

EVENT DISCIPLINE POLICY

**** This *Event Discipline Policy* does not supersede or replace the *Discipline and Complaints Policy* ****

Purpose

1. The CFF is committed to providing a competition environment in which all Participants are treated with respect. This Procedure outlines how alleged misconduct during an Event will be handled.

Scope and Application of this Policy

2. This Procedure will be applied to all Events sanctioned by the CFF.
3. If the Event is being sanctioned by an organization other than the CFF (e.g., an international federation), the procedures for event discipline of the host organization will replace this procedure. Incidents involving Participants connected with the CFF (such as Athletes, coaches, and Directors and Officers) must still be reported by the head coach or team representative to the CFF to be addressed under the *Discipline and Complaints Policy*, if necessary.
4. This Procedure does not replace or supersede the *Discipline and Complaints Policy*. Instead, this Procedure works in concert with the *Discipline and Complaints Policy* by outlining, for a designated person with authority at an event sanctioned by the CFF, the procedure for taking immediate, informal, or corrective action in the event of a possible violation of the *Code of Conduct and Ethics*.

Misconduct During Events

5. Safety, security and respectful treatment of its members, competition participants and attendees are of paramount value to the CFF. In the event where the CFF employees, contractors or volunteers overseeing the competition become aware of a potential violation of the *Code of Conduct and Ethics*, the following protocol shall apply:
6. The senior most CFF employee or contractor on site shall be apprised of the situation without delay and shall have the discretion to remove the individual or individuals against whom the allegations of policy violation are made from further participation in the event and presence at the venue.
7. In making their deliberation regarding removal of the individual or individuals alleged or suspected in non-compliance, the CFF employee or contractor identified in shall prioritize the principles of harm reduction, the spirit of sportsmanship, and peaceful and efficient running of events, in the order stated, along with any other grounds.
8. The CFF employee or contractor identified in Section 6 may consult other individuals whose input they may deem to be valuable in clarifying the situation or identify the grounds for concern, including officials, event participants, spectators, or members of the CFF Board of Directors.
9. Should no CFF employees or contractors be in the vicinity of an incident, the senior-most member of the Technical Directorate, the Appeals Jury or the Official with the highest combined Officials category rating shall contact the CFF Executive Director or a CFF Board Member designated as being on call for the competition, who shall then act in accordance with principles laid out in Section 7.

10. Should the efforts to contact CFF employees, contractors or Board of Directors members described in Section 6 fail, and where immediate concerns regarding safety of members or general public exist, the three senior-most officials on site shall deliberate in accordance to the principles laid out in Section 7 and shall be authorized to remove the individual alleged or suspected in policy violation from the venue without delay.
11. For clarity, three senior-most officials shall include the Competition Manager and the two Head Referees. Should only Head Referee be available, the Competition Manager and the Head Referee shall engage another Senior Referee (in cases involving athletes or coaches) or a National Coach (in cases involving referees). If more than one of the three individuals identified above are not present, the senior-most official on site shall exercise their judgment in identifying two other individuals with skills and experience suitable for the task(s) at hand.
12. Should the individual or individuals removed in accordance with the protocol laid out above be paid or volunteer event staff not members, they will not be eligible to continue performing any official duties at the competition for the remainder of its duration.
13. In circumstances involving paid or volunteer event staff staying at the competition venue hotel paid for by the CFF, the Executive Director of the CFF shall have discretion as to whether the circumstances warrant that the individual or individuals be removed from the competition venue hotel and shall make arrangements for the alternative lodging and/or travel, if required.
14. Officials or other paid event staff removed from competitions under the circumstances contemplated in sections 5-13 shall be eligible for reimbursement of expenses incurred in good faith in relation to travel and accommodation and shall receive the pro-rated honorarium based on the portion of the event that they may have worked prior to removal, or the eligible travel per diem portion as applicable. Where alternative lodging expenses are incurred as per Section 13, the CFF shall reserve the discretion to seek up to 50% of the costs so incurred from the offending individual, including by way of withholding an appropriate portion of the honorarium.
15. Decisions made pursuant to this Policy may not be appealed.
16. This Policy does not prohibit other Participants from reporting the same incident to the CFF to be addressed as a formal complaint under the *Discipline and Complaints Policy*.
17. The CFF shall record and maintain records of all reported incidents.

Timeliness

18. The procedures outlined in this Procedure are Event-specific and therefore shall be exercised and implemented as soon as it is reasonable to do so. The final decision of the jury must be reached and communicated to the Parties prior to the conclusion of the event in order for it to be effective.
19. Decisions issued by the jury after the conclusion of the event will not be enforceable.

Policy History	
Approved	March 21, 2021
Next Review Date	March 21, 2024