



## **London Mets Baseball and Softball Club 2022 Personal Conduct Policy**

All persons associated with the London Mets are required to avoid “conduct detrimental to the integrity of and public confidence in the London Mets Baseball and Softball Club.” This requirement applies to players, coaches, managers, trustees, game officials and all others privileged to be members of the Club and the British Baseball Federation.

For many years, it has been well understood that rules promoting lawful, ethical, and responsible conduct serves the interests of the Club, BBF, its players, and fans. Illegal or irresponsible conduct does more than simply tarnish the offender. It puts innocent people at risk, sullies the reputation of others involved in the game, and undermines public respect and support for the Club.

### **Standard of Conduct:**

While criminal activity is clearly outside the scope of permissible conduct, and persons who engage in criminal activity will be subject to discipline, the standard of conduct for persons membered in the Club is considerably higher. It is not enough simply to avoid being found guilty of a crime. Instead, a player or coach in a member club, you are held to a higher standard and expected to conduct yourself in a way that is responsible, promotes the values upon which the Club is based and is lawful.

Persons who fail to live up to this standard of conduct are guilty of conduct detrimental and subject to discipline, even where the conduct itself does not result in conviction of a crime.

Discipline may be imposed in any of the following circumstances:

- Criminal offenses including, but not limited to, those involving: the use or threat of violence, domestic violence and other forms of partner abuse; theft and other property crimes; sex offenses; obstruction or resisting arrest; disorderly conduct; fraud; racketeering; and money laundering
- Criminal offenses relating to steroids and prohibited substances, or substances of abuse
- Violent or threatening behavior among employees, whether in or outside the playing fields
- Conduct that imposes inherent danger to the safety and well-being of another person; and
- Conduct that undermines or puts at risk the integrity and reputation of the London Mets, its staff and players, BBF clubs, or BBF players.

### **Codes of Conduct - Participants**

- Please stick to the rules and play by them.
- Respect every one of the participants.
- You have a responsibility to protect children and vulnerable people.
- You should report promptly any concerns about children and vulnerable persons to the designated safeguarding officer, the BBF, or the authorities (where applicable).
- Work with your teammates, coaches, and umpires to achieve your goals.
- Keep in mind that you are participating in order to have fun with the game.
- Do not judge others based on their abilities, errors, or losses.
- Accept everyone, regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, ethnicity, and racial or national origin), religion or belief, sex, or sexual orientation.
- Avoid using abusive language, bullying, cyberbullying, or excessive physical contact in any way.
- Always practice awareness of all situations and follow all safety precautions.
- Ensure that the game is played fairly.
- You must communicate to the BBF transparently and cooperatively.
- Your conduct cannot be disgraceful, prejudicial to the interests of the BBF, Club or the game of baseball.
- Don't disgrace the reputations of others, your club, the Great Britain Baseball National Team Programme, the BBF (its board members), or baseball itself.
- Encourage a positive environment in which competence, teamwork, and safety can be developed.
- Reject the use of performance-enhancing drugs (Anti-Doping) and illicit drugs.
- Create a sense of social cooperation and engagement based on high standards and values.
- Provide precise and timely information to league, event, club, and BBF organisers.

### **Code of Conduct – Social Media**

All participants in the London Mets and British baseball are to adhere to the codes of conduct set out from this time. Codes of conduct exist for players, coaches, trustees, officials and other club members

and supporters. It is the responsibility of everybody involved in the club to ensure it remains a safe place, free from discrimination, fear and where possible, risk.

Individuals may not at any time engage in the following conduct with respect to the use of Social Media:

1. Displaying or transmitting Content via Social Media in a manner that reasonably could be construed as an official public communication of the Club or BBF.
  
2. Linking to the website of the London Mets on any Social Media outlet in any way that might indicate an approval of content or create confusion as to attribution.
  
3. Displaying or transmitting content that contains trade secrets, confidential or proprietary information of the London Mets or its agents, including, for example, internal reports, systems, processes, internal confidential communications, strategic information, financial information, etc., and confidential information related to a member, such as medical/health information and personally identifiable information (e.g., Social Security numbers, account numbers, etc.).
  
4. Displaying or transmitting content that reasonably could be construed as condoning the use of any substance prohibited by UK law.
  
