

POLICY 17—VIOLATIONS OF THE CONSTITUTION—Revised December 2018

17.1 DISCIPLINE AND MISCONDUCT

Member schools, participants and spectators are expected to uphold high standards of conduct as outlined in the Constitution.

General Statements on Discipline

1. The head coach, as a representative of the school, is responsible for the conduct of all personnel comprising the school's team (players, assistant coaches, volunteer coaches and other bench personnel).
2. For a coach to address, or to permit anyone on his/her bench to address, uncomplimentary remarks to any official during the progress of a CSHSAA competition, or to indulge in conduct that might incite players or spectators against the officials, is a violation of the rules of the game and must likewise be considered conduct unworthy of a coach.
3. The Executive Director is authorized to address misconduct issues of a serious nature that may occur before, during or after a CSHSAA competition.
4. Any unsportsmanlike or violent behaviour (e.g. fighting) that results in an ejection of an athlete or coach from play (regular season or playoff) in the CSHSAA competition or exhibition (tournament game) will automatically result in a one-game suspension to any coach, player or team official and will be applied immediately to the next CSHSAA game (regular season, playoff or provincial competition). Game suspensions are defined to mean that the suspended coach or player is not permitted to attend practices and/or games during the suspension period in any capacity, as a spectator or on the bench with their team, as confirmed in the Disciplinary Letter. During the suspension period the suspended coach or player is not permitted to be in the facility in any way for games and/or practices that occur outside of the home school and is not permitted to be in the gym or on the playing field for games and/or practices that occur at the home school, as confirmed in the Disciplinary Letter. In CSHSAA competition, this shall result in a suspension from the next scheduled match of the current season, where match is understood to mean game, match, round, bout, etc. as appropriate per sport within the league or play-off schedule (not to include exhibition or tournament games).

NOTE: Automatic one-game suspensions due to game ejections by an official will not be over-ruled by the Executive Director nor are they appealable to the Appeal Panel. Concerns about officiating should instead be directed through the complaints process in relation to officiating standards. Coaches, athletic directors, or principals may submit a Report Form for Complaints re: Officials or Clarification Requested from Officials to the Executive Director that will be forwarded to the officials association. (See Appendix B for sample form)

5. Any spectators found in violation of the Code of Ethics; including unsportsmanlike, violent or other inappropriate behaviour, may be ejected from a CSHSAA host school. All information collected by the hosts, to make the decision of ejection, should be reported to the Executive Director of the CSHSAA as soon as possible after the event, using the Perceived Member Violation Application Form. (See Appendix B for sample form) Any conduct including, but not limited to, ejections, fighting and drug and alcohol use, that results in dishonour to the athlete, the team, the school or the CSHSAA during a CSHSAA event, will not be tolerated. Any spectator in violation of this policy may be subject to suspension from participating in or attending CSHSAA competition or any high school competitive sport competition at any level. They may also be subject to other penalties as the CSHSAA Executive Council, in its absolute discretion, deems appropriate.
6. Team personnel **perceived to be** guilty of misconduct during or immediately before or after a CSHSAA game or activity shall be reported to the CSHSAA office in writing, using the Perceived Member Violation Application Form. (See Appendix B for sample form) by the school host representative or any CSHSAA member who has been in attendance at the event in question (in most cases by both attending coaches), as soon as possible after the misconduct occurs. The Executive Director will then investigate the incident and confirm a decision in the Disciplinary Letter. A report will follow to the CSHSAA President.
7. Behaviour by any member of a team, including all bench personnel, deemed objectionable conduct as defined in the rule book for a sport shall be immediately subject to the penalty prescribed in the rule book for such an offense. In this situation during a game, the head official for the game shall be empowered to see that the penalty is carried out

(including ejection of team personnel from the game site) to allow the game to continue, or, if necessary, to halt further play and award the game to the non-offending team. If an ejection results in a teacher-coach/teacher-supervisor to no longer be present with the team, the game will be forfeited.

DISCIPLINARY ACTION

Allegations of unacceptable conduct are to be reported to the Executive Director in writing, using the *Perceived Member Violation Application Form*. (See Appendix B for sample form) by any coach, Athletic Director, or principal (or designate) with knowledge of the matter. The Executive Director/Discipline Committee will investigate and decide whether disciplinary action is warranted.

