

# CMSA Discipline Code

## Indoor 2021-2022



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# CONTENTS

Section I – General .....	2
Section II – Jurisdiction .....	3
Section III – Timelines and Notices .....	3
A. General.....	3
B. Hearings .....	3
Section IV – Offences .....	4
A. Cautions (Yellow Cards) .....	5
B. Ejections (Red Cards) .....	5
C. Abusive and Threatening Behaviour .....	8
D. Racism and Harassment.....	8
E. Additional Suspensions, Fines or Bonds .....	8
Section V – Serving of Suspensions.....	9
A. General.....	9
B. Players.....	10
C. Team Officials.....	10
Section VI – Discipline Hearings.....	10
A. General.....	10
B. Hearing Protocol .....	11
C. Hearing Procedure .....	11
D. Hearing Outcome .....	12
Section VII – Appeals.....	13
A. General.....	13
B. Appeals Hearing .....	13
APPENDIX A.....	15
CMSA Club Sanctioning: Bringing the Game into Disrepute.....	15
CMSA Club Sanctions .....	16

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Highlighted text indicates updates since last season

The Calgary Minor Soccer Association (CMSA) Discipline Code outlines and categorizes different infractions by degrees of severity and gives a brief outline of the penalties (suspensions) applied to each. Not all infractions may be listed specifically; however, infractions of similar intent will receive like suspensions.

When CMSA receives a misconduct report from a referee the CMSA Discipline Committee will review that report. The CMSA Discipline Committee reviews misconduct reports contextually, and at its discretion may reduce or remove any fine, suspension, or disciplinary penalty which an individual has received.

The referee(s) exercise the powers granted by the rules and regulations upon entering the field of play, its surrounding area, and extends to the time upon leaving the field of play and its surrounding area.

The decisions of the referee(s) regarding details connected with play, including whether or not a goal scored is good, and the results of the game are final (this should be recognized when filing a protest, request for a hearing, or appeal).

## SECTION I - GENERAL

- A. Team officials are responsible for the behaviour and actions of their players and spectators at any soccer event. Member Clubs are responsible for the behaviour and actions of their team officials, players and spectators at any soccer event.
- B. Member Clubs are expected to educate their team officials and take any precautions necessary to prevent its team officials, players and spectators from abusing, threatening or assaulting anyone at a soccer event, including the referee(s).
- C. The Member Clubs shall ensure that their disciplinary rules, regulations and procedures are consistent with those of CMSA.
- D. Any Alberta Soccer Association (ASA) Misconduct Report from another district or provincial association, received by CMSA shall be regarded as such and may be reviewed by the CMSA Discipline Committee. Any additional suspension(s) and/or fine(s) may be applied to the individual(s) as the CMSA Discipline Committee determines.
- E. CMSA has a "Game Feedback and Concerns" form for **team officials** to complete regarding any on-field incidents which may occur. **Only typewritten forms from team officials will be accepted.**
- F. The CMSA Discipline Committee will have the ability to review any complaint brought to its attention by whatever means and take necessary action if the evidence presented warrants this. **All complaints must be in writing and signed with all parties identified when possible.**
- G. In the event of an abandoned game, the referee(s) will keep both team's CMSA Photo ID Cards and game sheets and forward these to the CMSA office. The CMSA Discipline Committee will review each incident and any disciplinary action required will be sent out accordingly.

## SECTION II - JURISDICTION

- A. CMSA will have direct jurisdiction in the following circumstances:
- Complaints or inquiries referred to CMSA by any other district association.
  - Misconduct by any person(s) arising from participation in any CMSA program.
  - Misconduct by any person(s) arising from participation at any tournament competition(s).
  - Misconduct by any Member Club of CMSA.
  - Misconduct arising from any soccer event, whether it be within Canada or internationally, where CMSA and ASA have given prior permission to participate.
  - Any other matter, not listed above, which is directly related to CMSA.
- B. All cases of misconduct, involving an alleged physical assault, attempted physical assault or threatening behavior toward a referee(s) by **any** person(s), received by CMSA will be forwarded to ASA discipline.
- C. CMSA may delegate its jurisdiction directly to any Member Club.

