



WHEELCHAIR RUGBY CANADA (WRC) Event Discipline Policy

Approved: March 2023

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Event Discipline Policy

Definitions

1. Terms in this Policy are defined as follows:
 - a) **Event** – Sanctioned Wheelchair Rugby Canada activities, including but not limited to National Championships
 - b) **Organizational Participant** – Refers to all categories of individual members and/or registrants defined in the By-laws of WRC and its Members and affiliated clubs who are subject to the policies of WRC, as well as all people employed by, contracted by, or engaged in activities with, WRC including, but not limited to, employees, contractors, athletes, coaches, personal support workers, instructors, officials, classifiers, volunteers, managers, administrators, parents or guardians, spectators, committee members, and Directors and Officers

Purpose

2. Wheelchair Rugby Canada is committed to providing a competition environment in which all Organizational Participants are treated with respect.
3. This Policy outlines how alleged misconduct during an Event will be addressed.

Scope and Application of this Policy

4. This Policy will be applied to all Events sanctioned by Wheelchair Rugby Canada.
5. If the Event is being sanctioned by an organization other than Wheelchair Rugby Canada (e.g., by World Wheelchair Rugby), the procedures for event discipline of the host organization will replace this Policy. Incidents involving Organizational Participants connected with Wheelchair Rugby Canada must still be reported to Wheelchair Rugby Canada to be addressed under the *Discipline and Complaints Policy*, if necessary.
6. This Policy does not replace or supersede the *Discipline and Complaints Policy*. Instead, this Procedure works in concert with the *Discipline and Complaints Policy* by outlining the procedure for a designated person at an Event to take immediate, informal, and/or corrective action if allegations of a possible violation of the *Code of Conduct and Ethics* are identified during an Event.
7. This Policy does not prohibit Organizational Participants from reporting the same incident to the Wheelchair Rugby Canada to be addressed as a formal complaint under the Wheelchair Rugby Canada's *Discipline and Complaints Policy*.

8. Any behaviours by an Organizational Participant may be considered “Prohibited Behaviour” or “Maltreatment” (as defined in the UCCMS) when the Respondent is an Organizational Participant who has been designated by Wheelchair Rugby Canada as a UCCMS Participant (as defined in the *Discipline and Complaints Policy*). “Prohibited Behaviour” and/or “Maltreatment” exhibited by an Organizational Participant will be handled pursuant to the policies and procedures of the Office of the Sport Integrity Commissioner (“OSIC”), subject to the rights of Wheelchair Rugby Canada as set out in the *Discipline and Complaints Policy* and any applicable workplace policies.

Misconduct During Events

9. Incidents that violate or potentially violate the *Code of Conduct and Ethics* or other conduct standards of Wheelchair Rugby Canada, which can occur during a competition, away from the area of competition, or between parties connected to the Event, shall be reported by an Organizational Participant to the designated individual responsible at the Event, such as the Technical Delegate.
 - a) Wheelchair Rugby Canada shall provide appropriate contact information prior to the start of an Event to allow Organizational Participants to report potential violations to the Technical Delegate.
10. The designated individual at the Event shall use the following procedure to address the incident that violated or potentially violated the *Code of Conduct and Ethics* or other conduct standards:
 - a) Notify the involved parties that there has been an incident that violated or potentially violated the *Code of Conduct and Ethics*;
 - b) Designate a Disciplinary Panel, who shall not be in a conflict of interest or involved in the original incident, to determine whether the *Code of Conduct and Ethics* has been violated;
 - a. If warranted, based on the severity of the allegations and at the designated individual’s sole discretion, a Disciplinary Panel of three (3) people may be appointed. When a three-person Disciplinary Panel is appointed, the designated individual will select one of the Disciplinary Panel’s members to serve as the Chair. Decisions of the Disciplinary Panel will be by majority vote.
 - c) The Disciplinary Panel will interview and secure statements from any witnesses to the alleged violation, as deemed necessary by the Disciplinary Panel;
 - d) If the violation occurred during a competition, interviews may be held with the officials who officiated or observed the competition and with the coaches and captains of each team when deemed necessary and appropriate by the Disciplinary Panel;

- e) The Disciplinary Panel may secure a statement from the person(s) accused of the violation;
 - f) The Disciplinary Panel will render a decision and determine the appropriate penalty; and
 - g) The Disciplinary Panel will inform all parties of the Disciplinary Panel's decision.
11. The penalty determined by the Disciplinary Panel may include any of the following, singularly or in combination:
- a) Oral or written warning;
 - b) Oral or written reprimand;
 - c) Suspension from future competitions at the Event;
 - d) Ejection from the Event; and/or
 - e) Other appropriate penalty as determined by the Disciplinary Panel.
12. The Disciplinary Panel does not have the authority to determine a penalty that exceeds the duration of the Event. A full written report of the incident and the Disciplinary Panel's decision shall be submitted to Wheelchair Rugby Canada's Chief Executive Officer by the Disciplinary Panel following the conclusion of the Event. Further discipline may then be applied in accordance with the *Discipline and Complaints Policy*, if necessary.
13. In extraordinary circumstances, the Disciplinary Panel may first issue a verbal decision, with the full written decision, with reasons, to be issued as soon as possible following the verbal decision .
14. The Discipline Panel's decision will come into effect as of the date that it is rendered, unless decided otherwise by the Discipline Panel.
15. Decisions made pursuant to this Policy may not be appealed.
16. Wheelchair Rugby Canada shall record and maintain records of all decisions of the Disciplinary Panel under this Policy.

Timelines

17. The procedures outlined in this Policy are Event-specific and therefore shall be exercised and implemented as soon as it is reasonable to do so.
18. The final decision of the Disciplinary Panel must be reached and communicated to the Parties prior to the conclusion of the event for it to be effective.

Policy History	
Approved	February 10, 2023
Next Renewal Date	February 2024