Examples of severe incidents of unacceptable conduct include, but are not limited to:

- Individuals under the influence of alcohol, illicit drugs or performance enhancing drugs at any CSHSAA sanctioned event
- Disrespectful behavior by members
- Abuse of officials (verbal or physical)
- Deliberate attempt to injure
- Obscene gestures to players, coaches, officials or spectators

Penalties

Any student, volunteer coach, teacher, school staff or administrative personnel of a member school, or spectator who violates the discipline and misconduct policy may be excluded from participating in or attending a competition (league or exhibition games) at any level (i.e. local, zone, provincial) in any sport governed by the CSHSAA for any period of time that the CSHSAA Executive Director/Discipline Committee in its absolute discretion deems appropriate, and may be subject to such other penalty as the CSHSAA Executive Director/Discipline Committee in its absolute discretion deems appropriate.

Member schools will be expected to cooperate in the enforcement of any penalties imposed by the Executive Director/Discipline Committee. Without limiting the generality of the foregoing, the CSHSAA Executive Director/Discipline Committee may impose the following penalties for violation of policy:

1. Where violation is discovered after a CSHSAA championship, the individual and/or team and CSHSAA member school found in violation of this policy may be stripped of any medals won in CSHSAA competition and may be suspended from participation in provincial championships or any CSHSAA activity leading to an ASAA provincial championship for the next full season of play.
2. Any coach in violation of this policy may be suspended from coaching in any CSHSAA competition and in any activity leading to an ASAA provincial competition in any sport for any period of time that the CSHSAA Executive Director/Discipline Committee in its absolute discretion deems appropriate.

The school Principal(s) and/or his or her Designate(s) may Appeal the Executive Director's/Discipline Committee's decision to the Appeal Panel following Policy 19–The Appeal Process. The Appeal Panel will review and provide a final ruling.

17.2 **CONSTITUTIONAL VIOLATIONS**

A constitutional violation has occurred when a member school, or an individual associated with a member school, has not met the standards of the constitution. It is expected that all members will honour the constitution by the written word and its spirit of intent to support safe and fair play principles. It is also expected that members and officials will monitor the activities of the Association to uphold its philosophy and practice.

Examples of constitutional violations include, but are not limited to:

- Coaching out-of-season
- Recruitment, Inducement or Undue Influence
- Playing ineligible team members
- Using unauthorized technology on sidelines
- Participation in Non-sanctioned tournaments
- Severe discipline and misconduct incidents

When there is a conflict between member schools or one member perceives another to have violated the Constitution, it is the responsibility of each school Principal and/or his or her Designate and the Athletic Directors to communicate effectively, and where possible, to resolve issues related to the constitution prior to reporting it to the Executive Director.

It is recommended that members, guest coaches, parents, students and spectators report concerns or issues to the Principal and/or his or her Designate of their member school. However, as and when perceived violations of the constitutional policies and/or bylaws are brought to the attention of the CSHSAA Executive Director, **via submission of a *Perceived Member Violation Application Form*** by an administrator, teacher, member of the community, volunteer coach or parent/guardian an initial investigation **shall be initiated** following processes as outlined in Policy **18** – Investigative Process. **(See Appendix B for sample form)**

In a case when there is insufficient time to secure the appeal decision before the event must take place, the member school registering the appeal shall act in accordance with the existing Constitution until the decision has been made.

All appeals should be submitted and resolved in a timely manner. The procedures for filing an Appeal shall be followed as stated in Policy **19**—The Appeal Process.

Penalties

Any student, volunteer coach, teacher, school staff or administrative personnel of a member school who violates a Constitutional policy may be excluded from participating in or attending a competition (league or exhibition games) at any level (i.e. local, zone, provincial) in any sport governed by the CSHSAA for any period of time that the CSHSAA Executive Director/Discipline Committee in its absolute discretion deems appropriate, and may be subject to such other penalty as the CSHSAA Executive Director/Discipline Committee in its absolute discretion deems appropriate. As part of the investigation, the Executive Director/Discipline Committee and school Principal(s) and/or his or her Designate(s) will discuss the incident and the potential consequence for the unacceptable conduct.

Factors to be considered when the CSHSAA Executive Director/Discipline Committee decides upon an appropriate penalty may include but are not limited to:

- Percentage of the season played
- Severity of the violation
- Consequences are applied with a progressive discipline approach dependent upon severity
- Impact on team or program
- Coaching experience
- First vs second or third violation by the same individual or member school (progressive discipline)