



NCAFA DISCIPLINARY GUIDELINE

PREAMBLE

The discipline process within this guideline is to be managed by the President NCAFA, the VP of programs or the Discipline Committee.

WHO MAY BE SUBJECT TO DISCIPLINE?

All NCAFA members – who are either players, coaches and team staff including trainers, conveners, club administrators, team managers, league referees, and legal entities and associations or organizations (clubs) that are duly affiliated to OFA and Football Quebec are subject to and subject to discipline set out in this document.

If either OFA or Football Quebec are to rule on any ruling of NCAFA's disciplinary committee, the provincial body's ruling will govern.

RIGHTS AND RESPONSIBILITIES

Each Club will be responsible for all actions and behaviors of its players, coaching staff, team staff administrators and spectators.

Each Club and League is required to take all necessary precautions to ensure that none of its players, coaches, administrators and spectators threaten or assault anyone who is present during a match, and more specifically the referee (s). In addition, Clubs must ensure the safety of all players, spectators and referees.

In all cases where an offender (player, coaching staff, administrator, etc. or spectator) is misidentified or misidentified by the referee or due to any error on the game sheet, the head coach and / Or the Club will be held responsible for identifying the person who has currently committed the breach of the rules of the game or

these rules or the head coach and / or the Club will be in violation of these rules and the Discipline could sanction the head coach and / or the Club.

In any case where the Referee commits an error in the identification of an offender, once the head coach and / or Club identify the person who has committed the offense, the person who was Identified by the head coach and / or the Club and the Referee who submitted the Disciplinary Report will be required to attend the Discipline Committee hearing in order for the Referee to confirm the identity Of the person who committed the offense.

Article 1. REGISTRATION ISSUES

CHALLENGE OF A PLAYER'S ELIGIBILITY

Any challenge of a player's eligibility must be made in writing to the League president upon discovery of the infraction. The clubs directors must be advised immediately and a decision by the NCAFA disciplinary committee must be rendered within five (5) days of the notice.

Any team using a non-eligible player loses all games played with that player. The player is suspended immediately for the season.

Any decision may be appealed to the NCAFA disciplinary committee

Reasons to challenge a player's eligibility:

- Residence (address on official school transcript to be used)
- Age
- Tampering (see below)

FALSIFYING REGISTRATION INFORMATION

Any coach found guilty of falsifying a birth certificate, a player's registration certificate or having known that such a registration has been counterfeited is automatically suspended by the from the date of the infraction for a period of at least one (1) year.

A longer suspension may be levied.

Any team coached suspended, cannot contact his team before, during or

Immediately after the game. The verbal contacts, signs of all kinds, electronic communications are strictly forbidden. All contravention will end up as a lost of the game by forfeit.

Suspended Player:

A suspended player cannot remain on the sidelines of a game. This includes the warm-up and after game handshake.

TAMPERING/POACHING

Anyone may submit a written complaint to NCAFA disciplinary committee and the will review the case.

The request must be composed of all arguments and back-up of proof such as players' statement, parents or denunciator.

Any coach, official or member of NCAFA team approaching or negotiating with a registered player, his parents, brothers or sisters, with the purpose of encouraging said player to seek his release, inviting him to their training camp, or allowing him to participate in their training camp or practice, or to sign him without first obtaining a release, shall be declared to have tampered with said player and will be invited to appear before the NCAFA disciplinary committee.

The league must hear any tampering case from a civil program or the commission within a maximum of two (2) weeks of the date the complaint was made.

NOTE: No player may begin activities with a team (gym or outside practices or pre-season game) without first having obtained his release.

Possible suspensions:

1st offence: 1 year from date of NCAFA decision.

2nd offence: Lifetime ban

Article 2. OFF-FIELD BEHAVIOUR

SOCIAL MEDIA

The following are examples of conduct through social media and networking mediums that are considered violations of the NCAFA policy and may be subject to disciplinary action by the NCAFA disciplinary committee.

Any statement deemed to be publicly critical of NCAFA or detrimental to the welfare of a member club or an individual.

Negative or derogatory comments about any player, coach, official, team club and league programs.

Any form of bullying, harassment or threats against players or officials.

Online activity that contradicts the current policies of NCAFA or any of its member Associations.

Inappropriate, derogatory, racist, or sexist comments of any kind, in keeping with NCAFA policies and regulations on these matters.

Online activity that is meant to alarm other individuals or to misrepresent fact or truth.

