

CMSA Discipline Code

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Discipline Code

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 match official the CMSA Discipline Staff will review that report, applying discipline as per the Discipline Code. 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 based on the Discipline Code.

The match official(s) exercise the powers granted by IFAB Laws of the Game & CMSA upon entering the field of play, its surrounding area, and extends to the time upon leaving the field of play and its surrounding area.

In accordance with IFAB Laws of the Game, decisions of the match official(s) on points of fact connected with the play, such as whether or not a goal scored is good, and the results of the game, are final so far as the result of the game is concerned. This should be recognized when filing a protest, request for a hearing, or an appeal.

Section I – General

1. 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.
2. 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 match official(s).
3. The Member Clubs shall ensure that their disciplinary rules, regulations and procedures are consistent with those of CMSA. In cases of discrepancies, CMSA rules shall take precedence.
4. 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.
5. 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.

6. In the event of an abandoned game, the match official(s) will keep both team's CMSA Photo ID Cards and game sheet 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

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

Section III – Timelines and Notices

General

1. The match official's ASA Misconduct Report is to be forwarded to CMSA within 48 hours of the incident, along with a copy of the game sheet and the individual(s) CMSA Photo ID Card who has received the infraction.
2. Upon receiving an ASA Misconduct Report from the match official(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 Member Club receiving discipline. All discipline complaints and inquiries 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.

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.

- a. This request must be accompanied by a \$150 hearing request administrative fee **(cheque, money order, Electronic fund transfer (EFT) or e-transfer only)**.
 - b. 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.
 - c. 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.
 - a. The Discipline Hearing Notice shall be sent to the individual(s) involved, team official(s) and Member Club President.
 - b. 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.
 - a. All requests for postponement must be accompanied by a \$150 administrative fee in the form of a cheque or money order only. This would be an additional \$150 administration fee if the hearing was initiated through the Member Club.
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, which may include an indefinite suspension until a new hearing is convened and the matter is adjudicated upon.
5. All documentation associated with the misconduct shall be provided to the accused no less than three (3) business 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 match official(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 match official for the remainder of the game.

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. Yellow Card (cautions)

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

3. Any yellow card(s) received by a player when playing up in CMSA league games with another team **will count** towards the player’s overall accumulation of yellow cards during a season.
4. When a player or team official receives two yellow cards during one game, these **will not count** towards the player or team official’s overall accumulation of yellow cards during the season, as it is dealt with as a separate offence and will result in the player or team official receiving an automatic Red Card Dismissal for the offence, which carries its own suspension
5. In any particular season for all players and coaches, yellow card accumulation will include all pre-season, exhibition, regular season, play off games and challenge cup. Yellow card

accumulation for all players and team officials will reset following each season. Any suspension received from the accumulation of yellow cards that have not been served in full prior to the end of the season which they were received, shall be served in the next season the player or team official is registered.

B. Red card (dismissals)

Note: All suspension lengths listed below shall be the minimum sanction for any individual, for the noted offence.

SFP = Serious Foul Play (when challenging for the ball)

VC = Violent Conduct (when not challenging for the ball)

- Denying a goal or a goal scoring opportunity (as deemed by the match official):

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

- Receives a second caution in the same match:

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

- Offensive, insulting, or abusive language and/or gestures, not directed at a match official:

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

- 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:

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. Violent conduct: fighting:

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

11. Spitting at anyone other than the match official:

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

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

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

13. Offensive, insulting, or abusive language and/or gestures directed at a match official:

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

14. 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, “bringing the game into disrepute:”

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

15. Failure to leave the field upon dismissal, including remaining in view of a match official:

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

16. Continuing to dispute the decision of the match official:

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

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.

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

The Discipline Committee shall have the authority to impose a time suspension in lieu of game suspensions where the Committee, in its discretion, deems it appropriate to do so.

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

C. Abusive and Threatening Behaviour

1. 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. Member Clubs and Team Officials should take reasonable steps to communicate and/or educate what the behavioural expectations are. Match officials 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 match official 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.
2. Member Clubs may be sanctioned if it is determined that reasonable steps have not been taken. CMSA Discipline will review all incidents reported on a case-by-case basis and administer any discipline to those who have been dismissed, caused the game to be disrupted or caused the game to be abandoned. Discipline may include, but is not limited to:
 - a. Individual, Team Official or Member Club Behaviour Notices
 - b. Individual, Team Official or Member Club Suspensions
 - c. Individual, Team Official or Member Club Fines and/or Bonds

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

Discrimination and/or Harassment

1. CMSA has an Anti-Discrimination and Harassment policy that reinforces the Association's expectations. 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 “bringing the game into disrepute.” All allegations of discrimination and/or harassment, not reported during a game to the official, may be reported to CMSA via the Issue and Complaint Reporting form.