## SECTION III - TIMELINES AND NOTICES

### A. GENERAL

1. The referee's ASA Misconduct Report is to be forwarded to CMSA within 48 hours of the incident, along with copies of the game sheets and the individual(s) CMSA Photo ID Card who has received the infraction.
2. Upon receiving an ASA Misconduct Report from the referee(s), CMSA Discipline staff will review the misconduct report and send out a CMSA Discipline Report to the individual(s) involved, team official(s) and Member Club stating the outcome. This report will be sent out within 12 business days following the incident.
3. The CMSA Discipline committee will not provide discipline outcomes to any additional Member Clubs outside of the club receiving discipline. All discipline complaints and inquires will be responded to within 12 business days.
4. CMSA Discipline shall set timelines for the payment of any cost(s), fine(s), and/or bond(s), and may set further terms of punishment for non-compliance.

### B. HEARINGS

1. Any player(s) or team official(s) under the jurisdiction of CMSA having received a Discipline Report may request a Discipline Hearing through their Member Club representative within four (4) business days of the date noted on the Discipline Report. This request must be accompanied by a \$150 hearing request administrative fee (**cheque or money order only**). The request from the Member Club must identify the reason for requesting the Discipline Hearing. This is not deemed to be an appeal, but the individual(s) option of appearing before the CMSA Discipline Committee to discuss the suspension. If the decision of the CMSA Discipline Committee is to decrease the

suspension from its original decision, the \$150 hearing fee will be refunded in full. If the decision of the CMSA Discipline Committee decides not to change its original decision or increases the suspension following the hearing, the \$150 hearing fee will be non-refundable.

2. Should CMSA initiate a Discipline Hearing, any individual(s) or Member Club involved will be given a minimum of five (5) business days' written notice of the scheduled Discipline Hearing date. The Discipline Hearing Notice shall be sent to the individual(s) involved, team official(s) and Member Club President. Any person(s) directly involved with the incident(s)/event(s) under investigation whose attendance is requested to attend the Discipline Hearing, is required by the CMSA Discipline Committee to make every effort possible to attend.
3. Any request for a postponement of a scheduled Discipline Hearing by CMSA, must be received by CMSA Discipline through the Member Club representative, a minimum of two (2) business days prior to the date of the scheduled Discipline Hearing. All requests for postponement must be accompanied by a \$150 administrative fee in the form of a cheque or money order only.
4. Any individual(s) requested by the CMSA Discipline Committee to attend a Discipline Hearing or has been granted a Discipline Hearing upon their own request, but fails to appear without notice, the CMSA Discipline Committee will proceed with the Discipline Hearing, without the individual(s) present, and will determine the outcome based on the information available at that time.
5. All documentation associated with the misconduct shall be provided to the Accused no less than three (3) days in advance of the hearing date for it to be valid unless waived by the accused.
  - a. Documents provided, at minimum, will include the Discipline Report(s), past discipline history of the accused (if applicable), Affiliated Member Discipline Rules & Regulations and any other documents the discipline committee is expected to hear.
6. In cases where the accused is automatically suspended pending a disciplinary hearing or for an adjournment of a discipline hearing, the date of the hearing shall be set within 15 business days of the misconduct report or the previous hearing date, for a scheduled date no more than 25 business days from the receipt of the misconduct report or previous hearing date.
7. CMSA Discipline Staff will notify, in writing through email, the CMSA Discipline Committee's determination, to the individual(s) involved, team official(s), and the Member Club President within ten (10) business days following the CMSA Discipline Hearing.

## SECTION IV - OFFENCES

**Any player, team official or spectator who is dismissed by the referee(s) from a CMSA game, must leave the field of play and area immediately without retrieving their belongings. The individual(s) must remain out of sight from the referee for the remainder of the game, and any subsequent games officiated by that referee.**

The severity of the offence and any history of the individual(s) may result in an increase in the suspension(s) or penalties administered by the CMSA Discipline Committee.

