

# **Discipline Policy**

## **Ontario Grappling Association**

**2016**

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## **DEFINITIONS**

1 The following terms have these meanings in this Policy:

- a) “Complainant” – The Party alleging an infraction
- b) “Respondent” – The alleged infracting Party
- c) “Parties” – The Complainant, Respondent, and any other Individuals affected by the complaint
- d) “Days” – Days irrespective of weekends and holidays
- e) “Individuals” – All categories of membership defined in the Ontario Grappling Association Bylaws, as well as all individuals employed by, or engaged in activities with, Ontario Grappling Association including, but not limited to, athletes, coaches, convenors, referees, officials, volunteers, managers, administrators, committee members, directors and officers of the Ontario Grappling Association.
- f) “Complaints” – Complaints are considered to be incidents of failing to achieve expected standards of conduct that have the potential to result in harm to others, OGA, or to the sport of Grappling/AMMA.

## **PURPOSE**

2. Ontario Grappling Association is committed to providing an environment in which all Individuals involved with Ontario Grappling Association are treated with respect. Conduct that violates the values and integrity of Ontario Grappling Association may be subject to discipline and sanctions pursuant to this Policy. Ontario Grappling Association provides Individuals with this Discipline Policy to enable a fair and expedient process that addresses alleged infractions.

## **SCOPE AND APPLICATION OF THIS POLICY**

- 3. This Policy applies to all Individuals.
- 4. This Policy will apply to discipline matters that may arise during the course of Ontario Grappling Association business, activities, and events including, but not limited to, matches, practices, tryouts, tournaments, training camps, travel associated with Ontario Grappling Association activities, and meetings.
- 5. This Policy does not prevent discipline from being applied, during a competition or event, according to specific procedures in place for the particular event. Further sanctions may be applied according to this Policy.
- 6. This Policy does not prevent an appropriate person having authority from taking immediate, informal or corrective action in response to behavior that constitutes an infraction. The person in authority can be, but is not restricted to being, staff, officials, coaches, organizers or Ontario Grappling Association decision-makers. Further sanctions may be applied in accordance with the procedures set out in this Policy. Discipline Policy 4

7. Any infractions or complaints occurring during a specific event will be dealt with by the procedures specific to that event, if applicable. In such situations, sanctions will be for the duration of the event only. Further sanctions may be applied, but only after a review of the matter in accordance with the procedures set out in this Policy.

8. Discipline matters and complaints arising within the business, activities, or events organized by entities other than Ontario Grappling Association will be dealt with pursuant to the policies of these other entities unless requested and accepted by Ontario Grappling Association at its sole discretion.

### **COMPOSITION OF THE PANEL**

9. The Panel shall be composed of the “Management Team” as defined by the Ontario Grappling Association By-Laws.

10. Should a member of the Panel determine that he/she has a conflict of interest and cannot serve on the Panel, the remaining Panel members shall appoint his/her successor to the Panel.

### **NOTICE OF COMPLAINT**

11. Any Individual who wishes to file a notice of complaint will have fourteen (14) days from the date of the alleged incident to submit, in writing to the attention of the Executive Director at the Ontario Grappling Association’s office, the following: a) Notice of complaint / incident b) Contact information of the Complainant c) Name of the Respondent and any affected parties d) Date and location of the incident e) Detailed summary of the incident f) All evidence that supports the incident

12. An Individual who wishes to initiate a notice of complaint beyond the fourteen (14) day period must provide a written request stating the reasons for the late delivery. Acceptance of a complaint beyond the fourteen (14) day period is at the sole discretion of the Panel.

13. Anonymous complaints may be accepted at the sole discretion of the Panel.

14. The Panel will inform, within seven (7) days of receiving the notice of infraction, the Individual(s) cited, that a review of the alleged incident may be conducted.

15. The Individual(s) cited, will have seven (7) days from the date of receiving the notice of review to provide the Panel, in writing, with any additional information to be considered.

### **SCREENING OF NOTICE OF COMPLAINT**

16. The Panel will have the right to determine if a complaint will be accepted.

### **PROCEDURE FOR DISCIPLINE HEARING**

17. Once a complaint has been accepted by the Panel, the Panel will decide the format under which the review will be heard and date the review will be heard. This decision is at the sole discretion of the Panel and may not be appealed.

18. The Panel may choose to invite any Parties to participate in the hearing.

19. In fulfilling its duties, the Panel may obtain independent advice.

20. The Panel shall issue its decision and sanctions, if applicable, in writing and with reasons, after the hearing's conclusion.

21. The Panel's written decision, with reasons, will be distributed to all Parties, and Ontario Grappling Association. In extraordinary circumstances, the Panel may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued thereafter.

### **TIMING**

22. If the circumstances of the complaint are such that adhering to the timelines outlined by this Policy will not allow a timely resolution to the complaint, the Panel may direct that these timelines be revised

### **SANCTIONS**

23. Sanctions for infractions, which may be applied singularly or in combination, may include the following, but are not limited to:

- a) verbal or written reprimand from OGA
- b) verbal or written apology from one party to another party
- c) service or other voluntary contribution to OGA
- d) removal of certain privileges of membership for a designated period of time
- e) suspension from the current competition, activity, or event
- f) suspension from all OGA activities for a period of time
- g) fines
- h) withholding of prize money, awards
- i) payment of costs (eg. event related costs such as flight, room/board; property damage)
- j) suspension of funding from OGA or from other sources Discipline Policy 6
- k) discipline specific to the activity, if applicable
- l) any other sanction considered appropriate for the infraction
- m) any other sanction determined by a third party, as applicable

24. Unless the Panel determines otherwise, any disciplinary sanctions will begin immediately. Failure to comply with a sanction will result in automatic suspension until such time as compliance occurs.

### **SUSPENSION PENDING A HEARING**

25. OGA may determine that an alleged incident is of such seriousness as to warrant suspension of an Individual pending a hearing and decision.

### **CRIMINAL CONVICTIONS**

26. An Individual's conviction for any of the following "Criminal Code" offences will result in immediate suspension from OGA and/or removal from OGA competitions, programs, activities and events upon the sole discretion of OGA

- a) any child pornography offences
- b) any sexual offences
- c) any offence of physical or psychological violence
- d) any offence of assault e) any offence involving trafficking of illegal drugs

### **CONFIDENTIALITY**

27. The discipline process is confidential. Once initiated and until a decision is released, none of those involved will disclose confidential information relating to the on-going process to any person not involved in the proceedings.

### **DISCLOSURE**

28. Results of the discipline shall be published on the OGA website unless the Panel orders otherwise.

### **APPEALS**

29. Any disciplinary decision rendered by OGA would be subject to Ontario Grappling Association's Appeal Policy.