



# ALBERTA SOCCER ASSOCIATION

*The Governing Body of Soccer in Alberta*

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## Rules & Regulations on Discipline & Appeals

Board Approved April 2021

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## 1. ASA Rules & Regulations on Discipline

### 1.1. General

1.1.1. Affiliated Members shall ensure that their Discipline Rules & Regulations are consistent with those of the ASA;

1.1.1.1 Appendix A outlines the procedures that must be followed by all affiliated members

1.1.2. Players, Team Officials, Match Officials and spectators may only take part in or attend games on the condition that they observe the By-laws, Rules & Regulations, Governance Policies and Competitions Rules (Outdoor and Indoor) of the ASA.

1.1.3. All Affiliated Members are responsible for the actions of their players, Team Officials and spectators.

1.1.4. All Affiliated Members must take all precautions necessary to prevent their players, Team Officials and spectators from threatening or assaulting anyone present at games, including Match Officials.

1.1.5. In all cases of alleged or attempted physical assault or threatening behaviour towards a Match Official (Appendix C –3.4., 3.5. and 3.6.), the Accused shall be suspended from all soccer activities until the case has been decided by the ASA.

1.1.6. In all cases where an Accused has an open police file there shall be no Discipline Hearing until confirmation the police file is closed.

1.1.6.1. When confirmation of the police file being closed is provided to the ASA office or Affiliated Member office the timelines outlined in the policy will begin.



## 1.2. Jurisdiction

- 1.2.1. Any Affiliated Member or person (s) reported for discipline shall be dealt with by the ASA.
- 1.2.2. All cases of misconduct involving alleged or attempted physical assault or threatening behaviour towards a Match Official by any person shall be dealt with by the ASA.
- 1.2.3. The offences below and those outlined in Appendix C are the misconduct over which the ASA has direct jurisdiction;
  - 1.2.3.1. Complaints or misconduct in Provincials or provincially managed competitions (i.e.: Alberta Major Soccer League (AMSL) and Alberta Youth Soccer League (AYSL));
  - 1.2.3.2. Complaints or inquiries referred to it by another Provincial Association and/or the CSA;
  - 1.2.3.3. Misconduct by any person arising from participation in the REX & Academy Centre Team Programs of the ASA;
  - 1.2.3.4. Misconduct by an Affiliated Member or any of its officers and officials;
  - 1.2.3.5. Complaints or misconduct of a provincial registered Match Official;
  - 1.2.3.6. Any other matter directly related to the ASA, which the ASA, in its sole discretion, deems should be dealt with by it;
  - 1.2.3.7. Discipline reports can be referred to the ASA for review under this rule.
- 1.2.4. Any breach of suspension imposed by the ASA, is subject to review by the ASA, where further penalties may apply.
- 1.2.5. The ASA, at its sole discretion, may delegate its jurisdiction under Articles (1.1.3.) and (1.1.4.) of this policy.



### 1.3. Discipline Reports

1.3.1. Non-game offences can be submitted to the ASA Office or Affiliated Member office.

1.3.1.1. The ASA reserves the right to refer off-field offences to the Affiliated Members office based on the nature of the offence.

1.3.2. A Match Official's Discipline Report accusing a person of requiring the ASA Discipline

1.3.2.1. Committee's attention shall be filed according to the following timelines:

1.3.3. The Match Official's Misconduct Report with player information and the nature of the infraction/offence shall be submitted to the ASA office or the office of an Affiliated Member within three (3) working days of the incident;

1.3.3.1. Any reports submitted to the Affiliated Member office must be forwarded to the ASA office within four (4) working days of the incident.

1.3.3.2. A Supplemental Misconduct Report on the incident from the Match Official must be submitted to the ASA office within five (5) working days of the incident.

1.3.4. The report(s) provided by the Match Official to the ASA shall be regarded as their affidavit to a Discipline Committee.

1.3.5. Alterations to the Discipline Report(s) are not permitted following receipt of the report at the ASA office.

1.3.6. Discipline Reports submitted by other Provincial Associations or the CSA shall be regarded as their affidavit to a Discipline Committee.

1.3.7. Failure to observe timelines established in this rule may render any disciplinary action after the expiration of the time null and void.

1.3.7.1. The reported offence, as it stands, may be kept on file for reference in regard to future incidents.

1.3.7.2. Upon receipt of the report the ASA Administration will assess the report, identify jurisdiction, punishable offenses, and path to discipline, based on the procedure outlined in Appendix E.

1.3.7.2.1. The ASA Administration will include in their submission to the ASA Staff Review panel or the Discipline Committee, the minimum suspension allowed if the accused is found guilty of the assessed offence.

1.3.7.2.2. If no similar incident, precedent, exists for the offence the ASA Discipline Staff Review panel will consult with the ASA Discipline Chairs on a minimum suspension for the submitted offense.



## **1.4. Discipline Offences**

1.4.1. Violating Laws of the Game, By-laws, Rules and Regulations, and/or Competitions Rules of the ASA or Affiliated Member;

1.4.1.1. Red Card Offences against players or Team Officials ejected by Match Officials will be dealt with according to the currently published rules in the Indoor and Outdoor ASA Competitions Rules, Appendix C, Appendix D and Appendix E;

1.4.1.2. Suspensions against Team Officials will be dealt with according to the Punishable Offences list in Appendix C and/or Fines & Bonds in Appendix D;

1.4.2. Betting on any game other than on registered lotteries or pools;

1.4.3. Any person (s), Affiliated Member, Team Official, or Match Official offering, attempting to offer, or accepting an offer to influence the result of any game, whether directly or indirectly.

## **1.5. Discipline Hearings**

### **1.5.1. Timelines & Notices**

1.5.1.1. Any person or Affiliated Member accused of misconduct shall be given written notice of pending discipline providing the Accused with;

1.5.1.1.1. The proposed suspension and an opportunity to attend a discipline hearing (ASA Discipline Committee), or;

1.5.1.1.2. The proposed suspension and procedure for accepting the suspension without a hearing (Appendix E: ASA Staff Review panel).

1.5.1.2. Any person or Affiliated Member accused of misconduct shall be given at least ten (10) working days' notice of any scheduled hearing.