## A. CAUTIONS (YELLOW CARDS)

1. Team official(s) for each team are responsible for tracking caution cards received by the players who are registered to their team during the season. Once a player has accumulated three (3), five (5) or seven (7) caution cards during a current season, the player **MUST** sit out their next scheduled CMSA league game(s) as required. The suspension of the player **MUST** be indicated on the game sheets as serving the suspension (ex. “serving 1 of 1 for yellow card accumulation”).
2. The following suspension(s) for accumulation of caution cards during a season shall be automatic:

Offence	Length of Suspension
a. 3 Cautions	1 game suspension
b. Additional 2 Cautions	2 game suspension
c. Additional 2 Cautions	4 game suspension & automatic Discipline Hearing

**Failure to sit the individual(s) the next game(s) could result in further disciplinary sanctions against the player or the team official(s).**

3. Caution cards received by a player when playing up with another team **will count** towards the player’s overall accumulation of caution cards during a season.
4. When a player received two caution cards during one game, these **will not count** towards the player’s overall accumulation of caution cards during the season, as it is dealt with as a separate offence and will result in the player receiving an automatic Red Card for the offence.
5. Caution card accumulation for any particular season for all players will include all pre-season, exhibition, regular season and play off games. Caution card accumulation for all players will reset following each season. Any suspensions received through the accumulation of caution cards that have not been served in full prior to the end of the season which they were received, will carry through into the next season.

## B. EJECTIONS (RED CARDS)

Note that all suspensions listed below are the minimums which can be received by an individual for the noted offence.

*SFP = Serious Foul Play*

*VC = Violent Conduct*

1. Denying a goal or a goal scoring opportunity (as deemed by the referee):

Offence	Length of Suspension
a. First offence	1 game suspension
b. Second offence	2 game suspension

2. Receives a second caution in the same match:

Offence	Length of Suspension
a. First offence	1 game suspension
b. Second offence	3 game suspension

3. Offensive, insulting, or abusive language and/or gestures:

Offence	Length of Suspension
a. First offence	2 game suspension
b. Second offence	4 game suspension

4. Dangerous tackle or tackle from behind:

Offence	Length of Suspension
a. First offence - SFP	1 – 2 game suspension
b. Second offence - SFP	3 – 4 game suspension
c. First offence - VC	3 – 4 game suspension
d. Second offence - VC	5 – 6 game suspension

5. Pushing or charging:

Offence	Length of Suspension
a. First offence - SFP	1 – 2 game suspension
b. Second offence - SFP	3 – 4 game suspension
c. First offence - VC	3 – 4 game suspension
d. Second offence - VC	5 – 6 game suspension

6. Gesture or attempt to strike, kick or trip:

Offence	Length of Suspension
a. First offence	1 – 2 game suspension
b. Second offence	3 – 4 game suspension

7. Striking, kicking, or tripping (with intent):

Offence	Length of Suspension
a. First offence	2 – 3 game suspension
b. Second offence	4 – 6 game suspension

8. Throwing an object in the direction of an opponent:

Offence	Length of Suspension
a. First offence	2 – 3 game suspension
b. Second offence	4 – 6 game suspension

9. Bite, scratch, or gouge an opponent:

Offence	Length of Suspension
a. First offence	2 – 3 game suspension
b. Second offence	4 – 6 game suspension



10. Boarding (indoor only):

Offence	Length of Suspension
a. First offence – SFP	1 – 2 game suspension
b. Second offence – SFP	3 – 4 game suspension
c. First offence – VC	3 – 4 game suspension
d. Second offence – VC	5 – 6 game suspension

11. Violent conduct: fighting:

Offence	Length of Suspension
a. First offence	4 game suspension
b. Second offence	Automatic Discipline Hearing

12. Spitting at anyone other than the referee:

Offence	Length of Suspension
a. First offence	4 game suspension
b. Second offence	Automatic Discipline Hearing

13. Spitting or clearing nasal passages during the COVID-19 pandemic:

Offence	Length of Suspension
a. First offence	1 game suspension
b. Second offence	Automatic Discipline Hearing

14. Violent conduct: head butting (automatic Discipline Hearing):

Offence	Length of Suspension
a. First offence	8 game suspension
b. Second offence	16 game suspension

15. Offensive, insulting, or abusive language and/or gestures against a referee:

Offence	Length of Suspension
a. First offence	4 game suspension
b. Second offence	Automatic Discipline Hearing

**Penalties assessed to team officials can result in up to two (2) times the listed penalty indicated on the Discipline Report, at the discretion of the CMSA Discipline Committee.**

16. Failure to conduct themselves in a responsible manner: Any act or statement, physical or verbal, which is considered insulting, or improper behaviour could be seen as, “conduct likely to bring the game into disrepute:”

Offence	Length of Suspension
All offences	CMSA Discipline will review on a case-by-case basis.



