with progressive penalties – leading to suspension from the match.
3. TOTAL FIELD HOCKEY requires all participants to be in member of good standing with FIELD HOCKEY BC and FIELD HOCKEY CANADA.
4. Membership in FIELD HOCKEY BC and FIELD HOCKEY CANADA bring with it many benefits and privileges. At the same time, members are expected to fulfill certain responsibilities and obligations, including but not limited to, complying with the policies, rules and regulations of FIELD HOCKEY BC and FIELD HOCKEY CANADA.
5. This Discipline Policy identifies the standard of behaviour which is expected of all FIELD HOCKEY BC members. Members who fail to meet this standard will be subject to the disciplinary sanctions identified within this policy.

### **APPLICATION**

6. This policy applies to all participants of TOTAL FIELD HOCKEY –HOCKEY LEAGUES & TOURNAMENTS, and members include athletes, coaches, officials, volunteers, directors, officers and administrators.

## CODE OF CONDUCT

7. Coaches, athletes, officials and administrators share responsibility for the orderly conduct of field hockey matches:
  - a) they shall at all times acknowledge the authority of appointed technical officials for a match and treat their roles and decisions with respect;
  - b) They shall at all times exercise self-control and show proper respect for peers, opponents and spectators.
8. Coaches, athletes, officials and administrators share responsibility for understanding and complying with the regulations under which matches are conducted:
  - a) They shall at all times observe the relevant local, provincial, national and international regulations which govern the sport of field hockey.
9. Coaches, athletes, officials, directors, administrators and volunteers shall conduct themselves at all times in a manner consistent with the ideals and values of Field Hockey Canada:
  - a) Their behaviour shall at all times be respectful, professional, responsible and sportsmanlike;
  - b) They shall treat others with respect and shall not speak disparagingly of any other athlete, coach, official, director, administrator, volunteer, program or association.

## DISCIPLINARY PROCEDURES

### Minor Infractions:

- TOTLA FIELD HOCKEY Leagues & Tournaments HAVE a *zero* tolerance policy regarding Harassment and Abuse
- It is our hope that the use of cards by the umpires is not necessary
- If cards need to be given they will be used in accordance to FIH rules (see below for exceptions)
- Red Card (**major infraction**) is immediate suspension from all matches that day and a discipline hearing with the League Chair prior to playing again in the league or tournament.

## **Examples of minor infractions – on or off the field**

- a single incident of disrespectful, offensive, abusive, racist or sexist comments or behaviour directed towards others, including but not limited to peers, opponents, athletes, coaches, officials, administrators, spectators and sponsors;
- unsportsmanlike conduct such as angry outbursts or arguing;

## **Major Infractions:**

### **Examples of major infractions**

- repeated incidents of disrespectful, offensive, abusive, racist or sexist comments or behaviour directed towards others, including but not limited to peers, opponents, athletes, coaches, officials, administrators, spectators and sponsors;
- repeated unsportsmanlike conduct such as angry outbursts or arguing;
- single physically abusive incident;
- activities or behaviour which interfere with a competition or with any athlete's preparation for a competition;
- pranks, jokes or other activities which endanger the safety of others;
- deliberate disregard for the rules and regulations under which TOTAL FIELD HOCKEY events are conducted;
- abusive use of alcohol where abuse means a level of consumption which impairs the individual's ability to speak, walk or drive; causes the individual to behave in a disruptive manner; or interferes with the individual's ability to perform effectively and safely;
- any use of alcohol by minors;
- use of illicit drugs and narcotics;
- use of banned performance enhancing drugs or methods.

Examples of major infractions are shown above. Any league or tournament participant may report **major infraction** to the **League Chair** using the Incident Report form in Appendix A.

### **Process for handling Incident Report:**

1. Upon receipt of an incident report, the League Chair shall determine if the incident is better dealt with as a minor infraction, or if a hearing is required to address the incident as a major infraction.
2. If the incident is to be dealt with as a minor infraction, the League Chair will inform the complainant and the alleged offender, and the matter shall be dealt with according to Minor Infractions of this policy.
3. If the incident is to be dealt with as a major infraction and a hearing is required, the alleged offender shall be notified as quickly as possible and in any event no later than 5 days from date of receipt of the incident report, and shall be advised of the procedures outlined in this policy.
4. Within 5 days of receiving the incident report, the League Chair shall appoint three individuals to serve as a Disciplinary Panel. Where possible, one of Panel members shall be from the peer group of the alleged offender.
5. The Discipline Panel shall hold the hearing as soon as a possible, but not more than 21 day after the incident report is first received by the League Chair.
6. The Discipline Panel shall govern the hearing as it sees fit, provided that:
  - a. the alleged offender shall be given 5 days written notice (by email, courier or fax) of the day, time and place of the hearing. The Panel may decide to conduct the hearing in person or by telephone or video conference;
  - b. the alleged offender shall receive a copy of the incident report;
  - c. members of the Panel shall select from among themselves a Chairperson;
  - d. a quorum shall be all 3 Panel members;
  - e. decisions shall be by majority vote; the Chair carries a vote;
  - f. the individual being disciplined may be accompanied by a representative;
  - g. the individual being disciplined shall have the right to present evidence and argument;
  - h. the hearing shall be held in private;
  - i. the Panel may request that witnesses to the incident be present or submit written evidence;
  - j. the Panel shall render its decision, with written reasons within 5 days of the Hearing;

- k. once appointed, the Panel shall have the authority to abridge or extend timelines associated with all aspects of the Hearing.

The preceding provisions may be modified, or added to, as required by the provisions of any other pertinent TOTAL FIELD HOCKEY policy (e.g., TOTAL FIELD HOCKEY 's Harassment Policy).

The Discipline Panel may apply the following disciplinary sanctions singly or in combination, for major infractions:

- Written reprimand to be placed on file at Total Field Hockey office;
- Hand-delivered written apology;
- Suspension from certain TOTAL FIELD HOCKEY events which may include suspension from the current competition or from future teams or competitions;
- Suspension from certain TOTAL FIELD HOCKEY activities (i.e. playing, coaching or officiating) for periods of up to three years;
- Suspension from all TOTAL FIELD HOCKEY activities for periods of up to three years;
  - refer incident to FHBC for possible further actions
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The preceding sanctions may be modified, or added to, as required by the provisions of any other pertinent TOTAL FIELD HOCKEY policy (e.g., TOTAL FIELD HOCKEY 's Harassment Policy).

In order to keep costs to a reasonable level the Panel may conduct the Hearing by means of a conference call or video conference.

Unless the Discipline Panel decides otherwise, any disciplinary sanctions applied shall take effect immediately.

**A copy of this Disciplinary Panel will be sent to FIELD HOCKEY BC.**

## **APPEALS PROCEDURE**

The decision of the Discipline Panel may be appealed to FHBC as per its appeal's procedure.

**APPENDIX A**

**INCIDENT REPORT**

Date and time of incident: \_\_\_\_\_

Name of writer: \_\_\_\_\_ Position: \_\_\_\_\_

Location of Incident: \_\_\_\_\_

This incident is a **major infraction**

Individual(s) involved in the incident: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Objective description of the incident (please be concise, accurate and non-judgmental):  
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Names of individuals who observed the incident:  
\_\_\_\_\_  
\_\_\_\_\_

Disciplinary action which was taken (if applicable):  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Signature of writer: \_\_\_\_\_ Date: \_\_\_\_\_