1.5.1.2.1 A copy of such notice shall also be sent to the Affiliated Member if the person is one of their registered players or is their official representative.



- 1.5.1.3. In cases where an Accused stands suspended pending a hearing or for any adjourned hearing, the date for the hearing shall be set within 15 working days of the receipt of the misconduct report (or previous hearing), for a date no later than 25 working days of the receipt of the misconduct report (or previous hearing).
- 1.5.1.4. Any person or Affiliated Member shall be given at least ten (10) working days' notice of any scheduled hearing if their presence is required by the Discipline Committee.
- 1.5.1.5. Requests for postponement of a hearing scheduled by the ASA must be received by the ASA at least five (5) working days prior to the date of the hearing.
- 1.5.1.6. The results of any hearing shall be sent to the Accused no later than ten (10) working days after the hearing.
- 1.5.1.7. By mutual written consent of the Accused and the Discipline Hearing Committee, any timelines listed under 5.a (all encompassing) of the ASA Rules & Regulations on Discipline and Appeals may be waived.

## **1.5.2.Representation**

- 1.5.2.1. The Accused can represent themselves or provide a representative, not including legal counsel, to represent them.
- 1.5.2.2. If an Accused chooses to have legal counsel present at the hearing, they must also be present at the hearing.
  - 1.5.2.2.1. When legal counsel is present the Discipline Committee reserves the right to direct questions to the Accused. Legal Counsel cannot answer questions on behalf of the Accused without permission from the Discipline Committee.
- 1.5.2.3. The Accused or their representative may be accompanied by legal counsel and witnesses (at their own cost) but must provide notice to the ASA two (2) working days in advance of the hearing;
  - 1.5.2.3.1. The Accused may bring up to three witnesses, unless circumstances require additional witnesses, as determined by the Discipline Committee.
  - 1.5.2.3.2. Witnesses must have been present at the game and must be able to provide testimony to the events described in the discipline report.
  - 1.5.2.3.3. If witnesses are unable to attend the hearing, they may submit a written statement on behalf of the Accused, via email, directly to the ASA Staff member whose communicating discipline matters.
  - 1.5.2.3.4. The ASA shall not accept character witnesses.



- 1.5.2.4. Where the Accused is below the age of majority, a legal guardian must also be present;
  - 1.5.2.4.1. If a legal guardian cannot be present, a letter from the guardian allowing a nominated Team Official to act as their representative shall be acceptable.
- 1.5.2.5. Failure to appear at a discipline hearing when due notice was provided shall result in suspension of the Accused until they request a hearing according to the ASA Rules & Regulations on Discipline and Appeals;

### **1.5.3 Documentation**

- 1.5.3.1 All documentation associated with the discipline shall be provided to the Accused no less than three (3) working days in advance of the hearing date;
- 1.5.3.2 Documents provided, at a minimum, will include the relevant Discipline Report(s) for which the hearing has been called, the past discipline history of the Accused, the ASA Rules & Regulations on Discipline and Appeals and any other documents to be considered by the Discipline Committee;
- 1.5.3.3 All documents submitted from the Match Official or Accused must be signed and dated to be deemed valid.
  - 1.5.3.3.1 The ASA Rules & Regulations on Discipline & Appeals will be the most recent published copy as found on the ASA website.
- 1.5.3.4 All evidence submitted by the Accused (not including reports from witnesses) must be submitted to the ASA office no less than two (2) working days in advance of the hearing;
- 1.5.3.5 It is the Accused's responsibility to compile evidence for the hearing.





#### **1.5.4 Discipline Committee**

- 1.5.4.1 A Discipline Committee shall have three members:
- 1.5.4.2 One of the Discipline Committee shall act as Chairman,
- 1.5.4.3 One of the Discipline Committee shall act as recording secretary or a non-voting recording secretary will be provided by the ASA,
- 1.5.4.4 If the Discipline Committee through introductions determines a conflict of interest or bias the panel can be reduced to two (2) members if agreed to in writing by the Accused or adjourned and re-scheduled according to the required timelines.
- 1.5.4.5 The Discipline Committee members will be provided the name, club, league, team and/or Affiliated Member affiliation of the Accused in advance of the hearing so that conflict of interest or bias can be determined.
- 1.5.4.6 The Discipline Committee will introduce themselves to the Accused at the beginning of the hearing, providing soccer affiliations and general backgrounds, in order to allow the Accused, the opportunity to record any objection to the committee before the hearing begins.

#### **1.5.5 Discipline Procedure**

- 1.5.5.1 The Chairman of the Discipline Committee shall read the report aloud and state the misconduct outlined on the report (unless the Accused waives the reading of the report);
- 1.5.5.2 The author of the Misconduct Report and the Accused may be heard by the Discipline Committee independently.
- 1.5.5.3 This will automatically apply to offences 3.4., 3.5. and 3.6. (Appendix C), and any other combination of offences deemed as threatening towards Match Officials, by the ASA Administration and the ASA Discipline Committee panel.
- 1.5.5.4 This rule may only be waived if the Official explicitly states they would like to be in the room at the same time as the Accused.
- 1.5.5.5 The Accused shall be allowed to ask relevant questions of the author of the report, to the Chair and make submissions on the report and testify on their own.
- 1.5.5.6 The name of the author of the report, or any other identifying and personal information will not be disclosed to the Accused or it's witnesses.



- 1.5.5.7 The Accused and the author(s) writing the report(s) shall have the opportunity to call up to three witnesses to the incident, unless circumstances require additional witnesses, as determined by the Committee;
- 1.5.5.8 The Chairman and any Discipline Committee member may question the Accused, author(s) of the report(s), or any witnesses;
- 1.5.5.9 The author(s) of the report(s) and the Accused shall be allowed to make final summations before withdrawing;
- 1.5.5.10 The Discipline Committee shall consider the report and any further evidence provided and shall either decide on the case or adjourn the hearing in accordance with the timeline in (1.5.1.3.) of this policy.
- 1.5.5.11 The Accused shall be notified, in writing, of the result of the hearing, in accordance (1.5.1.6.) of this policy.
- 1.5.5.12 The author of the Misconduct Report shall be notified that a decision was made by the ASA Staff Review Panel or the ASA Discipline Committee, in accordance with Appendix C of this policy.
- 1.5.5.13 The details of any penalties or conditions assigned to the Accused will not be included in this notification.