17. Failure to leave the field upon dismissal, including remaining in view of the referee:

Offence	Length of Suspension
All offences	May result in additional suspension added and possibly an appearance before the CMSA Discipline Committee.

18. Continuing to dispute the decision of the referee:

Offence	Length of Suspension
All offences	May result in additional suspension added and possibly an appearance before the CMSA Discipline Committee.

All other dismissals or offences not listed above will be dealt with at the discretion of the CMSA Discipline Committee.

**Any dismissal related to the referee that involves a youth referee between the ages of 12-18 (inclusive) will result in two (2) times the listed penalty.**

### C. ABUSIVE AND THREATENING BEHAVIOUR

CMSA has adopted a behavioural stance against individual(s) who feel the need to harass, insult, threaten or assault others at any soccer event where a CMSA team is involved. Referees are instructed to immediately dismiss any team official(s) or spectator(s) who are abusing them or any other person(s) in an unacceptable manner, whether it is directed toward them or not. If the abuse or behaviour continues in any way during the game, the referee is instructed to abandon the game, keep both team's CMSA Photo ID Cards and indicate on the game sheet what has occurred along with submitting an ASA Misconduct Report to CMSA within 48 hours following the incident.

CMSA Discipline will review all incidents reported on a case-by-case basis and administer any discipline to those who may have caused the game to be abandoned.

**Note: The referee no longer is required to dismiss the person(s) from the game, for CMSA Discipline to review the issue.**

### D. RACISM AND HARASSMENT

Anyone who publicly disparages or discriminates against someone in a defamatory manner of race, language, religion, or ethnic origins will be brought before the CMSA Discipline Committee to answer to the charge of "conduct likely to bring the game into disrepute."

### E. ADDITIONAL SUSPENSIONS, FINES OR BONDS

1. If a team official is suspended under section(s) [IV.B.16-18](#), that team official (and possibly their child[ren]) may be suspended from "all soccer activity" for the remainder of the soccer season or longer and may be requested to attend a CMSA Discipline Hearing.

The individual may be required to put forth a behavioural bond before they are eligible to start coaching again (and possibly before their child[ren] are eligible to play again).

2. If an individual suspended under section(s) [IV.B.16-18](#) is identified as a parent of one of the registered CMSA players, that parent and possibly their child(ren) may be suspended from “all soccer activity” for the remainder of the soccer season or longer and may be requested to attend a CMSA Discipline Hearing. The individual may be required to put forth a behavioural bond before they are eligible to attend any CMSA events (and possibly before their child[ren] are eligible to play again).
  
3. If any one team receives two (2) or more suspensions relating to incidents involving any of their team officials or spectators in one season, the team official(s) and their Member Club will be required to appear before the CMSA Discipline Committee to discuss the incidents. The team **may** be required to pay behaviour bond(s) or fine(s), the team **may** be removed from the CMSA league schedule for the remainder of the season, **may** be disqualified from attending any post season competition and/or **may** be prohibited from traveling and attending any tournament competitions.
  
4. If CMSA experiences any issue(s) or concern(s) with any tier or division within the CMSA league, CMSA may prohibit all eligible team(s) from attending any post season play.

**Any sanctions not listed above may be applied by the CMSA Discipline Committee at any time if deemed necessary.**

**Participating in any soccer activity while under suspension or actions deemed to be “conduct likely to bring the game into disrepute” could result in the following:**

Offence	Length of Suspension
First offence	Up to one (1) year ban from any and all soccer activity.
Second offence	Up to five (5) year ban from any and all soccer activity.
Third offence	Up to a lifetime ban from any and all soccer activity.

## SECTION V - SERVING OF SUSPENSIONS

### A. GENERAL

Only CMSA preseason, CMSA scheduled exhibition games, CMSA regular league games, and any play off games or post season competitions will count as games served towards an individual’s suspension. Suspensions will be served during the current CMSA season, and any suspension(s) not served in full will be carried over to the following season, be it indoor or outdoor. Tournament games **will not count** towards an individual’s suspension.