Bringing the Game into Disrepute

1. Any person(s) shall act in the best interests of the game and shall not act in any manner which is improper and shall be defined as “bringing the game into disrepute,” at all times.
2. The term “bringing the game into disrepute” usually applies to incidents which have taken place off the field of play which damage or taint the prestige of the sport as a whole.
3. Any person(s) will be considered as “bringing the game into disrepute,” if any of the following occurs:
 - a. Discriminatory behaviour including public disparagement of discrimination against or vilification of a person on account of an attribute.
 - b. Harassment including sexual harassment or any unwelcome sexual conduct which makes a person feel offended, humiliated and/or intimidated where that reaction is reasonable in the circumstances.
 - c. Offensive behaviour including obscene, provocative or insulting gestures, language or chanting.
 - d. Provocation or incitement of hatred or violence.
 - e. Spectator or crowd violence.
 - f. Intimidation of referees which may take the form of (but is not limited to) derogatory or abusive words or gestures toward a referee or the use of violence or threats to pressure a referee to take or omit certain action regardless of where such action is taken.
 - g. Forgery and falsification including creation of a false document, forgery of a document or signature, the making of a false claim or providing inaccurate or false information on a prescribed form.
 - h. Corruption including offering a benefit or an advantage to a player or team official in an attempt to incite them to violate CMSA Rules of Play, ASA statutes, CSA statutes or FIFA statutes.
 - i. Abuse of position to obtain personal benefit.
 - j. Commission or charge of a criminal offence.
 - k. Violation of CMSA/ASA/CSA/AHS guidelines and restrictions, as amended.
 - l. Any other conduct, behaviour or statement that materially injures the reputation and goodwill of CMSA or soccer in general.
 - m. Safe sport violations. This includes, but is not limited to, volunteer screening and coaching requirements that cover a variety of topics to ensure the health, well-being, performance, and security of individuals under the auspice of CMSA.
 - n. Recruitment as defined by the CMSA Recruitment Rules and Regulations.
 - o. Participating in any soccer activity while under suspension.
4. Any person(s) deemed to be “bringing the game into disrepute” are suspended until they request and attend a hearing with CMSA.

- Without limiting the generality of number 1, any person(s) is entitled to have their privacy respected, and this code is not intended to apply to private activities engaged in by a member that are not in the public domain.

Actions deemed to be “bringing the game into disrepute” for individuals carry the following sanctions:

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

Additional Suspensions, Fines or Bonds

- If a team official is suspended under section(s) [IV.B.14-16](#), that team official (and possibly their child[ren]) may be suspended from “all CMSA 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 register in CMSA again (and possibly before their child[ren] are eligible to register again).

- If an individual suspended under section(s) [IV.B.14-16](#) is identified as a parent of one of the registered CMSA players, that parent and possibly their child(ren) may be suspended from “all CMSA 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 register again).
- If any 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.
- 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.

Section V – Serving of Suspensions

General

1. CMSA sanctioned games or CMSA sanctioned tournament games 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 in which the individual is registered, be it indoor or outdoor.
2. If an individual is participating in a sanctioned tournament or soccer event not organized by CMSA (tournament, Provincial Championship, national championship), they *may* be eligible to participate depending on that soccer event's rules.
3. Games missed in non-CMSA sanctioned tournaments or soccer events will not count towards the individual's suspension.
4. CMSA has the **ultimate authority** to decide which game(s) will be counted towards any CMSA suspension. Once the individual has served the suspension in full, their CMSA Photo ID Card will be available for pickup from the CMSA office.

Players

1. All registered players who receive suspensions, must serve their suspension with the team they are currently registered with at the time.
 - a. 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.
 - b. Players who receive a suspension while playing up shall serve the suspension with the team they are registered with. All players under suspension are considered ineligible.

Team Officials

1. 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.
2. 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

Suspension from All CMSA Soccer Activity

Any person, while under suspension from all soccer activity, will not be eligible to:

1. Participate in any CMSA sanctioned games or CMSA tournament games.
2. Act in any capacity as an executive or official with any CMSA registered Member Club.
3. Communicate in any fashion with any player or team official with the purpose to coach or provide advice during any sanctioned game.
4. Officiate as a referee or assistant referee in any CMSA sanctioned game or tournament.
5. Suspended players and team officials may attend a soccer game as a spectator but are not allowed to communicate in any fashion, or be within the vicinity, of a registered Member Club team's bench.
6. If a suspended person violates any of the above conditions, brings the game into disrepute or causes the game to be disrupted by their presence or actions they will be subject to further sanctioning from the CMSA Discipline Committee.

Section VI – Discipline Hearings

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.
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 notice to 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 match official(s) and forwarded to the CMSA office for review, shall be regarded as the match official(s) affidavit to a CMSA Discipline Hearing.