Possible suspensions:

1st offence: 6 Games

2nd offence: 6 to 10 Games

3rd offence: Lifetime ban

HARASSMENT

Harassment is a form of discrimination. Harassment is prohibited by human rights legislation. In its most extreme forms, harassment can be an offence under the Criminal Code of Canada. Harassment is defined as conduct, which is disrespectful, insulting, intimidating, humiliating, offensive or physically harmful. Types of behavior which constitute harassment include, but are not limited to:

A) Unwelcome jokes, innuendo or teasing about a person's looks, body, attire, age, race, religion, sex or sexual orientation.

B) Condescending, patronizing, threatening or punishing actions which undermine self-esteem or diminish performance.

C) Practical jokes that cause awkwardness or embarrassment, endangers a person's safety or negatively affect performance.

Possible suspensions:

1st offence: 6 Games

2nd offence: 6 to 10 Games

3rd offence: Lifetime ban

- D) Unwanted or unnecessary physical contact including touching, patting or pinching.
- E) Any form of physical assault or abuse.
- F) Any sexual offence.
- G) Behavior such as those described above which are not directed towards individuals or

When any person has reasonable grounds, in the course of NCAFA business, activities or events that a child is being abused or neglected, he or she shall report this belief to the child protection authorities and/or Police. NCAFA VP of Operations should also be advised of the intent to report.

NCAFA shall take no further action until such time as the authorities and /or Police have concluded their investigation unless there is cause for an immediate suspension on an interim basis to protect the child from further harm.

The matter shall then be dealt with as a disciplinary matter pursuant to this policy and the report of the investigation carried out by authorities may be utilized as required by NCAFA.

Possible suspension: Automatic Lifetime ban

Article 3. ON-FIELD BEHAVIOUR

In 2017, NCAFA is taking a proactive approach to verbal abuse and physical intimidation of all game officials, including referees, conveners, coaches, trainers and all players during games. Reports of such behaviour can be submitted to either the league President or the VP of Operations by a club President or the League's Head referee up to 1 week after the day of the game. Once received, a committee consisting of 3 other club presidents will be formed to address the matter.

ZERO TOLERANCE

NCAFA's Zero Tolerance policy deals with players, coaches or other personnel associated with a football team who show disrespect to all game officials (see above). Any verbal abuse or physical gestures designed to intimidate or embarrass game officials will be penalized. To curb abuse, officials will penalize team officials and players who, through words or gestures, make an obvious attempt to:

- A) Intimidate an official
- B) Challenge the authority or competence of an official
- C) Incite abuse or disrespect of an official by others
- D) Embarrass an official

E) Direct personal comments or gestures at an official
NCAFA has endorsed a third component to this policy. It deals with fans and or parents who abuse on or off field officials. Any abuse directed towards these officials will result in immediate stoppage of the game by the referee. It will be up to the Head Coach or President of the Club, if they are present, to remove that parent or fan from the field. The game shall be stopped until the removal is complete. Failure to so, could result in a forfeit by that team.

Any coach or player or fan removed from area of play for any of the behaviour listed (A to E) above or attitude prejudicial to tackle, touch or flag football or cheerleading by the game officials before, during or after a NCAFA game is automatically suspended and ineligible to participate in the next scheduled game played by that team.

If circumstances warrant it, the league may suspend any coach or player for more than one (1) game following the game in which the offence occurred.

If a coach is disqualified or removed from the field by the game officials as a consequence of physical or verbal abuse of any game official, he shall be suspended indefinitely until the NCAFA disciplinary committee reviews the case and hands down its final decision. The minimum suspension for such a physical abuse is six (6) games, the maximum is a life time suspension.

A coach or player or a team personnel or administrator who is suspended is barred from all NCAFA activities (games, practices, team events) for the duration of the suspension which also includes attending league meetings. A suspended coach or player or staff or administrator who is suspended for contravening an article the NCAFA Behaviour code must serve the suspensions consecutively.

Any player, coach, or other personal associated with a football team, suspended for a season, must serve his suspension completely even if it is necessary to serve the balance of his suspension during the following season(s).

Any behaviour deemed by an official to be detrimental to football must be dealt with by NCAFA disciplinary committee.

Any behaviour deemed by a referee to be detrimental to football must be dealt with by the NCAFA disciplinary committee.

Defined suspensions to be decided on by the NCAFA discipline committee:

Possible additional suspensions during a 3 year period:

1st offence: 1-6 Games

2nd offence: 6-10 Games

3rd offence: An additional 6 to 12 months of suspension to automatic 10 game suspension

At any time after an infraction depending on the severity of the offence a lifetime ban may be handed down.

Article 4. FORFEITS

If a game cannot take place or cannot be played in full, the club responsible forfeits the game.

A game is declared forfeit if a player or coach who has been suspended following a disciplinary decision participates in the game.