5. Displaying or transmitting content that questions the impartiality of or otherwise denigrates an umpire.
  
6. Displaying or transmitting content that reasonably could be viewed as discriminatory, bullying and/or harassing based on race, color, ancestry, sex, sexual orientation, national origin, age, disability, religion, or other categories protected by law and/or which would not be permitted, including, but not limited to, content that could contribute to a hostile environment (e.g., slurs, obscenities, stereotypes) or reasonably could be viewed as retaliatory.
  
7. Displaying or transmitting content that threatens or advocates the use of violence against an individual or group of individuals.
  
8. Displaying or transmitting content that contains obscene or sexually explicit language, images, or acts.
  
9. Displaying or transmitting content that violates applicable local or federal law or regulations.

Nothing in this Policy prohibits you from discussing the terms and conditions of your membership to the extent protected by federal law or otherwise displaying or transmitting content that is protected by applicable national or local law.

**Reporting:** All violations of this policy should be reported to the Club's Board of Directors.

**Enforcement:** Covered Individuals engaging in conduct prohibited by this policy may be subject to disciplinary action up to and including termination.

### **Enforcement Process**

We have a range of disciplinary and enforcement capacity to take action against a member and non-members clubs and individuals who are failing or have failed to meet the rules, code of conduct, policies, COVID-19 safety guidelines, processes, and standards required. We take any misconduct or abuse on any official, player, coach, fan, very seriously. The following guide is not intended to provide an exhaustive explanation of our actions, investigation and the enforcement process (if warranted):

- Withdraw a player or team's authorization or membership to take part in the Club, BBF, related activities or leagues.
- Prohibit an individual from operating in the Club or BBF.
- Prevent or suspend an individual from undertaking a specific club or teams' activities (player, officiate, coach, manage or volunteer).
- Suspend a player or team from undertaking all or specific baseball activities.
- Censure players, teams and individuals through public statements.
- Impose financial penalties.
- Combination of the above.

### **How the Enforcement Process works:**

The Club is a member of the British Baseball Federation (the "**BBF**"). Accordingly, both the Club and all Club members, players, parents and coaches (collectively, "**Mets Personnel**") are subject to the Club's and BBF's Personal Conduct Policies, as published and amended from time-to-time on the BBF's website. The Club wholly supports and endorses the BBF's Personal Conduct Policy, and the Club expects all Mets Personnel to familiarise themselves and comport themselves in accordance with the BBF's Personal Conduct Policy. The London Mets also has its own Personal Conduct document, much of which mirrors the BBF's, with some additional conduct policies directed to our club, players, coaches and staff. This is a condition of participating in Club activities. Participation in Club activities shall be deemed to constitute agreement with the foregoing.

In the event of a breach of the BBF's Personal Conduct Policy, the Club will act independently of the BBF in enforcing the BBF's Personal Conduct Policy and will ordinarily impose penalties at least as severe as those set out in the BBF's Personal Conduct Policy. The Club will also notify the BBF of such breach, to the extent the BBF is not otherwise aware of such breach.

The Club, acting through its Board of Directors, will always effort to act in a fair manner and depending on the circumstances, will entertain submissions of written evidence and appeals on a case-by-case basis, as appropriate. However, once a final decision is made, all Mets Personnel must adhere to such final decision.

### **UK-AD Anti-Doping Rules**

The Board of Directors and British Baseball Federation hereby resolves that the anti-doping rules of British Baseball Federation comprised in the current Rules document shall, as and from 21 May 2019, stand repealed and shall be replaced by the following rule: The anti-doping rules of British Baseball Federation are the UK Anti-Doping Rules published by UK Anti-Doping Limited (or its successor), as amended from time to time. Such rules shall take effect and be construed as rules of the British Baseball Federation. To view Anti-Doping Rules, click the following link [www.ukad.org.uk/anti-doping-rules](http://www.ukad.org.uk/anti-doping-rules)

## DISCIPLINARY TABLE

All penalties to take effect immediately. All penalized persons have the right to appeal. All penalties are considered per season except for those otherwise stated. Any suspension issued and not served in the playing year will be held over until the following season. It is the responsibility of the team's coach to make sure all suspensions are enforced. A record of all games played after the suspension is announced must be made available to Club and BBF on request.

