

## Halifax PLAYS' League-Wide Disciplinary Policy: Summary of Key Points

Our official **Disciplinary Policy** takes precedence over anything in this document and can be publicly accessed on our website @ [Halifaxplays.com/board](http://Halifaxplays.com/board). This document is only intended to outline the most important points from the stated Policy, and it is highly recommended that ALL players should read the full document before playing in our leagues.

- **Overall guiding statement** of league is same for all: *Have fun & be safe, treat all players with dignity and respect, and keep competition secondary to having a good time.* Recommend making this consistently Rule #1 for ALL leagues.
  
- The Goal of our Policy is to **empower our volunteers/ League Representatives to make Disciplinary decisions**, with guidelines for what each of them can do (on the next page), while also giving volunteers the right to excuse themselves from giving Discipline & instead asking the Board or other Representatives to do so.
  - As well, it defines **4 Categories of Infractions**, depending on severity with a **Progressive Discipline Policy** employed with increasing severe available sanctions for each Category & the **ability to escalate** repeated Infractions from one Category to the next if required
  - Check our official Policy for more or the **Schedule/ Chart on the next page**
  
- Some **protections for players** are also outlined in our Policy:
  - In case of **Conflicts of Interest**, Board may take over Discipline (Section 6), or request Organizers to excuse themselves from the Process
  - An **Appeal Process** available for more significant Discipline
  - Ensuring **easy access to our Disciplinary Policy**, which are now linked on waivers & should also be attached on written notices for Discipline
  
- **Reporting Requirements:** Organizers should fill out **online accident/ incident** forms, so that the Board can know of incidents, but **players are also encouraged to reach out directly to us @ [Halifaxplays@gmail.com](mailto:Halifaxplays@gmail.com) with concerns.**
  
- A section is also added for **Team discipline:** These include some of the same items, but apply especially to groups which sign up together as a team, with the addition of “**Exclusionary Behavior**” as an Infraction as well. Individuals on teams may also appeal to be exempt from discipline if not directly involved in Infractions.
  
- **Serous Disciplinary Cases are VERY rare**, & the main thing is to be a part of creating a recreational culture in your programs, as we usually see. **If we all try to keep a positive, FUN-first attitudes, we will prevent 90% of Incidents!!**

## Disciplinary Actions & Enforcing Authorities for Categories of Infractions

Type of Infraction	Recommended Discipline for First Time Offense (Escalate to Next Category Grouping if Offense is Repeated)	Authority to Hand Out Type of Discipline
<b>Category 1</b>	Level 1 Discipline: Verbal Reprimand; Request to Leave Premises Temporarily or for Game; League-Specific Discipline (e.g. Penalties)	All League Representatives, Including Referees
<b>Category 2</b>	Written Reprimand Accompanied by Verbal Discussion	Organizing Committee or Board
<b>Category 3</b>	Suspension	Organizing Committee or Board
<b>Category 4</b>	Seasonal Expulsion	Organizing Committee or Board
<b>Extremely Serious Infractions</b>	Extended Expulsion	Only Board

- **Category 1:** Consuming Alcohol, cigarettes or other substances not allowed by facility regulations or Program rules; loudly protesting against other Participants and/ or League Representatives during games; breaking rules that promote safety (e.g. slide tackles); taunting a Participant, or other Infractions as determined by a League Representative.
- **Category 2:** Repeated Category 1 Infractions; coming to a Program intoxicated; consuming legally prohibited substances at the Program; cursing directly at a specific Participant; using equipment in anger or in a dangerous fashion (e.g. throwing a bat); making a generalized threat to use physical violence; encouraging physical violence by other Participants (e.g. supporting a fight); or other Infractions as determined by a League Representative.
- **Category 3:** Repeated Category 1 & 2 Infractions; making a threat of physical violence towards a *specific* Participant; making disparaging remarks of a sexist, racist, homophobic, trans-phobic or faithist nature; or other Infractions as determined by a League Representative.
- **Category 4:** Repeated Category 1, 2 & 3 Infractions; fighting or assaulting a Participant with a risk, intent or result of causing physical harm; causing physical harm by other intentional actions (e.g. hitting someone with a ball on purpose); repeated use of negative or disparaging language; or other similar Infractions as determined by a League Representative.