## **1.5.6 Punishment**

- 1.5.6.1 On misconduct being proved to its satisfaction, a Discipline Committee may;
  - 1.5.6.1.1 Assign the recommended penalties in accordance with Appendix C;
  - 1.5.6.1.2 Assign a fine to be paid by a specified date in accordance with Appendix D;
  - 1.5.6.1.3 Assign a bond to be paid by a specified date and held for a specified time period in accordance with Appendix D;
  - 1.5.6.1.4 Suspend the Accused from all specified soccer activities either permanently, indefinitely or for a specific period;
  - 1.5.6.1.5 Penalties may be applied to all soccer activities or may be specific to playing, coaching, refereeing, administering and/or volunteering;
  - 1.5.6.1.6 Mandate relevant educational course(s) to be taken prior to resuming all soccer related activities;
  - 1.5.6.1.7 Assign a combination of penalties from Articles (1.5.6.1.1.) to (1.5.6.1.6).



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- 1.5.6.2 Suspensions shall be served for a continuous period or for consecutive games and affect all sanctioned leagues, competitions and tournaments.
- 1.5.6.3 Game suspensions are to be counted through the team the Accused was registered with and playing for at the time of the infraction.
- 1.5.6.4 The Accused is not allowed to play, coach, manage or volunteer with a different team or in a different league, until their suspension has been completed.



## 2. ASA Rules & Regulations on Appeals

### 2.1 General

- 2.1.1 Any Affiliated Member or person participating in affiliated/sanctioned soccer has a right to appeal decisions affecting their status.
- 2.1.2 The decision of the ASA Discipline Committee cannot then be appealed by the Affiliated Member who administered the original sanctions.
- 2.1.3 The first avenue of appeal must follow the appeal process of the ASA or Affiliated Member who applied the original suspension;
  - 2.1.3.1 Appeals Process Tree Sample for an Affiliated Member or person:
    - 1st. District Discipline
    - 2nd. District Appeal Committee
    - 3rd. District/Association/Federation Board of Directors
- 2.1.4 The next avenue of Appeal is through the ASA Appeals Review Committee which shall decide whether leave to appeal shall be granted.
- 2.1.5 When appealing a decision of the Affiliated Member, the following must be submitted to the ASA Office Administrator responsible for discipline;
  - 2.1.5.1 Written appeal signed and dated by the party whom which the judgement has been brought, within five (5) working days of receipt of the decision.
  - 2.1.5.2 A \$500 appeal fee made payable to the *Alberta Soccer Association*;
    - 2.1.5.2.1 The Appeal fee will be returned if the appeal is not granted and an ASA Discipline Committee hearing is not scheduled.
    - 2.1.5.2.2 The Appeal fee will be returned in its entirety if the appeal is heard and the decision overturned in its entirety.
- 2.1.6 Leave for Appeal shall be granted if one or more of the following conditions is met according to the assigned Appeals Review Committee of three (3) members. The written appeal (or supplemental documents) in (2.1.5.1.) should contain the details of conditions that have been met for appeal to be granted;



## **2.2 Grounds for Appeals**

- 2.2.1 Failure to meet the ASA guidelines for discipline as outlined in the ASA Rules & Regulations on Discipline;
- 2.2.2 Failure to follow the guidelines for Affiliated Member Appeals & Discipline Procedures outlined in Appendix A;
- 2.2.3 Discipline Committee was biased or influenced by bias;
- 2.2.4 Leave for Appeal shall not be granted to challenge the results of a hearing or because of ignorance of the ASA Rules & Regulations on Discipline and Appeals.

## **2.3 ASA Timelines for Appeals**

- 2.3.1 Suspensions or other sanctions will remain in effect until the decisions of the ASA Discipline Committee are released;
- 2.3.2 Appeal hearings where Affiliated Members or persons remain suspended will be heard within 20 working days of receipt of (2.1.5.1.) and (2.1.5.2.) of this policy.
- 2.3.3 Appeal hearings where individuals/teams/clubs are not suspended will normally be heard within 20 working days of (2.1.5.1.) and (2.1.5.2.) of this policy.

## **2.4 The ASA Appeals Hearing Procedure**

- 2.4.1 All appeals granted shall follow the procedure outlined in (1.5.5.) Discipline Procedures, of the ASA Rules & Regulations on Discipline.
- 2.4.2 Appeals of decisions by the ASA Discipline Committee should be submitted to the CSA Appeals Committee according to the rules set out in Rule 15.1.A and 15.1.B of the CSA Rules & Regulations.



## **Appendix A**

### **The ASA requirements for Affiliated Members Discipline Code**

1. Affiliated Members are encouraged to establish and publish regularly scheduled discipline hearings.
  - 1.1. Affiliated Members who publish, in advance, regularly scheduled hearings can waive the need for a minimum notice period;
    - 1.1.1. Publication of the dates must be easily accessible via the Affiliated Member website or other means;
    - 1.1.2. A copy of such notice shall also be sent to the team / league / club if the person is one of their registered players or is their official representative.
2. An accused, or their representative, is afforded the opportunity to attend a Discipline Hearing;
  - 2.1. To have a voice at the hearing the representative must have been present at the incident and identified on the game sheet;
    - 2.1.1. Witnesses of the incident, not identified on the game sheet, can provide written accounts to the hearing.
  - 2.2. Any individual not identified on the game sheet will be considered as a witness not a representative and their attendance is at the discretion of the Committee.
  - 2.3. Where the Accused is below the age of majority a designated representative of the age of majority must also be present;
    - 2.3.1. An Accused below the age of majority, playing in an adult league, can represent themselves at a hearing if a written consent by their legal guardian has been provided.
    - 2.3.2. An Accused below the age of majority can be represented by a Team Official that was present at the game / incident in question with consent from a legal guardian.
3. Any person(s) accused of misconduct shall be given a written notice of pending discipline;
  - 3.1. The notice shall provide the person and/or team representative with;
    - 3.1.1. Either the possible suspension and an opportunity to attend a discipline hearing;
    - 3.1.2. The opportunity to attend a discipline hearing or;
    - 3.1.3. The requirement to attend a mandatory discipline hearing.



