



DOWNTOWN SOCCER TORONTO DISCIPLINARY POLICY

Downtown Soccer Toronto (hereafter, DST or the League) is a not-for-profit amateur sporting organization whose purpose is to provide gay, lesbian, bisexual, transgender and queer-positive individuals the opportunity to play recreational soccer in a safe and sportsmanlike environment. The League depends on its members to understand and apply sportsmanlike attitudes on and off the field.

This Disciplinary Policy does not provide a comprehensive remedy for every possible scenario. The Executive Committee (hereafter, the Executive) supports the health of the League by interpreting and applying these guidelines in the best interest of the League.

1. DISCIPLINARY SUBCOMMITTEE

- 1.1 The Disciplinary Sub-committee is comprised of the Operations Co-ordinator, the Membership Co-ordinator and the League Ombudsperson.
- 1.2 If a member of the Disciplinary Sub-committee is implicated in any sanctions then the Vice-Commissioner will act as a replacement.

2. DISCIPLINARY SANCTIONS

- 2.1 Sanctions can be assessed against players for both on-field and off-field related incidents and are overseen by the Disciplinary Sub-committee.
 - 2.1.1 On-field incidents are related to regular play and are assessed by the Referee at his or her discretion in accordance with DST's MODIFIED FIFA LAWS OF THE GAME.
 - 2.1.2 Off-field incidents are based on misconduct outside of regular play (whether at the field or at DST-sponsored events) and are assessed by the Disciplinary Sub-committee.
- 2.2 Sanctions follow a six-stage process (see Appendix A). Sanctions are cumulative. Once a player is assessed to have sanctions against them for either on-field or off-field incidents, they are placed at the appropriate stage of the disciplinary process. Further sanctions for on-field or off-field incidents are based on their stage in the disciplinary process.

- 2.3 A player's suspension must be served beginning at the next scheduled game. If a multiple game suspension is warranted, the suspension period will be served without interruption.
- 2.4 While serving a suspension, the player is not permitted to wear his or her team uniform. He or she may not be in the "player area" during the time of his or her suspension. He or she may not participate in game play in any way (e.g. through coaching, practice, direct support or any other means).
- 2.5 Players serving suspensions may observe games from a distance as long as he or she does not contravene section 2.4 above. This will be determined at the discretion of the Referee and/or the Executive.

3. TEAM LEADERS & EXECUTIVE MEMBERS

- 3.1 Members of the Executive and captains, co-captains or their designated replacements (hereafter, Team Leaders) are held to a higher standard than the general membership. In addition to the sanctions outlined in Appendix A, further sanctions may be placed against Executive members and/or Team Leaders at the discretion of the Disciplinary Sub-committee and/or the Executive. These may include, but are not limited to: asking Executive members to resign, removing a Team Leader from his or her leadership position, additional game suspensions, or other sanctions as deemed appropriate.
- 3.2 Team Leaders will cooperate with Operations Coordinator to keep accurate records of all sanctions for misconduct against members of his or her team (yellow cards, red cards, off-field warnings, suspensions and other sanctions).
- 3.3 Team Leaders must ensure that player suspensions are served as soon as possible following the infraction. If there is any question as to the eligibility of a player vis-à-vis a suspension, the Referee will allow the player to remain in the game. A formal protest will be submitted to the Executive. If a suspended player plays in a game nonetheless, the Executive may levy any or all of the following measures:
 - 3.3.1 The individual player's suspension may be doubled in length beginning at the next game;
 - 3.3.2 The player's team may forfeit that game;
 - 3.3.3 The player's team may lose 2 points in the season standings.

4. ON-FIELD PENALTIES AND SUSPENSIONS

- 4.1 On-field penalties (yellow cards, red cards) are assessed by the Referee at his or her discretion in accordance with DST's MODIFIED FIFA LAWS OF THE

GAME. The Referee's decision is final. Team Leaders may ask for clarification, but no debate is allowed. Additional penalties may be assessed if the tone, manner or form of questioning is out of order in the Referee's opinion.

- 4.2 Any player who is shown a yellow card in any game will be asked to leave the playing field for five minutes. His or her team may substitute another player on the field at that time.
- 4.3 DST is aligned with the FIFA Laws of the Game, wherein any player who is shown 2 Yellow Cards or 1 Red Card in any single game is ejected for the remainder of that game.
- 4.4 DST is aligned with the FIFA Laws of the Game, wherein any team who has a player ejected from the field of play must continue play without a replacement for that player for the remainder of the game. However, during the offending player's suspension, the team may field the standard number of players.
- 4.5 If a player receives their first Red Card or 2 Yellow Cards within a single game (including regular season play and/or playoffs), that player will be ejected from the game, he or she will be suspended for the next game, and placed at Stage II of the disciplinary process.
- 4.6 If a player at Stage II of the disciplinary process receives a Red Card or 2 Yellow Cards within a single game (including regular season play and/or playoffs), that player will be ejected from the game, he or she will be suspended for the next 2 games, and placed at Stage IV of the disciplinary process.
- 4.7 If a player at Stage IV of the disciplinary process receives a Red Card or 2 Yellow Cards within a single game (including the regular season and the playoffs), he or she will be immediately ejected from that game and must forfeit his or her membership. This is in agreement with DST BY-LAW 4.7: Membership.
- 4.8 If a player accumulates a total of 3 yellow cards at any point during the regular season and/or playoffs, the player will receive an official warning. If a player is shown a fourth yellow card within a season, the player will be ejected from the current game and he or she will be suspended for the following game.
- 4.9 On-field decisions made by the Referee may only be protested at the time of the event. Upon protest of an on-field decision, the Referee will stop the play and write up the incident on the game sheet. Team Leaders will not be awarded time during play to make notes or file a report. Time used by the Referee will be added on as extra time at the end of the half or game. Team Leaders may discuss the details of the incident under protest at the end of the game only at the invitation of the Referee. The Referee may opt not to invite further discussion. Team Leaders can then submit their protest or appeal of