A game may be declared forfeit if a player who is ineligible under the regulations of the competition concerned participates in the match, as long as the opposing team files a protest.

A game can be forfeited after the fact- if a player who has played is not properly registered with the league. If a player is found to have violated NCAFA registration procedures, all games in which the player has played are forfeited.

The consequences of a game being declared forfeit are as follows: The team forfeiting the game is deemed to have lost.

Football Canada's minimum roster size is in effect. Teams not meeting this, forfeit the game.

Once a forfeit is decided on, the EOTFOA will not stay to officiate a scrimmage or exhibition game. The officials are free to leave. Should both teams agree to scrimmage or play an exhibition game, they are eligible to do so; however it will not be sanctioned, nor will it be officiated by the EOTFOA.

Forfeiture Fines:

If a team does not inform the league 3 days before a forfeited game that they are unable to play, the forfeiting club is required to pay a 250 dollar fine before the next scheduled game for that team. Failure to do so, will result in an additional 250 dollar fine.



CODE OF BEHAVIOUR

Canadians are justifiably proud of the place sport has in their daily lives. What is equally important to us is the way the game is played and the manner in which our sportsmen and women conduct themselves. Unfortunately, some people fail to live up to the traditional value of sport. Worse still, young people can be influenced and the rest of their sporting lives coloured by these experiences.

These Codes of Behaviour identify a series of key principles on which Players, Parents and Spectators, and Coaches, should base their sporting involvement. These codes will ensure that young people develop good sporting behaviours and have an enjoyable experience of sport, which will encourage them to remain involved throughout their lives.

Any violation of these codes could result in an appearance in front of the NCAFA discipline committee.

Players

- Play by the rules at all times.
- Never argue with the Referee or Official. If you disagree; have your Captain, Coach or Manager approach them during a break, at half time or after the game to ask any necessary questions.
- Control your temper. Verbal abuse and sledging other players, deliberately distracting, deliberately provoking an opponent is not acceptable behaviour and is not permitted in any sport.
- Treat all participants in your sport as you would like to be treated.
- Do not interfere with, bully or take unfair advantage of any player.
- Participate for your own enjoyment, not just to please parents and coaches.
- Play for the fun and “love of the game”, while improving your skills and feel good about yourself.
- Work equally hard for yourself and your team – your team’s performance will benefit and so will your own.
- Applaud all good play whether by your team or by your opponents team.
- Co-operate with your coach, team -mates and opponents. Without them, there would be no game.
- Be polite, considerate and well-mannered at all times, as your behaviour reflects on the rest of your team and the soccer community.

- Remember to be a “good sport”.
- Don’t be a bully.

Parents/Spectators

- If children are interested, encourage them to play sport. However, if a child is not willing to play, do not force them.
- Focus upon the child’s efforts and performance rather than winning or losing. This assists the child in setting realistic goals related to his/her ability, by reducing the emphasis on winning.
- Teach children that an honest effort is as important as victory, so that the result of each game is accepted without undue disappointment.
- Encourage children to always play according to the rules.
- NEVER ridicule or yell at a child for making a mistake or losing the game
- Remember that children are involved in organised sports for their enjoyment, not yours.
- Remember that children learn best from example. Applaud good plays by both teams. If you disagree with an official, raise the issue through the appropriate channels rather than question the official’s judgment and honesty in public. Remember, most officials volunteer their time and effort for your child’s involvement.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Recognise the value and importance of volunteer coaches. They give their time and resources to provide recreational activities for the children and deserve your support.
- Respect official’s decisions (coaches, managers, referees) and teach your child to do likewise.
- Show your appreciation of volunteer coaches, managers, officials and administrators. Without them, your child could not participate.
- Be aware that if your behaviour is unacceptable, then a club official may escort you from the field.

Coaches

- Remember that young people participate for pleasure and winning is only part of the fun.
- Never ridicule or yell at a young player for making a mistake or losing a game.
- Operate within the rules and spirit of the game and teach your players to do the same.
- Display control, respect and professionalism to all involved with the sport and encourage players to do the same.
- Remember that young people need a coach they can respect. Be generous with your praise when it is deserved and set a good example.
- Be reasonable in your demands on young players’ time, energy, concentration and enthusiasm.
- Ensure that the time players spend with you is a positive experience.

- Teach your players to follow the rules.
- Insist on fair and disciplined play, do not tolerate fighting or foul language. Be prepared to take off an offending player and have them sit.
- Develop team respect for the ability of opponents and for the judgement of officials and opposing coaches.
- Follow the advice of a physician when determining when an injured player is ready to recommence training or competition.
- Ensure your coaching drills are appropriate to the age and ability of the players.