- 3.2. When the Affiliated Member does not have regular, published meeting dates then;
  - 3.2.1. If a response is not provided, within five (5) working days of notice being provided the Affiliated Member can assume the Accused is waiving their right to a hearing and will accept the prescribed penalties by the Affiliated Member Discipline Committee;
    - 3.2.1.1. Unless there is a mandatory hearing as prescribed in (3.1.3.) of Appendix A.
  - 3.2.2. By not responding to the written notice a party is waiving their right to appeal the decision of the Discipline Committee.
- 3.3. Where the Affiliated Members provides published dates then;
  - 3.3.1. If the Accused does not provide a response in the timelines specified in the written notice of pending discipline action, the Affiliated Member can assume the accused is waiving their right to a hearing and will accept the prescribed Penalties by the Affiliated Member Discipline Committee;
  - 3.3.2. By not responding to the written notice a party is waiving their right to appeal the decision of the Discipline Committee.
  - 3.3.3. The Accused or their representative may request that the discipline hearing be held on a future date other than the next immediate regular date following the incident and the receipt of the documentation.
4. An Affiliated Member, through their Discipline Code or at the request of the Committee Chair, may identify infractions where attendance at a Discipline Hearing is not optional for the accused or team representative.
  - 4.1. The Accused or their representative can choose not to attend the hearing, excluding for those infractions identified above;
    - 4.1.1. By not appearing at a hearing the Accused is waiving their right to appeal the decision of the Discipline Committee.
5. All documentation associated with the misconduct shall be provided to the Accused no less than three (3) days in advance of the hearing date for it to be valid unless waived by the accused.
  - 5.1 Documents provided, at a minimum, will include the Discipline Report(s), past discipline history of the accused (if applicable), Affiliated Member Discipline Rules & Regulations and any other documents the Discipline Hearing Committee is expected to hear.
6. The Accused or their representative have the option to provide written consent to waive any of the requirements listed within articles 3, 4 or 5, and their sub-articles, listed above;
  - 6.1. The consent must be signed and dated by the Accused or their representative and a member of the Discipline Committee or Affiliated Member district representative.



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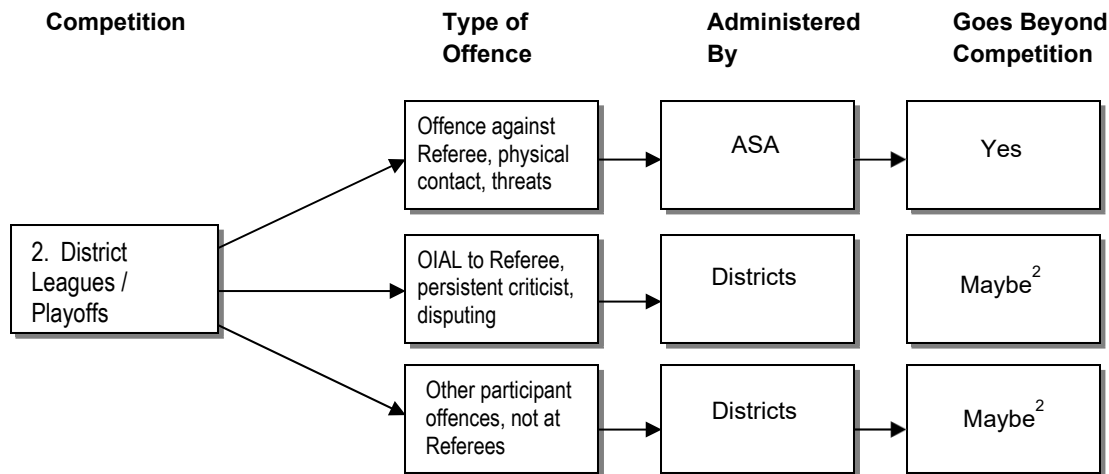
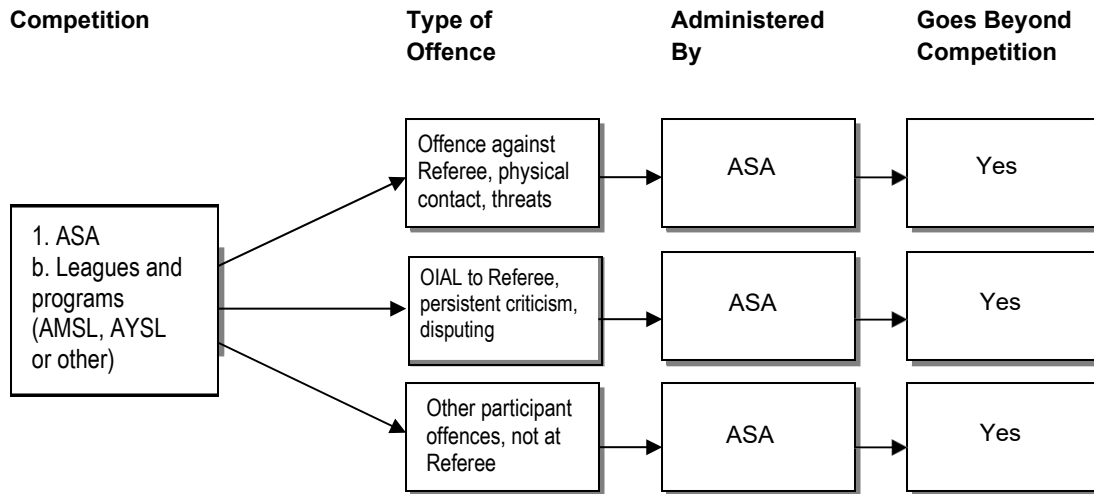
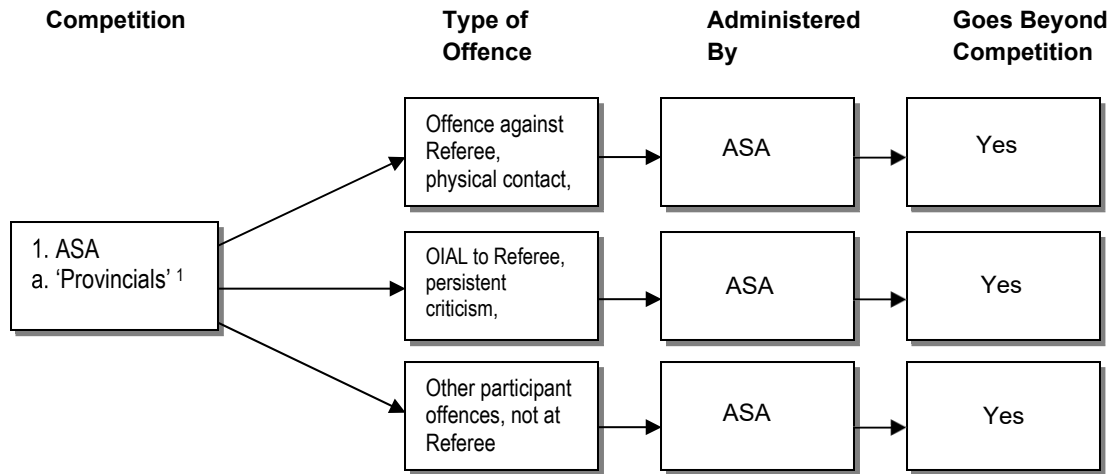