Type of Offense	Offender	First Offense	Second Offense	Third Offense
<b>1. Intentional throwing at batter in the head area (no Warnings Issued)</b>	Pitcher	Ejection from the current game, plus application of intent to injury Penalty. (Five (5) games)	Ejection from the current game, plus next five (5) games scheduled, plus application of intent to injury Penalty. (Ten (10) games)	Suspended one (1) Calendar year from the first day of ejection
<b>2. Intentional throwing at batter in the head area (no Warnings Issued)</b>	Head Coach / Manager	Ejection from current game	Ejection from current game	Ejection from current game
<b>3. Charging the mound (not fighting)</b>	Player / Coach / Manager or Team Personnel	Ejection from the Current game, plus the next game the team plays. Penalty for Actions causing benches to empty may apply.	Ejection from the Current game, plus the next three (3) games the team plays. Penalty for Actions causing benches to empty may apply	Ejection from the Current game, plus the next five (5) games the team plays. Penalty for Actions causing benches to empty may apply
<b>4. Charging the mound (fighting)</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game, plus the next three (3) games the team plays. Penalties for actions causing the benches to empty and / or aggressive fighting - intent to injure may apply)	Ejection from the current game, plus the next ten (10) games the team plays. Penalties for actions causing the benches to empty and / or aggressive fighting - intent to injure may apply)	Suspended one (1) Calendar year from the first day of ejection.

<b>5. Fighting (shoving or fighting)</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game, plus the next three (3) games the team plays. Penalties for actions causing the benches to empty and / or aggressive fighting - intent to injure may apply)	Ejection from the current game, plus the next ten (10) games the team plays. Penalties for actions causing the benches to empty and / or aggressive fighting - intent to injure may apply)	Suspended one (1) Calendar year from the first day of ejection.
<b>6. Fighting (aggressive fighting - intent to injure)</b>	Player / Coach / Manager or Team Personnel	Five (5) game Suspension in addition to any other penalties assessed.	Ten (10) game Suspension in addition to any other penalties assessed.	Suspended one (1) Calendar year from the first day of ejection.
<b>7. Intent to injure</b>	Player / Coach / Manager or Team Personnel	Five (5) game Suspension in addition to any other penalties assessed.	Ten (10) game Suspension in addition to any other penalties assessed.	Suspended one (1) Calendar year from the first day of ejection.
<b>8. Throwing equipment / debris in opponents Direction</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game, plus the next game the team plays	Ejection from the current game, plus the next five (5) games the team plays.	Ten (10) game Suspension in addition to any other penalties assessed.
<b>9. Actions causing benches to empty</b>	Player / Coach / Manager or Team Personnel	Three (3) game Suspension in addition to any other penalties assessed.	Five (5) game Suspension in addition to any other penalties assessed.	Ten (10) game Suspension in addition to any other penalties assessed.
<b>10. Actions during bench clearing (not physical Violence)</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game, plus the next game the team plays	Ejection from the current game, plus the next five (5) games the team plays.	Ten (10) game Suspension in addition to any other penalties assessed.

<b>11. Actions during bench clearing (physical Violence)</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game, plus the next game the team plays. Penalties for actions causing the benches to empty and / or aggressive fighting – intent to injure may apply	Ejection from the current game, plus the next five (5) games the team plays. Penalties for actions causing the benches to empty and / or aggressive fighting - intent to injure may apply)	Ejection from the current game, plus the next ten (10) game Suspension. Penalties for actions causing the benches to empty and / or aggressive fighting - intent to injure may apply)
<b>12. Leaving position to participate in a fight</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game, plus the next game the team plays. Penalties for actions causing the benches to empty and / or aggressive fighting - intent to injure may apply)	Ejection from the current game, plus the next five (5) games the team plays. Penalties for actions causing the benches to empty and / or aggressive fighting - intent to injure may apply)	Ejection from the current game, plus the next ten (10) game Suspension. Penalties for actions causing the benches to empty and / or aggressive fighting - intent to injure may apply)
<b>13. Inappropriate gestures at an umpire</b>	Player / Coach / Manager or Team Personnel	Ejection from current game	Ejection from the current game, plus the next game the team plays.	Ejection from the current game, plus the next five (5) games the team plays.
<b>14. Inappropriate comments directed at an umpire (prior / during / post game)</b>	Player / Coach / Manager or Team Personnel	Ejection from current game	Ejection from the current game, plus the next game the team plays.	Ejection from the current game, plus the next five (5) games the team plays.
<b>15. Violently throwing equipment</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game, plus the next game the team plays.	Ejection from the current game, plus the next five (5) games the team plays.	Ejection from the current game, plus the next ten (10) games the team plays.