an on-field decision to the Operations Co-ordinator in writing or via email within 24 hours of the incident.

- 4.10 The Disciplinary Sub-committee will review each protest related to on-field sanctions with due diligence. The Disciplinary Sub-committee will then make a recommendation to the Executive to vote upon.
- 4.11 The Executive will resolve protests by means of a closed vote in camera. A minimum of four Executive members is required for a valid vote. Any vote involving fewer than four Executive members is invalid.
 - 4.11.1 In the event of a tied Executive vote relating to the protest of an on-field incident, the decision of the Referee will be upheld.
 - 4.11.2 Protests of on-field decisions must be resolved within 7 days of the protest being registered.
 - 4.11.3 The Disciplinary Sub-committee will inform the player(s) and Team Leader(s) of its decision(s).
- 4.12 If an Executive member is directly implicated in the incident under protest, his or her vote in this matter is forfeit. He or she may not participate in the appeals procedure related to this matter as it is a conflict of interests.

5. OFF-FIELD SANCTIONS

- 5.1 Members may be sanctioned for misconduct outside of regular play, whether at the field or at DST-sponsored events. These are considered to be off-field incidents.
- 5.2 Any League member is entitled to approach the League Ombudsperson to register a complaint or protest about League members' conduct, including members of their own team, Team Leaders, Executive members, and other League members.
- 5.3 The League Ombudsperson will address any complaints or protests based on events that occur outside regular play, whether at the field or at a DST-sponsored event. The League Ombudsperson will ensure the timely submission in writing or via e-mail of all pertinent facts by all League member(s) involved.
- 5.4 The Disciplinary Sub-committee will review each protest related to off-field incidents with due diligence, and may solicit additional information. The Disciplinary Sub-committee will then make a recommendation for the Executive to vote upon as to what disciplinary sanctions should be applied.

- 5.5 The Executive will resolve protests by means of a closed vote in camera. A minimum of four Executive members is required for a valid vote. Any vote involving fewer than four Executive members is invalid.
 - 5.5.1 In the event of a tie, the Executive will reconsider the case and a new resolution will be made for the Executive to vote upon.
 - 5.5.2 Protests related to off-field incidents must be resolved in a timely manner.
 - 5.5.3 The Disciplinary Sub-committee will inform the League member(s) and Team Leader(s) of its decision(s).
- 5.6 If an Executive member is directly implicated in the incident under protest, his or her vote in this matter is forfeit. He or she may not participate in the appeals procedure related to this matter as it is a conflict of interests.

Appendix A: Six Stages of Disciplinary Sanctions

Regular players

	Stage I: First Warning	Stage II: Suspension (1 game)	Stage III: Second Warning	Stage IV: Second Suspension (2 games)	Stage V: Third Warning	Stage VI: Expulsion
Red Cards		1 red card		2 red cards		3 red cards
Yellow cards	3 yellow cards	4 yellow cards	7 yellow cards	8 yellow cards	11 yellow cards	12 yellow cards
Off-field Incidents	1 off-field	2 off-field		3 off-field		4 off-field
		1 off-field		2 off-field 1 off-field		3 off-field 2 off-field 1 off-field

** Disciplinary sanctions are cumulative. A red card is viewed as equivalent to 4 yellow cards. For example, if a player has 2 yellow cards from previous games and then receives a red card, they would receive a 1 game suspension and would be considered to be at Stage II. They would have the equivalent of 6 yellow cards, meaning they would advance to Stage III if they were shown 1 more yellow card.

Executive members and Team Leaders

	Stage I: First Warning	Stage II: Suspension (1 game)	Stage III: Second Warning	Stage IV: Second Suspension (2 games)	Stage V: Third Warning	Stage VI: Expulsion
Red Cards		1 red card		2 red cards		3 red cards
Yellow cards	2 yellow cards	3 yellow cards	5 yellow cards	6 yellow cards	8 yellow cards	9 yellow cards
Off-field Incidents	1 off-field	2 off-field		3 off-field		4 off-field
		1 off-field		2 off-field 1 off-field		3 off-field 2 off-field 1 off-field

** Disciplinary sanctions are cumulative. A red card is viewed as equivalent to 3 yellow cards. For example, if a player has 1 yellow card from previous games and then receives a red card, they would receive a 1 game suspension and would be considered to be at Stage II. They would have the equivalent of 4 yellow cards, meaning they would advance to Stage III if they were shown 1 more yellow card.