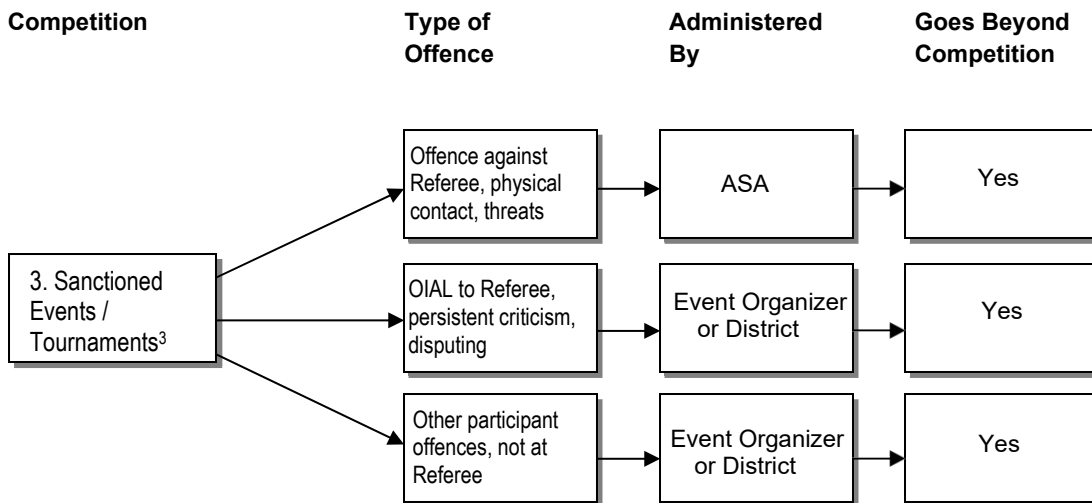
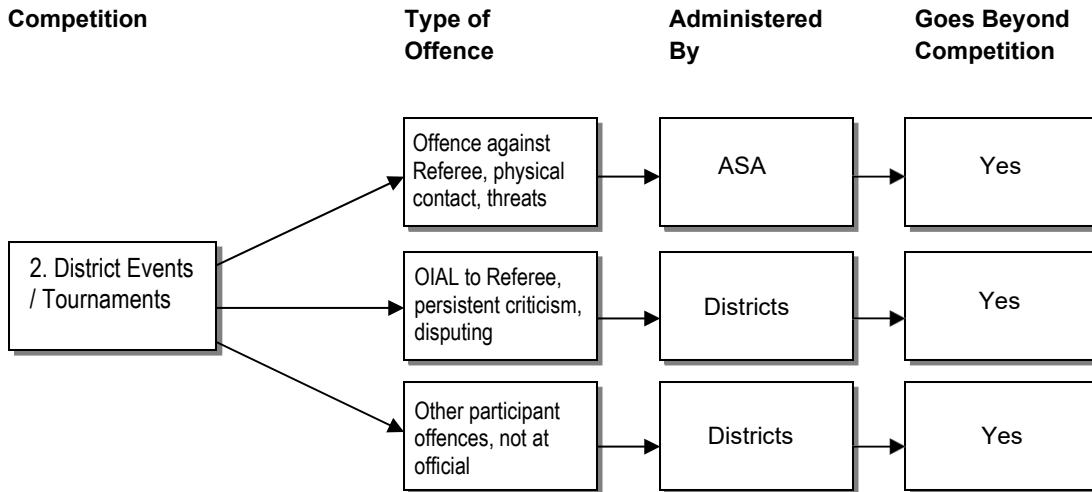
7. A Discipline Committee shall have three (3) members;
  - 7.1. One (1) of the Discipline Committee shall act as Chairman;
  - 7.2. One (1) of the Discipline Committee shall act as recording secretary or a non-voting recording secretary will be provided by the Affiliated Member;
  - 7.3. If the Discipline Committee through introductions determines a conflict of interest or bias, the panel can be two (2) members if agreed to in writing by the Accused or adjourned and re-scheduled according to the required timelines.
8. The Discipline Committee members will be provided the name, club, league, team and/or Affiliated Member affiliation of the accused in advance of the hearing so that conflict of interest or bias can be determined.
9. The Discipline Committee will introduce themselves to the accused at the beginning of the hearing, providing soccer affiliations and general backgrounds, in order to allow the accused the opportunity to record any objection to the Discipline Committee before the hearing begins.
10. The Accused or their representative can be given the option to provide written consent to waive any of the rules listed above;
  - 10.1. The consent must be signed and dated by the Accused or their representative and a member of the Discipline Committee or Affiliated Member district representative.
11. The results of any hearing shall be sent to the accused no later than ten (10) working days after the hearing.





## Appendix B ASA Suspension Jurisdiction Chart





1. Suspensions not totally served in Provincial Competitions must be completed at the next available opportunity, where the individual registers with an ASA League (AMSL/AYSL) or an Affiliated Members League.
2. Suspensions can be recommended to be respected by other districts (i.e. – entire Province) but the decision is at the discretion of the ASA.
3. The tournament organizer reports major discipline to the sanctioning body (District), which can in turn direct discipline reports to the ASA, at their discretion.