**Once the individual(s) has served the suspension in full, their CMSA Photo ID Card will be available for pickup from the CMSA office.**

CMSA Discipline can, at its discretion review player suspensions prior to any tournament, and upon request from the team official(s) or Member Club, allow the player who is suspended to participate in the

tournament. The request must be in writing and must list all tournament details (tournament name, tournament location, tournament dates).

## B. PLAYERS

All registered players who receive suspensions, must serve their suspension with the team they are currently registered with at the time. If a player transfers to a new team or Member Club during the serving of any suspension, the suspension shall follow the player and will continue to be served accordingly. Players **will not** be eligible to play up for any team until their suspension has been fully served with the team they are registered with.

## C. TEAM OFFICIALS

All registered team officials who receive suspensions, must serve their suspension with the team they received the suspension with. Team officials **will not** be eligible to be on the bench with any other team(s), for any CMSA events until their suspension has been fully served with the team they received the suspension with.

If an individual is acting as a team official but is not registered with any team within CMSA, and receives a suspension, the suspension will be based on the length of time and not by game and administered accordingly. **These suspensions must be served during the weeks of an active CMSA season.**

Game Suspension	Length of Suspension
2 game suspension	2 week suspension
4 game suspension	4 week suspension
8 game suspension	8 week suspension

# SECTION VI - DISCIPLINE HEARINGS

## A. GENERAL

1. If an individual(s) requested by the CMSA Discipline Committee to attend a Discipline Hearing, or an individual(s) who has been granted a Discipline Hearing upon their own request, fails to attend their Discipline Hearing without notice, the CMSA Discipline Committee will proceed with the Discipline Hearing without the individual(s) present, and will determine the outcome based on the information available at that time.
2. Any individual(s) who has been requested to attend a CMSA Discipline Hearing, or who has requested a CMSA Discipline Hearing, will be required to sign a Hearing Document at that hearing. The Hearing Document will state that the individual(s) agree to the CMSA Discipline Hearing Committee Panel present and verify the date on which the Discipline Hearing is being held. If the individual(s) does not agree to sign the Hearing Document, the Discipline Hearing will be postponed, and the individual(s) will forfeit their \$150 hearing fee. The individual(s) will remain suspended until another request for a Discipline Hearing has been requested through their Member Club representative ([Section III.B.1-2](#)).

3. Any individual(s) who threaten to take or takes legal action against CMSA or any of its Member Clubs, or individual members shall be suspended immediately until such time that the legal proceedings and processes have been concluded and CMSA Discipline has had sufficient time to review the outcome and make a decision based on the findings.
4. In all cases where the individual(s) has been charged in a criminal court, civil court or litigation has originated due to any soccer activity incidents, the CMSA Discipline Committee will not hold a Discipline Hearing until such time that the litigation has concluded, and the case has been closed. Once complete, the CMSA Discipline Committee will decide if further sanctions are warranted and will proceed pursuant to the rules and regulation here within.
5. The individual(s) may be accompanied by legal counsel **only** with prior written consent by the CMSA Discipline Committee. **Timelines may be adjusted as necessary to accommodate the presence of CMSA legal counsel – these timeline adjustments will be communicated in writing to the individual(s) and their Member Club President.**
6. An ASA Misconduct Report completed by the referee(s) and forwarded to the CMSA office for review, shall be regarded as the referee(s) affidavit to a CMSA Discipline Hearing.

## **B. HEARING PROTOCOL**

All Discipline Hearings held within the CMSA jurisdiction shall be conducted in accordance to the following:

1. The CMSA Discipline Committee shall have a three (3) voting members along with a non-voting recording secretary who will be present for the Discipline Hearing.
2. The individual(s) may have up to and not exceeding, three (3) people present at the Discipline Hearing (this includes themselves and legal counsel, if permitted by the CMSA Discipline Committee – see above). If the individual(s) is a minor, they must be accompanied by an adult.
3. The individual(s) is entitled to provide witness statements of the incident for the CMSA Discipline Committee’s consideration, in writing, a minimum of 24 hours prior to the Discipline Hearing.
4. Video or audio replay of any “**on-field” incident(s) will not be permitted** as evidence.
5. Video or audio replay of any “**off-field” incident(s) will be permitted** as evidence but must be submitted to CMSA a minimum of 48 hours prior to the Discipline Hearing date.
6. CMSA may grant a postponement of any Discipline Hearing if reason(s) for the postponement are reasonable.