<b>16. Restrained from confronting umpire / player</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game, plus the next game the team plays.	Ejection from the current game, plus the next five (5) games the team plays.	Ejection from the current game, plus the next ten (10) games the team plays.
<b>17. Throwing equipment / debris in umpire's direction</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game, plus the next game the team plays.	Ejection from the current game, plus the next five (5) games the team plays.	Ejection from the current game, plus the next ten (10) games the team plays.
<b>18. Verbal abuse / bench jockeying - Actions words directed or in directed towards an opponent or umpire for the purposes of (Not limited to) embarrassment, bullying, taunting and baiting</b>	Player / Coach / Manager or Team Personnel	Ejection from current game	Ejection from the current game, plus the next game the team plays.	Ejection from the current game, plus the next five (5) games the team plays.
<b>19. Verbal abuse / bench jockeying - Actions words directed or in directed towards an opponent or umpire for the purposes of (Not limited to) embarrassment, bullying, taunting and baiting (Warnings issued)</b>	Head Coach / Manager	Ejection from current game	Ejection from the current game, plus the next game the team plays.	Ejection from the current game, plus the next five (5) games the team plays.
<b>20. Verbal Abuse - balls / strikes / safe / out / balks</b>	Player / Coach / Manager or Team Personnel	Ejection from current game	Ejection from the current game, plus the next game the team plays.	Ejection from the current game, plus the next five (5) games the team plays.

<b>21. Prolonged arguing after point of ejection</b>	Player / Coach / Manager or Team Personnel	An additional one (1) game suspension to be added to any other penalties assessed.	An additional three (3) game suspension to be added to any other penalties assessed	An additional five (5) game suspension to be added to any other penalties assessed
<b>22. Threatening an umpire, before, during or after a game. (I.E. ((not limited to)) "I will get you after the game", "see you in the parking lot", "You'll get yours")</b>	Player / Coach / Manager or Team Personnel	Ejection from current game, plus the next three (3) games the team plays. Additional penalties may apply.	Ejection from the current game, plus the next fifteen (15) games the team plays. Additional penalties may apply.	Suspended one (1) Calendar year from the first day of ejection
<b>23. Threatening an opponent, before, during or after a game. (I.E. ((not limited to)) "I will get you after the game", "see you in the parking lot", "You'll get yours")</b>	Player / Coach / Manager or Team Personnel	Ejection from current game, plus the next three (3) games the team plays. Additional penalties may apply.	Ejection from the current game, plus the next fifteen (15) games the team plays. Additional penalties may apply.	Suspended one (1) Calendar year from the first day of ejection
<b>24. Threatening a spectator before, during or after a game. (I.E. ((not limited to)) "I will get you after the game", "see you in the parking lot", "You'll get yours")</b>	Player / Coach / Manager or Team Personnel	Ejection from current game, plus the next three (3) games the team plays. Additional penalties may apply.	Ejection from the current game, plus the next fifteen (15) games the team plays. Additional penalties may apply.	Suspended one (1) Calendar year from the first day of ejection

<b>25. Any person who behaves in a manner deemed to be objectionable based upon another's race, religion, country of origin, disability, sexual orientation or some other factor.</b>	Player / Coach / Manager or Team Personnel	Ejection from current game, plus the next three (3) games the team plays. Additional penalties may apply.	Ejection from the current game, plus the next fifteen (15) games the team plays. Additional penalties may apply.	Suspended one (1) Calendar year from the first day of ejection
<b>26. Not leaving dugout after ejection</b>	Player / Coach / Manager or Team Personnel	An additional one (1) game suspension to be added to any other penalties assessed	An additional one (1) game suspension to be added to any other penalties assessed.	An additional Five (5) game suspension to be added to any other penalties assessed.
<b>27. Returning to playing field / dugout after an ejection</b>	Player / Coach / Manager or Team Personnel	An additional one (1) game suspension to be added to any other penalties assessed	An additional Five (5) game suspension to be added to any other penalties assessed.	Suspended one (1) Calendar year from the first day of ejection.
<b>28. Returning to playing field / dugout after an ejection - participation in fight or bench clear</b>	Player / Coach / Manager or Team Personnel	An additional three (3) game suspension to be added to any other penalties assessed	An additional Five (5) game suspension to be added to any other penalties assessed.	Suspended one (1) Calendar year from the first day of ejection.
<b>29. Causing a forfeit game</b>	Player / Coach / Manager or Team Personnel	An additional one (1) game suspension to be added to any other penalties assessed	An additional one (1) game suspension to be added to any other penalties assessed.	An additional one (1) game suspension to be added to any other penalties assessed