## Appendix C Punishable Offences and Penalties

### *Definitions and Minimum Penalties of ASA Punishable Offences*

#### 1. Considerations

- 1.1. The following definitions will be used for reviewing misconduct reports and official complaints. If the Accused is found guilty of an offence the suspensions listed below are the minimum allowed under this policy.
- 1.2. Suspensions for offences falling under multiple categories will be assigned at the discretion of the ASA Discipline Committee.
- 1.3. All suspensions are served with the team with which they were received unless the discipline committee specifically mentions separate terms;
  - a. Suspension games are counted against league games, promotional / relegation games, provincial qualifiers and provincials.
  - b. If the team with which the suspension is received disbands the suspension will be served on equivalent games to the league in which the suspension was received.
    - 1.3.b.1. This provision will also apply when a team no longer wishes to register a suspended player for a new season.
  - c. Suspended parties have the option to fill out a "soccer activity" declaration explaining the effect of a suspension.
    - 1.3.c.1. Offences 3.4., 3.5. and 3.6., under Appendix C; cannot be considered for leniency based on the "soccer activity" declaration
- 1.4. A breach of suspension to penalties imposed by the ASA, may be reviewed by an ASA Discipline Committee hearing where;
  - a. The Committee may increase the original suspension penalties;
  - b. The Committee may mandate further coach and/or referee education;
  - c. The Committee may impose a fine/bond following the guidelines of Appendix D;
  - d. The Committee has the authority to penalize with any combination of the above sanctions.
- 1.5. Penalties assessed to Team Officials can be assessed at two times the listed penalty at the discretion of the ASA Staff Review Panel and/or the ASA Discipline Committee.
  - a. First-time offences must include a mandatory 1-year probation, subject to further coach education and/or referee education, at the discretion of the reviewing committee.





- 2.2. Serious Foul Play (SFP) or Denying an obvious Goal Scoring Opportunity
- |                                    |  |
|------------------------------------|--|
| a. 1 <sup>st</sup> Offence         | 1 – 2 games suspension                   |
| b. 2 <sup>nd</sup> Offence         | 3 – 4 games suspension                   |
| c. 3 <sup>rd</sup> Offence or more | To be determined by Discipline Committee |
- 2.3. Violent Conduct (VC) or Spitting at an individual (excluding Match Officials)
- |                                    |  |
|------------------------------------|--|
| a. 1 <sup>st</sup> Offence         | 3 – 4 games suspension                   |
| b. 2 <sup>nd</sup> Offence         | 6 – 8 games suspension                   |
| c. 3 <sup>rd</sup> Offence or more | To be determined by Discipline Committee |
- 2.4. Boarding
- |                                |  |
|--------------------------------|--|
| a. 1 <sup>st</sup> Offence SFP | 1 – 2 games suspension                   |
| b. 2 <sup>nd</sup> Offence SFP | 4 games suspension                       |
| c. 3 <sup>rd</sup> Offence SFP | To be determined by Discipline Committee |
| d. 1 <sup>st</sup> Offence VC  | 3 – 4 games suspension                   |
| e. 2 <sup>nd</sup> Offence VC  | 8 games suspension                       |
| f. 3 <sup>rd</sup> Offence VC  | To be determined by Discipline Committee |
- 2.5. Accumulation of Red Cards in a Calendar year  
If any player gets 3 red cards in one year, they can be brought in front of a Discipline Committee with potential additional suspensions beyond the scope of their standard Discipline
- 2.6. Use of offensive, insulting and abusive language (OIAL), including but not limited to slurs and language aimed to intimidate or threaten another individual;
- |                                    |  |
|------------------------------------|--|
| a. 1 <sup>st</sup> Offence         | 3 games suspension                       |
| b. 2 <sup>nd</sup> Offence         | 6 games suspension                       |
| c. 3 <sup>rd</sup> Offence         | 10 games suspension                      |
| d. 4 <sup>th</sup> Offence or more | To be determined by Discipline Committee |
- 2.7. Unsportsmanlike conduct, on and/or off the field, such as physical threats and fights between two individuals or groups;
- |                                    |  |
|------------------------------------|--|
| a. 1 <sup>st</sup> Offence         | 3 games suspension                       |
| b. 2 <sup>nd</sup> Offence         | 7 games Suspension                       |
| c. 3 <sup>rd</sup> Offence or more | To be determined by Discipline Committee |



### 3. Offences Against Match Officials

- 3.1. Persistent Criticism or disputing of decision;
- a. 1<sup>st</sup> Offence 1 - 2 games suspension
  - b. 2<sup>nd</sup> Offence 3 - 4 games suspension
  - c. 3<sup>rd</sup> Offence 8 - 12 games suspension
- 3.2. Use of Offensive, insulting, abusive language and/or gestures in disputing decisions;
- a. 1<sup>st</sup> Offence 2 - 4 games suspension
  - b. 2<sup>nd</sup> Offence 5 - 8 games suspension
  - c. 3<sup>rd</sup> Offence 9 - 16 games suspension
  - d. 4<sup>th</sup> Offence or more To be determined by Discipline Committee
- 3.3. Unsportsmanlike Conduct, stealing game sheets, removal of jersey to prevent identification, refusal to provide name to a Match Official;
- a. 1<sup>st</sup> Offence 3 – 6 games suspension
  - b. 2<sup>nd</sup> Offence 7 – 12 games Suspension
  - c. 3<sup>rd</sup> Offence or more To be determined by Discipline Committee
- 3.4. Threatening, attempting to intimidate or intimidating a Match Official or people close to a Match Official (i.e. – spouse / partner, family, colleague, relatives) on the field;
- a. 1<sup>st</sup> Offence 12 - 16 game suspension
  - b. 2<sup>nd</sup> Offence 24 - 32 game suspension
  - c. 3<sup>rd</sup> Offence or More To be determined by Discipline Committee
- 3.5. Threatening, attempting to intimidate or intimidating a Match Official, or people close to a Match Official (i.e. – spouse / partner, family, colleague, relatives) on the field and continuing off the field after the game;
- a. 1<sup>st</sup> Offence 24 - 32 games suspension
  - b. 2<sup>nd</sup> Offence 2 – 5-years suspension
  - c. 3<sup>rd</sup> Offence or More To be determined by Discipline Committee
- 3.6. Physical Contact with Match Officials;
- a. Incidental
    - a. 1<sup>st</sup> Offence 5 - 6 games suspension
    - b. 2<sup>nd</sup> Offence or more To be determined by Discipline Committee
  - b. Deliberate unwanted touching with no Violent Conduct (any contact with an official, taking anything from a match official's possession or any similar action)
    - a. 1<sup>st</sup> Offence 12 -16 games suspension
    - b. 2<sup>nd</sup> Offence or more To be determined by Discipline Committee
  - c. Deliberate Violent Conduct (striking or attempting to strike including spitting)
    - a. 1<sup>st</sup> Offence 2 – 5-year suspension
    - b. 2<sup>nd</sup> Offence or more Lifetime Ban



