



DISCIPLINE POLICY

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DEFINITIONS

1. The following terms have these meanings in this Policy:
 - a) *“Complainant”* – The Party alleging an infraction
 - b) *“Respondent”* – The alleged infracting Party
 - c) *“Parties”* – The Complainant, Respondent, and any other Individuals affected by the complaint
 - d) *“Days”* – Days irrespective of weekends and holidays
 - e) *“Individuals”* – All categories of membership defined in the Wrestling Canada Lutte Bylaws, as well as all individuals employed by, or engaged in activities with, Wrestling Canada Lutte including, but not limited to, athletes, coaches, convenors, referees, officials, volunteers, managers, administrators, committee members, directors and officers of Wrestling Canada Lutte.
 - f) *“Complaints”* – Complaints are considered to be incidents of failing to achieve expected standards of conduct that have the potential to result in harm to others, WCL, or to the sport of wrestling.

PURPOSE

2. Wrestling Canada Lutte is committed to providing an environment in which all Individuals involved with Wrestling Canada Lutte are treated with respect. Conduct that violates the values and integrity of Wrestling Canada Lutte may be subject to discipline and sanctions pursuant to this Policy. Wrestling Canada Lutte provides Individuals with this Discipline Policy to enable a fair and expedient process that addresses alleged infractions.

SCOPE AND APPLICATION OF THIS POLICY

3. This Policy applies to all Individuals.
4. This Policy will apply to discipline matters that may arise during the course of Wrestling Canada Lutte business, activities, and events including, but not limited to, matches, practices, tryouts, tournaments, training camps, travel associated with Wrestling Canada Lutte activities, and meetings.
5. This Policy does not prevent discipline from being applied, during a competition or event, according to specific procedures in place for the particular event. Further sanctions may be applied according to this Policy.
6. This Policy does not prevent an appropriate person having authority from taking immediate, informal or corrective action in response to behavior that constitutes an infraction. The person in authority can be, but is not restricted to being, staff, officials, coaches, organizers or Wrestling Canada Lutte decision-makers. Further sanctions may be applied in accordance with the procedures set out in this Policy.

7. Any infractions or complaints occurring during a specific event will be dealt with by the procedures specific to that event, if applicable. In such situations, sanctions will be for the duration of the event only. Further sanctions may be applied, but only after a review of the matter in accordance with the procedures set out in this Policy.
8. Discipline matters and complaints arising within the business, activities, or events organized by entities other than Wrestling Canada Lutte will be dealt with pursuant to the policies of these other entities unless requested and accepted by Wrestling Canada Lutte at its sole discretion.

COMPOSITION OF THE PANEL

9. The Panel shall be composed of the “Management Team” as defined by the Wrestling Canada Lutte By-Laws.
10. Should a member of the Panel determine that he/she has a conflict of interest and cannot serve on the Panel, the remaining Panel members shall appoint his/her successor to the Panel.

NOTICE OF COMPLAINT

11. Any Individual who wishes to file a notice of complaint will have fourteen (14) days from the date of the alleged incident to submit, in writing to the attention of the Executive Director at the Wrestling Canada Lutte’s office, the following:
 - a) Notice of complaint / incident
 - b) Contact information of the Complainant
 - c) Name of the Respondent and any affected parties
 - d) Date and location of the incident
 - e) Detailed summary of the incident
 - f) All evidence that supports the incident
12. An Individual who wishes to initiate a notice of complaint beyond the fourteen (14) day period must provide a written request stating the reasons for the late delivery. Acceptance of a complaint beyond the fourteen (14) day period is at the sole discretion of the Panel.
13. Anonymous complaints may be accepted at the sole discretion of the Panel.
14. The Panel will inform, within seven (7) days of receiving the notice of infraction, the Individual(s) cited, that a review of the alleged incident may be conducted.
15. The Individual(s) cited, will have seven (7) days from the date of receiving the notice of review to provide the Panel, in writing, with any additional information to be considered.

SCREENING OF NOTICE OF COMPLAINT

16. The Panel will have the right to determine if a complaint will be accepted.

PROCEDURE FOR DISCIPLINE HEARING

17. Once a complaint has been accepted by the Panel, the Panel will decide the format under which the review will be heard and date the review will be heard. This decision is at the sole discretion of the Panel and may not be appealed.

18. The Panel may choose to invite any Parties to participate in the hearing.

19. In fulfilling its duties, the Panel may obtain independent advice.

20. The Panel shall issue its decision and sanctions, if applicable, in writing and with reasons, after the hearing's conclusion.

21. The Panel's written decision, with reasons, will be distributed to all Parties, and Wrestling Canada Lutte. In extraordinary circumstances, the Panel may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued thereafter.

TIMING

22. If the circumstances of the complaint are such that adhering to the timelines outlined by this Policy will not allow a timely resolution to the complaint, the Panel may direct that these timelines be revised.

SANCTIONS

23. Sanctions for infractions, which may be applied singularly or in combination, may include the following, but are not limited to:

- a) verbal or written reprimand from WCL
- b) verbal or written apology from one party to another party
- c) service or other voluntary contribution to WCL
- d) removal of certain privileges of membership for a designated period of time
- e) suspension from the current competition, activity, or event
- f) suspension from all WCL activities for a period of time
- g) fines
- h) withholding of prize money, awards
- i) payment of costs (eg. event related costs such as flight, room/board; property damage)
- j) suspension of funding from WCL or from other sources

- k) discipline specific to the activity, if applicable
- l) any other sanction considered appropriate for the infraction
- m) any other sanction determined by a third party, as applicable

24. Unless the Panel determines otherwise, any disciplinary sanctions will begin immediately. Failure to comply with a sanction will result in automatic suspension until such time as compliance occurs.

SUSPENSION PENDING A HEARING

25. WCL may determine that an alleged incident is of such seriousness as to warrant suspension of an Individual pending a hearing and decision.

CRIMINAL CONVICTIONS

26. An Individual's conviction for any of the following "Criminal Code" offences will result in immediate suspension from WCL and/or removal from WCL competitions, programs, activities and events upon the sole discretion of WCL:

- a) any child pornography offences
- b) any sexual offences
- c) any offence of physical or psychological violence
- d) any offence of assault
- e) any offence involving trafficking of illegal drugs

CONFIDENTIALITY

27. The discipline process is confidential. Once initiated and until a decision is released, none of those involved will disclose confidential information relating to the on-going process to any person not involved in the proceedings.

DISCLOSURE

28. Results of the discipline shall be published on the WCL website unless the Panel orders otherwise.

APPEALS

29. Any disciplinary decision rendered by WCL would be subject to Wrestling Canada Lutte's Appeal Policy.