

2020 Ontario Soccer Policy Changes

Appendix B1: Code of Conduct and Ethics

Item Number and Page	Previous Policy	2020 Policy Change
Definitions		
Item 1, g - Page 3	"Discipline Panel" – shall mean a group consisting of three persons who are appointed by Ontario Soccer or the applicable affiliated organization to judge a case in accordance with the Code.	"Final Decision Making Panel" – shall mean a group consisting of either one or three persons who are appointed by a Case Manager to decide on a case in accordance with this Code.
Jurisdiction		
Item 8 - Page 4	Jurisdiction of complaints within Ontario Soccer and its applicable Affiliate Organizations will be determined based upon where and when the conduct occurred, as determined by Ontario Soccer and the applicable Affiliate Organization.	Organizational jurisdiction over complaints within Ontario Soccer and its applicable Affiliate Organizations will be determined based upon where and when the conduct occurred, as determined by Ontario Soccer and the applicable Affiliate Organization and may include the use of this Code or the Ontario Soccer Discipline Policy, but will not include both.
Responsibilities		
Item 9, b, iii – Page 5	Unwelcome remarks, jokes, comments, innuendo, or taunts	Racial harassment, which includes racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin
NEW - Item 9, b, viii – Page 5		Hazing
Item 9, b, viii. Changed to Item 9, b, xviii – Page 5	Retaliation or threats of retaliation against an individual who reports harassment to Ontario Soccer or an Affiliate Organization	Retaliation or threats of retaliation against a person who reports harassment
Item 9, d, viii – Page 6	Unwanted physical contact including, but not limited to, touching, petting, pinching or kissing	Persistent unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
Process for Reporting a Complaint/Violation of the Code		
Item Numbering system	Numbering for this section has changed.	Items 20 to 25 are now Items 1 to 6
Item 22 Changed to 4 – Page 10	Upon receipt of a written complaint, the Complaints Administrator will review the submissions related to the complaint, the applicable Governing Documents and determine one or more of the following outcomes or sanctions.	Upon receipt of a written complaint, the Complaints Administrator (Case Manager) will review the submissions received as part of the complaint and the applicable Governing Documents and will determine one or more of the following outcomes or sanctions. ADDITIONS - b) Request additional clarifying documentation from the Complainant c) Request a response document from the Respondent d) Appoint an Investigator, when necessary, to investigate the complaint, interview parties and witnesses, and prepare an Investigator's Report that will guide the Complaints Administrator (Case Manager) in making a decision (the Investigator's Report may be provided to the Final Decision Making Panel, if appointed, but does not replace the requirement for a hearing (if held)) e) Determine whether the complaint is frivolous and/or within the jurisdiction of this Code
NEW – Item 3 – Page 10		Individuals who wish to file a complaint will submit the following:

		<p>a) The complaint in writing b) Contact information of the Complainant c) Name of the Respondent d) Grounds for the complaint e) All evidence that supports the complaint f) Requested remedy or remedies</p>
Item 23 Changed to – 5 – Page 11	The Complaints Administrator will promptly inform the Complainant and the Respondent in writing of the sanction, if any.	The Complaints Administrator (Case Manager) will promptly inform the Complainant and the Respondent in writing of the sanction, if any.
Item 24 Changed to 6 – Page 11.	Records of all decisions and sanctions, if any, will be maintained by the organization maintaining jurisdiction.	
Request for Reconsideration		
Item Numbering system	Numbering for this section has changed	Items 26 to 29 are now Items 7 to 10
Item 25 Changed to 7 – Page 11	Notwithstanding Sections 20-22, the Complainant or the Respondent may contest the sanction by submitting a Request for Reconsideration within five (5) days of receiving the decision of the Complaints Administrator. In the Request for Reconsideration, the Complainant or Respondent must indicate:	The Complainant or the Respondent may contest the sanction by submitting a Request for Reconsideration within five (5) days of receiving the decision of the Complaints Administrator (Case Manager). In the Request for Reconsideration, the Complainant or Respondent must indicate:
Item 28 Changed to 10, b – Page 11	Appoint the Discipline Panel, if necessary	Appoint the Final Decision Making Panel , if necessary
Procedures		
Item Numbering system	Numbering for this section has changed	Items 29 to 46 are now Items 1 to 19
NEW – Item 5 – Page 12		The Final Decision Making Panel shall consist of a single Arbitrator who will hear the complaint. In extraordinary circumstances, and at the discretion of the Case Manager, a Final Decision Making Panel of three persons may be appointed to hear the complaint. In this event, the Case Manager will appoint one of the Final Decision Making Panel’s members to serve as the Chair. The members of the Final Decision Making Panel should be experienced with handling sport disputes and must not be in conflict of interest.
Item 33 Changed to 6 – Page 12		Wording has changed from “Discipline Panel” to “ Final Decision Making Panel ” in 6, 6b, 6d, 6e and 6f.
Sanctions		
Item 40 Changed to 12 – Page 13	Unless the Discipline Panel decides otherwise, any disciplinary sanctions will begin immediately, notwithstanding an appeal. Failure to comply with a sanction as determined by the Discipline Panel will result in an automatic suspension from Ontario Soccer or the applicable Affiliate Organization until such time as compliance occurs.	Unless the Final Decision Making Panel decides otherwise, any disciplinary sanctions will begin immediately and will continue even if a Party initiates an appeal of the decision . Failure to comply with a sanction as determined by the Final Decision Making Panel will result in an automatic suspension from Ontario Soccer or the applicable Affiliate Organization until such time as compliance occurs.