#### 4. **Offences by Team Officials**

- 4.1. Failure to stay within the technical area -including but not limited to entering the field illegally;
- a. 1<sup>st</sup> Offence 1 games suspension
  - b. 2<sup>nd</sup> Offence or more To be determined by Discipline Committee
- 4.2. Use of offensive, insulting, abusive language towards players and/or spectators.
- a. 1<sup>st</sup> Offence 3 games suspension
  - b. 2<sup>nd</sup> Offence or more To be determined by Discipline Committee
- 4.3. Failure to behave in a responsible manner towards players and/or spectators, that ensure a safe environment for all those involved.
- a. 1<sup>st</sup> Offence 4 games suspension
  - b. 2<sup>nd</sup> Offence or more To be determined by Discipline Committee

#### 5. **Other Offences**

- 5.1. Breach of ASA Code of Conduct – including, but not limited to, offences related to racism, homophobia, misogyny, sexual harassment, bullying and other forms of harassment.
- a. 1st Offence 1 Year to Lifetime Ban
    - 5.1.a.1. Must include a minimum of 1-year probation, \$100 Fine and \$500 Bond
  - b. 2nd Offence Lifetime Ban
- 5.2. Breach of ASA Health & Safety Protocols – including but not limited to the Covid-19 Safety Guidelines, Canada Soccer Lightning Policy, Field Safety Checklist and Air Quality Guidelines.
- a. Individuals
    - 5.2.a.1. 1st Offence Minimum 1 Month and up to 1 Year Suspension
      - 5.2.a.1.1. Must include a minimum \$100 Fine, and \$500 Bond
    - 5.2.a.2. 2nd Offence Lifetime Ban
  - b. Clubs
    - 5.2.b.1. 1st Offence Warning
    - 5.2.b.2. 2nd Offence \$1,000 Fine and;
      - 5.2.b.2.1. Discipline Hearing for consideration of sanctions against the Club, Club Leadership (President, ED, GM etc) and/or Board of Directors
    - 5.2.b.3. 3rd Offence - \$2,000 Fine, Removal from Provincial Competitions for 1 season and;
      - 5.2.b.3.1. Discipline Hearing for consideration of sanctions against the Club, Club Leadership (President, ED, GM etc) and/or Board of Directors



## Appendix D Fines & Bonds Guidelines for ASA Discipline

*The following guidelines will be used by the ASA to apply bonds & fines to individuals or teams as part of a discipline outcome by Staff Review Panel or by Discipline Committee.*

1. For ASA teams, all team fines and bonds must be paid in full within a 30-day period of being notified in writing of the penalty, unless otherwise directed by the Discipline Committee, or the team may be removed from their Affiliated Member league until such time the penalty has been paid.
2. All bonds shall be held for a minimum of *24 months*, effective the date that the payment was received.
3. Individuals may be fined to a maximum of \$200 *per incident*.
4. Individuals may be bonded to a maximum of \$1,000 *per incident*.
5. Teams may be fined to a maximum of \$2,000 *per incident*.
6. Teams may be bonded to a maximum of \$10,000 *per incident*.
7. All participant fines/bonds must be paid before reinstatement.
8. In the event that a team fails to pay its fines or post any bonds levied against them, the following will apply:
  - 8.1. The outstanding fines and/or bonds will be divided between all participants on the game sheet, the game sheet being that of the date of the incident that resulted in the fine and/or bond being levied against the team. If the fine is not related to a game infraction, then the fine will be distributed to participants on the team roster.
  - 8.2. When a specific date for payment of a bond or fine has been entered on the Discipline Notice the team failing to make that payment will have all scheduled games following that date forfeited until the bond or fine is paid in full.
  - 8.3. In the event that a team fails to pay its fines or post any bonds, as a result of a specific game incident, and the team ceases to exist or is expelled from the League, all outstanding fines and/or bonds will be divided between all players and team officials listed on the game sheet of the occurrence that resulted in the fine and/or bond being levied against the team. These must be paid prior to the individual being allowed to register on another team within the ASA or its Affiliated Members.





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- 8.4. In the event that a team ceases to exist or is expelled from the League due to an accumulation of penalties or discipline, all outstanding fines and/or bonds will be divided between all players and team officials listed on the current roster. These must be paid prior to the individual being allowed to register on another team within the ASA or its Affiliated Members.
9. All appeal fees, fines, and bonds must be submitted to the ASA office.
10. Bonds will be revoked if the individual or team fails to meet the specific obligations of membership in the ASA or its Affiliated Members.



## Appendix E The ASA Staff Review Panel

*Definitions and Procedures for the ASA's Discipline by Staff Review Panel.*

### 1. General

- 1.1. The ASA Staff Review Panel will be formed by the Discipline Coordinator, Referee Development Officer and Executive Director.
- 1.2. In the absence of any one of these members, another ASA staff member will take their place; Manager of Coach Education, Competitions Coordinator, Technical Director and/or Regional Coach.
- 1.3. The ASA Discipline Coordinator will determine who addresses a misconduct report, based on *Table 1: Categorization of Offences, outlined in Appendix C, to be reviewed by ASA Staff Review panel or ASA Discipline Committee.*
  - 1.3.1. In the absence of the ASA Discipline Coordinator, the ASA Executive Director will conduct this review, or assign another staff member to do so.