<b>30. Ejection for tobacco use (includes smokeless and e-cigarettes)</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game	Ejection from the current game, plus the next game the team plays	Ejection from the current game, plus the next three (3) games the team plays.
<b>31. Ejection for alcohol during a game.</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game	Ejection from the current game, plus the next game the team plays	Ejection from the current game, plus the next three (3) games the team plays.
<b>32. Throwing equipment/ debris onto field from dugout</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game, plus the next three (3) games the team plays	Ejection from the current game, plus the next five (5) games the team plays	Suspended one (1) Calendar year from the first day of ejection
<b>33. Contacting an umpire (intentionally or by accident non-violent)</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game, plus the next six (6) games the team plays.	Suspended one (1) Calendar year from the first day of ejection	Suspended for five (5) Calendar years from date of second offense
<b>34. Contacting an umpire (Physical contact by bumping, pushing, tripping, punching, shoving, spitting on, or striking an umpire with equipment / debris</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game, plus the next six (6) games the team plays.	Suspended one (1) Calendar year from the first day of ejection	Suspended for five (5) Calendar years from date of second offense
<b>35. Use of altered bat</b>	Player	Ejection from the current game	Ejection from the current game, plus the next one (1) game the team plays	Ejection from the current game, plus the next five (5) games the team plays.

<b>36. Foreign substance / doctored baseball</b>	Player	Ejection from the current game	Ejection from the current game, plus the next one (1) game the team plays	Ejection from the current game, plus the next five (5) games the team plays.
<b>37. Team playing an ineligible player, Suspended or player not on official roster</b>	Team	Loss of game and removal of any medals from team	Loss of game and removal of any medals from team	
<b>38. Team playing an ineligible player, Suspended or player not on official roster</b>	Head Coach / Manager	Two (2) game suspension	Ejection for one (1) Calendar year from the first day of ejection.	
<b>39. Displaying bad sportsmanship (not specifically covered by this policy)</b>	Player / Coach / Manager or Team Personnel	Ejection from the current game, plus the next game the team plays	Ejection from the current game, plus the next five (5) games the team plays	Suspended one (1) Calendar year from the first day of ejection.
<b>40. Abuse by an Umpire on a player or coach</b>	Investigation hearing by BBF			
<b>41. Displaying or transmitting Content via Social Media in a manner that reasonably could be construed as an official public communication of the Club, BBF or National Teams without express consent from the Club or the BBF.</b>	Player / Coach / Manager or Team Personnel	Five (5) game suspension	Ten (10) game suspension	Suspended one (1) Calendar year

<p><b>42. Displaying or transmitting Content or acting in a way that reasonably could be viewed as discriminatory, bullying and/or harassing based on race, color, ancestry, sex, sexual orientation, national origin, age, disability, religion, or other categories protected by law and/or which would not be permitted in the public, including, but not limited to, Content or behaviour that could contribute to a hostile environment (e.g., slurs, obscenities, stereotypes) or reasonably could be viewed as retaliatory.</b></p>	<p>Player / Coach / Manager or Team Personnel</p>	<p>Five (5) game suspension</p>	<p>Ten (10) game suspension</p>	<p>Suspended one (1) Calendar year</p>
<p><b>43. Displaying or transmitting Content or behaviour that threatens or advocates the use of violence against an individual or group of individuals.</b></p>	<p>Player / Coach / Manager or Team Personnel</p>	<p>Five (5) game suspension</p>	<p>Ten (10) game suspension</p>	<p>Suspended one (1) Calendar year</p>

