

Event Discipline Procedure

**** This Event Discipline Procedure does not supersede or replace Baseball Canada's Discipline and Complaints Policy ****

Definitions

1. The following terms have these meanings in this Policy:
 - a) *"Event"* – A Baseball Canada National Championship
 - b) *"Individuals"* – Individuals employed by or engaged in activities with Baseball Canada including, but not limited to, athletes, coaches, officials, volunteers, managers, administrators, committee members, parents and guardians and spectators at events, and directors and officers

Purpose

2. This Procedure outlines how alleged misconduct during an Event will be handled.

Scope and Application of this Policy

3. This Procedure will be applied to all Baseball Canada hosted Events.
4. If the Event is being hosted by a regional baseball group through contract, a national or regional multi-sport games federation or an International federation the Event Discipline Procedure of the hosting organization will replace this procedure. Incidents involving Individuals connected with Baseball Canada (such as athletes, coaches, members, and Directors and Officers) must still be reported to Baseball Canada to be addressed under Baseball Canada's *Discipline and Complaints Policy*, if necessary.
5. This Procedure does not replace or supersede Baseball Canada's *Discipline and Complaints Policy*. Instead, this Procedure works in concert with the *Discipline and Complaints Policy* by outlining, for a designated person with authority at an event hosted by Baseball Canada, the procedure for taking immediate, informal, or corrective action in the event of a possible violation of Baseball Canada's *Code of Conduct and Ethics*.

Misconduct During Events

6. Incidents that violate or potentially violate Baseball Canada's *Code of Conduct and Ethics*, which can occur during a competition, away from the area of competition, or between parties connected to the Event, shall be reported to a Baseball Canada Rep or a designated person responsible at the Event.
7. The designated person at the Event shall use the following procedure to address the incident that violated or potentially violated Baseball Canada's *Code of Conduct and Ethics*:
 - a) Notify the involved parties that there has been an incident that violated or potentially violated Baseball Canada's *Code of Conduct and Ethics*
 - b) Convene a jury of either one person or three people (one of whom shall be designated the Chairperson), who shall not be in a conflict of interest or involved in

the original incident, to determine whether Baseball Canada's *Code of Conduct and Ethics* has been violated. The designated person at the Event may serve on the jury

- c) The jury will interview and secure statements from any witnesses to the alleged violation
 - d) If the violation occurred during a competition, interviews will be held with the officials who officiated or observed the competition and with the coaches and captains of each team when necessary and appropriate
 - e) The jury will secure a statement from the person(s) accused of the violation
 - f) The jury will render a decision and determine a possible penalty
 - g) The Chairperson of the jury will inform all parties of the jury's decision
8. The penalty determined by the jury may include any of the following, singularly or in combination:
- a) Oral or written warning
 - b) Oral or written reprimand
 - c) Suspension from future competitions at the Event
 - d) Ejection from the Event
 - e) Other appropriate penalty as determined by the jury
9. The jury does not have the authority to determine a penalty that exceeds the duration of the Event. A full written report of the incident and the jury's decision shall be submitted to Baseball Canada following the conclusion of the Event. Further discipline may then be applied per Baseball Canada's *Discipline and Complaints Policy* if necessary.
10. Decisions made in the scope of this Procedure may not be appealed.
11. This Procedure does not prohibit other Individuals from reporting the same incident to Baseball Canada to be addressed as a formal complaint under Baseball Canada's *Discipline and Complaints Policy*.
12. Baseball Canada shall record and track all reported incidents.