## **C. HEARING PROCEDURE**

With all required individual(s) present, the CMSA Discipline Committee will proceed with the Discipline Hearing as follows:

1. The CMSA Discipline Committee Chair/Secretary will introduce the Discipline Committee Members and record the names of all individual(s) present.

2. The individual(s) will be asked to sign the Hearing Document, acknowledging and agreeing to the committee members present and the date of the Discipline Hearing. If the individual(s) is a minor, the adult representative will be asked to sign the Hearing Document on their behalf.
3. The CMSA Discipline Committee Chair/Secretary will read aloud the ASA Misconduct Report provided to CMSA by the referee along with the CMSA Discipline Report for the individual(s).
4. The individual(s) will be provided the opportunity to give their account of the incident(s) which took place and ask the CMSA Discipline Committee any relevant question(s) pertaining to the report or the incident.
5. The CMSA Discipline Committee Members will have the opportunity to ask the individual(s) any question(s) they may need answered which are relevant to the report or the incident.
6. Then individual(s) will be given the opportunity to make a final statement prior to the adjournment of the Discipline Hearing.
7. The individual(s) will be excused from the Discipline Hearing, the CMSA Discipline Committee will review the ASA Misconduct Report and all evidence provided by the individual(s) and render as decision prior to adjourning.
8. The individual(s) will be notified by the CMSA Discipline Staff, in writing through email, of the decision of the CMSA Discipline Committee within **ten (10) business days** of the Discipline Hearing.

#### **D. HEARING OUTCOME**

1. On any misconduct proved to its satisfaction, the CMSA Discipline Committee will have the ability at its discretion, the authority to:
  - a. Suspend the individual(s) for a specific number of scheduled games in a designated league or competition over and above the “minimum” stated herein.
  - b. Fine and/or issue a behaviour bond (with or without suspension).
  - c. Default any game(s) that the individual(s) may have participated.
  - d. Require that the individual(s) take and pass an ASA Entry-Level Referee Course and may also be required to have to referee a certain number of games.
  - e. Require the individual(s) to take and complete the Respect in Soccer course, **Making Ethical Decisions** course and/or any additional course identified by the CMSA Discipline Committee.
2. In serious or extreme cases, the CMSA Discipline Committee will have at its discretion, the authority to:
  - a. Suspend the individual(s) from “any and all soccer activity,” either permanently, indefinitely or for a specified period of time.
  - b. Have the individual(s) pay all expense(s) of the CMSA Discipline Committee related to any hearing.

## SECTION VII - APPEALS

### A. GENERAL

1. Only CMSA Member Clubs may appeal the decision of the CMSA Discipline Committee. The appeal must be submitted in writing to CMSA, on Member Club letterhead and signed by the person(s) having signing authority for that Member Club (as previously submitted to CMSA).
2. Appeals must be directed to the appropriate person(s) as follows and be accompanied by \$250 administration for each appeal:
  - a. An appeal of a decision made by a CMSA staff and/or the CMSA Discipline Committee must be directed to the CMSA Appeals Chair.
  - b. An appeal of a decision of the CMSA Appeals Committee must be directed to the CMSA Board of Directors.
  - c. An appeal of the decision of the CMSA Board of Directors must be directed to the ASA Appeals Committee.

#### **Appeals based on unsupported documentation will not be accepted.**

3. All appeals must state the grounds of the violation of the CMSA Rules and Regulations, CMSA Discipline Code or CMSA By-laws, no later than five (5) business days from the date of the CMSA **Suspension Report**. All appeals submitted to CMSA must be accompanied with a **cheque or money order**, from the Member Club, in the sum of \$250 of which \$150 will be retained in all cases each time an appeal is submitted.
4. Acceptance of an appeal will be based on the review of the documentation submitted to the Appeals Chair. No video or audio will be permitted as evidence **for on field incidents to dispute facts of the game ( ie. Final score). Additional on field video evidence will only be permitted at the discretion of the CMSA discipline committee.**
5. The Appeals Chair has five (5) business days to review the appeal documentation upon receipt.
6. Should the Appeals Chair believe that the appeal documentation holds merit, they shall at that time, arrange to schedule an Appeals Hearing within 14 business days of acceptance of the appeal.
7. Suspension(s) or decision(s) by the CMSA Staff or CMSA Discipline Committee will remain in effect until the decision of the Appeal Hearing is communicated in writing by CMSA, or otherwise provided herein.