Hearing Protocol

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

1. The CMSA Discipline Committee shall have 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 notice is provided to the CMSA Discipline Committee – see above). If the individual(s) is a minor, they must be accompanied by a legal guardian. One of the three (3) people present must be a Member Club or Team Official.
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 3 business days prior to the Discipline Hearing.
4. Video or audio replay of any “**on-field” incident(s) will be permitted** as evidence, however on points of fact connected with the play, such as whether or not a goal scored is good, and the results of the game is not permitted.
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 2 business days prior to the Discipline Hearing date.
6. CMSA may grant a postponement of any Discipline Hearing if reason(s) for the postponement are reasonable.

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 individuals(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 match official 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.

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 Match Official Course and may also be required to have to match official 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 CMSA 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

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). The Member Club submitting the appeal shall be known as the appellant.
2. A Member Club may:
 - a. Seek leave to appeal of a decision made by a CMSA staff and/or the CMSA Discipline Committee, which must be directed to the CMSA Appeals Chairperson.
 - b. Seek leave to appeal of the CMSA Appeals Committee, which must be directed to the CMSA Board of Directors. The Board of Directors may, at their sole discretion, escalate the appeal directly to the Alberta Soccer Association.
 - c. Appeal the decision of the CMSA Board of Directors (or CMSA Appeals Committee if escalated by the Board of Directors), to the Alberta Soccer Association in accordance with their appeal procedures.
3. The appellant, for leave to appeal to be considered, shall:
 - a. Submit their appeal, to the Calgary Minor Soccer Association Office, within five (5) business days after the issuance of the decision sought to be appealed.
 - b. The appeal shall be accompanied by a non-refundable appeal fee of two hundred and fifty dollars (\$250.00) in cash, money order or certified cheque.
 - c. The appeal shall include decision sought to be appealed, including a copy of said decision;
 - d. A concise statement of the facts;
 - e. A concise submission clearly identifying the grounds for the appeal with respect to how the decision of CMSA is alleged to be wrong, and cites relevant Bylaw, Policy, and/or Rules and Regulations articles that have been breached.
4. While the decision is under appeal – that is you have submitted an appeal to CMSA – the initial decision remains in effect until the appeal has been ruled upon.
5. For leave to appeal to be granted, the appellant must clearly identify the grounds for appealing the decision. Grounds for a leave to appeal must fall under one of the following categories:
 - a. Errors alleged to have been made by the CMSA Discipline or Appeal Committee in procedures followed to arrive at the decision; and/or
 - b. New facts that were not available when the decision was made by the CMSA Discipline Committee; and/or
 - c. An incorrect interpretation made by CMSA of the relevant published Bylaws, Policies, Discipline Code, and/or Rules and Regulations of the CMSA Discipline Committee.
6. In accordance with FIFA rules, decisions of the match official on points of fact connected with the play shall be final so far as the result of the game is concerned and thus cannot be appealed.
7. The appointed CMSA Appeal Chairperson and/or Committee may refuse to grant leave to appeal if they do not find any grounds for an appeal, that is, if the appeal does not fall within any of the

grounds to grant a leave to appeal noted above. If the appeal is not submitted in accordance with all the steps noted above the appeal shall be ruled out of order and not be heard.

8. The Appeals Chairperson has five (5) business days to review the appeal documentation upon receipt.
9. Should the Appeals Chairperson believe that the appeal documentation holds merit, they shall at that time, arrange to schedule a hearing within 14 business days of granting leave to appear.

Appeals Hearing

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

1. The CMSA Appeals Committee will consist of at least one CMSA Board Member, who will act as the CMSA Chairperson, and two other individuals. A non-voting recording secretary may be appointed.
2. Any individual who has participated in the prior proceedings is automatically disqualified from being a member of the Appeal Committee but may be contacted for further clarification or information by the Appeal 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 Appeal Committee Members;
 - c. Any other person(s) who are directed to attend at the request of the Appeals Committee.
4. Professional legal representation will only be allowed if written notice is provided to the Appeal Chairperson 2 business days in advance. Timelines may be adjusted as necessary to accommodate the presence of CMSA legal counsel. 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, however it must be declared in advance of the Appeal Hearing if any member acting on behalf of the Member Club is a barrister or solicitor.
6. The Appeal Chair and/or Committee may uphold, reverse, or vary the decision appealed from or make such other order in the circumstances, as it deems proper.
7. The results of the Appeals Hearing shall be sent to the individual(s), of whom the Appeal Hearing is being held and the Member Club President within ten (10) business days following the Appeal Hearing.
8. Subject to the foregoing, the Appeals Hearing procedure shall follow the same guidelines as the Discipline Hearing process.
9. The decision of the CMSA Appeal Chair and/or Committee shall be final and binding except that the appellant may appeal the decision to the CMSA Board of Directors.