<b>44. Displaying or transmitting Content or behaviour that contains obscene or sexually explicit language, images, or acts.</b>	Player / Coach / Manager or Team Personnel	Five (5) game suspension	Ten (10) game suspension	Suspended one (1) Calendar year
<b>45. Displaying or transmitting Content or behaviour that violates applicable local, law or regulations.</b>	Player / Coach / Manager or Team Personnel	Ten (10) game suspension	One (1) year suspension	Five (5) year suspension
<b>46. Displaying or transmitting Content or behaviour disreputing fans, participants, officials, the Club (teams, players, coaches) or the BBF</b>	Player / Coach / Manager or Team Personnel	Five (5) game suspension	Ten (10) game suspension	Suspended one (1) Calendar year
<b>47. Deliberate recruitment or “poaching” of another club’s player or coach/manager</b>	Player / Coach / Manager or Team Personnel	Suspended one (1) Calendar year	Suspended two (2) Calendar years	Suspended three (3) Calendar years
<b>48. Engaging in any criminal activity listed in the Standard of Conduct</b>	Player / Coach / Manager or Team Personnel	Suspended one (1) Calendar year	Suspended three (3) Calendar years	Suspended five (5) Calendar years

<b>49. The London Mets has a zero tolerance policy for any aggressive or inappropriate physical contact with any player, coach, umpire, parent, fan or other person.</b>	Player / Coach / Manager or Team Personnel	Ten (10) game suspension	Twenty (20) game suspension	Suspended one (1) Calendar year
<b>50. Zero tolerance for any disparaging remarks within the club (fields, clubhouse, winter training, practice nights, game days) toward teams, players, coaches, teammates, on social media platforms or anywhere in the fourth estate.</b>	Player / Coach / Manager or Team Personnel	Ten (10) game suspension	Twenty (20) game suspension	Suspended one (1) Calendar year
<b>51. Zero tolerance for any conduct deemed detrimental to the club, board, teams, players, coaches, and teammates</b>	Player / Coach / Manager or Team Personnel	Ten (10) game suspension	Twenty (20) game suspension	Suspended one (1) Calendar year

**Note: Any breach of any of the above rules or a continued and wilful breach of any other rule is grounds for immediate action, including suspension or removal from the position of Player, Coach or Manager.**

**Note: London Mets Baseball Club uniforms, jerseys, cap, hoodies, jackets, wool caps, polos and t shirts along with their colours, logos and fonts are the intellectual property of the club. They may not be used in organized or unorganized team activities of any kind outside the sanctioned auspices of the London Mets Board.**



**Discipline:**

Upon learning of conduct that may give rise to discipline, the Club may initiate an investigation to include interviews and information gathering from medical, law enforcement, and other relevant professionals. On matters involving Club players, we will timely advise the BBF of the investigation and outcome. As appropriate, the player will also have the opportunity to address the conduct at issue. Upon conclusion of the investigation, the Board will have full authority to impose discipline as warranted.

Discipline may take the form of fines, suspension, or banishment from the Club and may include a probationary period and conditions that must be satisfied prior to or following reinstatement. The specifics of the disciplinary response will be based on the nature of the incident, the actual or threatened risk to the participant and others, any prior or additional misconduct (whether or not criminal charges were filed), and other relevant factors.

Unless the available facts clearly indicate egregious circumstances, significant bodily harm or risk to third parties, or an immediate and substantial risk to the integrity and reputation of the Club, a first offense generally will not result in discipline until there has been a disposition of the proceeding (or until the investigation is complete in the case of noncriminal misconduct).

With respect to repeat offenders, the Chairman may impose discipline on an enhanced and/or expedited basis. In such cases, the timing and nature of the discipline will be determined by the Board based on several factors including but not limited to: the severity of the initial charge and later charge; the facts underlying the later charge; the length of time between the initial offense and later charge; and the player's compliance. Following a full investigation and/or resolution of the proceedings, the Board will review the matter and make any appropriate adjustments.

**Hearing Rights:**

Following the imposition of discipline, the affected person will have the right to appeal the decision. (For players, the disciplinary decision must be appealed within three (3) business days.) Persons filing an appeal shall be entitled to a hearing, to be conducted by a subset of the Board.

**Reinstatement:**

Any person suspended indefinitely or for at least one year may seek reinstatement beginning one month prior to the one-year anniversary of the suspension.

**Reporting of Incidents:**

The Club must be advised promptly of any incident that may be a violation of this policy, and particularly when any conduct results in an arrest or other criminal charge. Players and club members must report any such incident to the club, which must then report it to the Welfare and Safety representative. Failure to report an incident will constitute conduct detrimental and will be taken into consideration in making disciplinary determination under this policy. Clubs are also required to report incidents that come to their attention.

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To be effective beginning AGM November 2020

**Updated January 2022**