### B. APPEALS HEARING

Should an Appeal Hearing be called, it shall be conducted in accordance with the following:

1. A CMSA Appeals Committee will consist of at least one CMSA Board Member, who will act as the CMSA Chair, and two other individuals. A non-voting recording secretary may be appointed.

2. Any individual who has participated in the prior proceedings of the Appeals Hearing, as a member of the CMSA Discipline Committee or CMSA staff member is automatically disqualified from participating in the related Appeals Hearing but may be contacted for further clarification or information by the Appeals Committee.
3. Persons who are eligible to attend an Appeal Hearing are as follows:
  - a. The Appellant (which would be the Member Club President or designated representative);
  - b. The CMSA Appeals Committee Members;
  - c. Any other person(s) who are directed to attend as per the request of the Appeals Committee.
4. Professional legal representation will only be allowed if written permission by the Appeals Chair is given 48 hours in advance. Timelines may be adjusted as necessary to accommodate the presence of CMSA legal council. These timelines will be communicated in writing to the individual(s) and their Member Club.
5. Subject to the foregoing, a Member Club may be represented at any hearing or inquiry by any member of its executive.
6. The results of the Appeals Hearing shall be sent to the individual(s), of whom the Appeals Hearing is being held and the Member Club President within **ten (10) business days** following the Appeals Hearing.
7. Subject to the foregoing, the Appeals Hearing procedure shall follow the same guidelines as the Discipline Hearing process identified within [Section VI.C](#).



## APPENDIX A

### CMSA CLUB SANCTIONING: BRINGING THE GAME INTO DISREPUTE

It is expected that all CMSA members, and Member Club representatives, conduct themselves in a manner that reflects the values of CMSA and act in the best interests of the game. CMSA members, and Member Club representatives, shall not act in any manner which is improper and shall be defined as “bringing the game into disrepute.”

The term, “bringing the game into disrepute,” usually applies to instances which have taken place off the field of play which damage or taint the prestige of the sport as a whole and negatively impact the culture. Any administrator, board member, staff member, director, or contractor, who acts in the interest of a Member Club, is considered a **Member Club representative**.

Any clubs, institutions, and entities with member status under CMSA will be considered “bringing the game into disrepute,” if any of the following occurs:

- a. Member Club representative abuse of position to obtain personal/club benefit;
- b. Member Club representative involved in corruption, including violation of CMSA Rules & Regulations, ASA Statutes, CSA Statutes or FIFA Statutes;
- c. Member Club representative involvement in recruitment;
- d. Member Club representative organization or participation in unsanctioned soccer leagues and activities;
- e. Proven disregard for child safety and/or lack of child safety protocols, including:
  1. Violation of Public Health Orders;
  2. Not adhering to the CSA Safe Sport Policy; included but not limited to:
    - i. The Rule of 2;
    - ii. Proper coach background screening (Criminal Record Check);
    - iii. CSA Concussion Policy.

## **CMSA CLUB SANCTIONS**

At minimum, all the below sanctions will be applied to clubs found to be bringing the game to disrepute for each offence.

### **First Offence: Minimum Sanctions**

1. \$10,000 fine;
2. Club travel revoked through ASA Travel Permits for two (2) consecutive seasons ( one [1] year);
3. Club provincial competition births revoked for two (2) consecutive seasons ( one [1] year);
  - a. Seasons must be completed in full where a provincial competition is able to operate.
4. Two (2) years under CMSA club probation status (four [4] consecutive seasons);
  - a. Conditions of probation to be determined by the CMSA Discipline Committee;
5. Loss of CMSA endorsement for any Canada Soccer Licensing Programs.

### **Second Offence: Minimum Sanctions**

1. \$50,000 fine;
2. Club in Bad Standing with CMSA:
  - a. Recommendation to the CMSA Board of Directors for potential expulsion of the club from the CMSA.

**Additional sanctions may be applied should the discipline escalate to Alberta Soccer or Canada Soccer.**