### 2. Jurisdiction

- 2.1. The ASA Staff Review will only address discipline reports that fall under their jurisdiction, as stipulated in Table 1.
- 2.2. Offenses that fall under the jurisdiction of an ASA Discipline Committee, must follow the General Discipline Hearing Procedure, as established in Article (1.5.5.) of the ASA Rules & Regulations on Discipline.
- 2.3. Penalties will follow the ranges established under Appendix C of this policy.
- 2.4. The ASA Staff Review panel may mandate further coach education, referee education or respect in sport as a condition prior to resuming all soccer related activities.
- 2.5. The ASA Staff Review panel has the authority to direct any misconduct report to be reviewed and addressed by an Independent Discipline Committee hearing, at their discretion, regardless of whether it is a first-time offence or not.



**Table 1: Categorization of Offences, outlined in Appendix C, to be reviewed by ASA Staff Review panel or ASA Discipline Committee**

	<b>ASA Staff Review</b>	<b>ASA Discipline Committee Hearing</b>
<b>Article</b>	<b>Level of offence</b>	
<b>2. Offences Against Players, Team Officials or other Individuals</b>		
2.1. Accumulation of Yellow Cards: (one season or Tournament including AMSL/AYSL) - two yellow cards in one game will not be included in the accumulation and dealt with as a Red card Ejection.	a. b. c.	d.
2.2. Serious Foul Play (SF) or Denying an obvious Goal Scoring Opportunity	a. b.	c.
2.3. Violent Conduct (VC) or Spitting at an Individual (excluding Match Official)	a. b.	c.
2.4. Boarding	a. b. d. e.	c. f.
2.5. Accumulation of Red Cards in a Calendar year		a.
2.6. Use of offensive, insulting and abusive language (OIAL), including but not limited to slurs and language aimed to intimidate or threaten another individual	a. b.	c. d.
2.7. Unsportsmanlike conduct, on or off the field, such as physical threats and fights between two individuals or groups	a.	b. c.



*(continued)* **Table 1: Categorization of Offences, outlined in Appendix C, to be reviewed by ASA Staff Review panel or ASA Discipline Committee**

	ASA Staff Review	ASA Discipline Committee Hearing
Article	Level of Offence	
<b>3. Offenses Against Match Officials</b>		
3.1. Persistent Criticism or disputing of decision	a. b. c.	d.
3.2. Use of offensive, insulting, abusive language and/or gestures in disputing decisions	a. b. c.	d.
3.3. Unsportsmanlike Conduct, stealing game sheets, removal of jersey to prevent identification, refusal to provide name to a Match Official	a. b.	c.
3.4. Threatening, attempting to intimidate or intimidating a Match Official or people close to a Match Official (i.e. - spouse/partner, family, colleague, relatives) on the field	a. b.	c.
3.5. Threatening, attempting to intimidate or intimidating a Match Official or people close to a Match Official (i.e. - spouse/partner, family, colleague, relatives) on the field and continuing off the field after the game	a. b.	c.
3.6.1. Physical Contact with Match Officials - <b>Incidental</b>		a. b.
3.6.2. Physical Contact with Match Officials - <b>Deliberate unwanted touching with no Violent Conduct</b> (any contact with an official, taking anything from a Match Official's possession or any similar action)		a. b.
3.6.3. Physical Contact with Match Officials - <b>Deliberate Violent Conduct</b> (striking or attempting to strike, including spitting)		a. b.
<b>4. Offenses by Team Officials</b>		
4.1. Failure to stay within the technical area -including but not limited to entering the field of play illegally	a.	b.
4.2. Use of offensive, insulting, abusive language towards players and/or spectators	a.	b.
4.3. Failure to behave in a responsible manner towards players and/or spectators, that ensure a safe environment for all those involved	a.	b.
<b>5. Other Offences</b>		
5.1. Breach of ASA Code of Conduct - including, but not limited to, offences related to racism, homophobia, misogyny, sexual harassment, bullying and other forms of harassment		a. b.



### **3. Timelines and Notices**

- 3.1. Any person or Affiliated Member accused of misconduct shall be notified that a misconduct report has been submitted within two (2) working days of receipt by the ASA office.
  - 3.1.1. The Accused may submit a written statement for defense or clarification of events within 2 (two) working days from receipt of notification.
  - 3.1.2. The ASA will not receive any statements past this timeline. The Accused may appeal the decision rendered, following the requirements established in Article 5. of this Appendix.
- 3.2. Accused members will be suspended, until the ASA Staff Review panel concludes their assessment of the misconduct report.
- 3.3. The ASA Staff Review panel must provide a decision to the accused within three (3) working days from receipt of the Accused's statement.

### **4. Documentation**

- 4.1. All documentation associated with the discipline review shall be provided to the Accused at the time of notification, as established in I.5.c.i of the ASA Rules & Regulations on Discipline.
- 4.2. If a statement and/or evidence has been requested from the Accused, Match Official and/or author of the misconduct report, this must be submitted to the ASA office within two (2) working days of receipt

### **5. Appeals and Requests for a Hearing**

- 5.1. Accused parties may appeal a decision by the ASA Staff Review panel and request a Discipline Hearing by a Committee:
  - 5.1.1. A written request for a Discipline Hearing must be submitted to the ASA office, within two (2) working days of receipt of the Decision rendered by the ASA Staff Review panel.
  - 5.1.2. An appeal fee of \$125 CAD must accompany the written request.
  - 5.1.3. Once the request and fee have been received by the ASA Office, a discipline hearing will be scheduled following the stipulations under I.5. Discipline Hearings, of the ASA Rules & Regulations on Discipline.



**Appendix F**  
**Minimum Discipline Volunteers by District**

District #	District Name	Minimum Volunteers
1	Sunny South	3
2	Medicine Hat	3
3	Lethbridge	3
4	<b>Calgary Total</b>	
	- CMSA	9
	- CUSA	5
	- CWSA	3
5	Central Alberta (CASA)	3
6	Big Country	3
7	Foothills	3
8	<b>Edmonton Total</b>	
	- EMSA	10
	- EIYSA	3
	- EDSA	9
9	St. Albert	3
10	Tri-County	3
11	Northwest Central	3
12	Lakeland	3
13	Northwest Peace	3
14	Fort McMurray	3
15	Battle River	3
16	Sherwood Park	3
17	Airdrie	3
18	Red Deer	3
19	Canal Links	3