

BASEBALL PEI POLICY **Discipline and Complaints Policy**

1.1 Definitions

- Case Manager: an individual appointed by Baseball PEI, who may or may not be a member or affiliated with Baseball PEI, to administer this Discipline and Complaints Policy.
- Complainant: the Party alleging an infraction.
- Days: days including weekends and holidays.
- Individuals: all categories of membership defined in Baseball PEI's Bylaws, as well as all individuals employed by or engaged in activities with Baseball PEI including, but not limited to, athletes, coaches, convenors, referees, officials, volunteers, managers, administrators, committee members, and directors and officers.
- In writing: a letter, fax or email sent directly to Baseball PEI.
- Respondent: the alleged infracting Party.

1.2 Policy Statement

- Individuals and participants are expected to fulfil certain responsibilities and obligations including, but not limited to, complying with Baseball PEI's policies, bylaws, rules and regulations, and *Codes of Conduct*. Non-compliance may result in sanctions pursuant to this Policy.

1.3 Policy Jurisdiction

- This Policy applies to all Individuals relating to matters that may arise during the course of Baseball PEI's business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with Baseball PEI activities, and any meetings.
- This Policy also applies to Individuals' conduct outside of Baseball PEI's business, activities, and events when such conduct adversely affects relationships within Baseball PEI (its work and/or sports environment) or is detrimental to the image and reputation of Baseball PEI. The jurisdiction of this Policy will be determined by Baseball PEI at its sole discretion.
- This Policy does not prevent immediate discipline or sanction from being applied as reasonably required. Further discipline may be applied according to this Policy. Any infractions or complaints occurring within a competition will be dealt with by the procedures specific to the competition, if applicable. In such situations, disciplinary sanctions will be for the duration of the competition, training, activity or event only.
- An employee of Baseball PEI found to have to be a Respondent will be subject to the appropriate disciplinary action subject to the terms of Baseball PEI's *Harassment Policy*, as well as the employee's Employment Agreement, as applicable. Violations may result in a warning, reprimand, restrictions, suspension or other disciplinary actions up to and including termination of employment.

1.4 Procedures

- Any Individual may report any complaint to Baseball PEI. A complaint must be in writing and must be filed within 14 days of the alleged incident.
- A Complainant wishing to file a complaint outside of the 14 days must provide a written statement giving reasons for an exemption to this limitation. The decision to accept or deny the complaint outside of the 14 days will be at the sole discretion of the Case Manager. This decision may not be appealed.



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- At Baseball PEI's discretion, Baseball PEI may act as the complainant and initiate the complaint process under the terms of this Policy. In such cases, Baseball PEI will identify an individual to represent Baseball PEI.
- Resignation or lapsing of membership after a complaint is filed does not preclude disciplinary proceedings being pursued under this policy.
- Upon the receipt of a complaint, Baseball PEI will appoint an Case Manager to manage and administer complaints submitted in accordance with this Policy and such appointment is not appealable.
 - In certain circumstances, the Case Manager may be a member of the Board of Directors of Baseball PEI.
- The Case Manager has a responsibility to:
 - Determine whether the complaint is frivolous
 - Determine whether the complaint falls within the jurisdiction of this Policy
 - Appoint the Panel, if necessary
 - Coordinate all administrative aspects and set timelines
 - Provide administrative assistance and logistical support to the Panel as required
 - Provide any other service or support that may be necessary to ensure a fair and timely proceeding
- If the Case Manager determines the complaint is frivolous and/or is outside the jurisdiction of this Policy, the complaint will be dismissed immediately. If the Case Manager determines the complaint is not frivolous and/or is within the jurisdiction of this Policy, the Case Manager will notify the Parties the complaint is accepted and the applicable next steps.
- The Case Manager's decision to accept or dismiss the complaint may not be appealed.
- The Case Manager will establish and adhere to timeframes that ensure procedural fairness and that the matter is heard in a timely fashion.
- After notifying the Parties that the complaint has been accepted and cannot be rectified easily, the Case Manager will appoint a Discipline Panel, which shall consist of a single Adjudicator, to hear the complaint. In extraordinary circumstances, and at the discretion of the Case Manager, a Panel of three persons may be appointed to hear the complaint. In this event, the Case Manager will appoint one of the Panel's members to serve as the Chair.
 - In the situation that a single Adjudicator is chosen, the Case Manager may choose to appoint the member of the Board of Directors of Baseball PEI with authority over the age category/division of which the complaint stems to serve as the Adjudicator. However, that member of the Board of Directors of Baseball PEI cannot be appointed as Adjudicator if the complaint involves him/her.
- The Case Manager, in cooperation with the Discipline Panel, will then decide the format under which the complaint will be heard. This decision may not be appealed. The format of the hearing, which may involve direct communications with the Parties, an oral in-person hearing, an oral hearing by telephone or other telecommunications, a hearing based on a review of documentary evidence submitted in advance of the hearing, or a combination of these methods. The hearing will be governed by the procedures that the Case Manager and the Discipline Panel deem appropriate in the circumstances, provided that:
 - The Parties will be given appropriate notice of the day, time, and place of the hearing, in the case of an oral in-person hearing, an oral hearing by telephone or other telecommunications
 - Copies of any written documents which the parties wish to have the Panel consider will be provided to all Parties, through the Case Manager, in advance of the hearing and/or decision rendered
 - The Parties may be accompanied by a representative, advisor, or legal counsel at their own expense
 - The Discipline Panel may request that any other individual participate and give evidence at the hearing



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- The Discipline Panel may allow as evidence at the hearing any oral evidence and document or thing relevant to the subject matter of the complaint but may exclude such evidence that is unduly repetitious and shall place such weight on the evidence as it deems appropriate
- The decision will be by a majority vote of the Discipline Panel
- If the Respondent acknowledges the facts of the incident, the Respondent may waive the hearing, in which case the Discipline Panel will determine the appropriate disciplinary sanction. The Discipline Panel may still hold a hearing for the purpose of determining an appropriate sanction.
- The hearing will proceed in any event, even if a Party chooses not to participate in the hearing.
- If a decision affects a 3rd party to the extent that the 3rd party would have recourse to a complaint or an appeal in their own right, that 3rd party will become a party and a part of the complaint procedure to the complaint in question and will be bound by the decision.
- In fulfilling its duties, the Panel may obtain independent advice.

1.5 Decision

- After hearing and/or reviewing the matter, the Discipline Panel will determine whether an infraction has occurred and, if so, the sanctions to be imposed. Within fourteen (14) days of the hearing's conclusion, the Discipline Panel's written decision, with reasons, will be distributed to all Parties, the Case Manager, and Baseball PEI. In extraordinary circumstances, the Discipline Panel may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued before the end of the fourteen (14) day period. The decision will be considered a matter of public record unless decided otherwise by the Discipline Panel.

1.6 Sanctions

- The Panel may apply the following disciplinary sanctions, singularly or in combination:
 - Verbal or written reprimand
 - Verbal or written apology
 - Service or other contribution to Baseball PEI
 - Removal of certain privileges
 - Suspension from certain teams, events, and/or activities
 - Suspension from all Baseball PEI activities for a designated period of time
 - Withholding of prize money or awards
 - Payment of the cost of repairs for property damage
 - Suspension of funding from Baseball PEI or from other sources
 - Expulsion from Baseball PEI
- Any other sanction considered appropriate for the offence
- 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 automatic suspension until such time as compliance occurs.
- Infractions that result in discipline will be recorded and records will be maintained by Baseball PEI.

1.7 Suspension Pending a Hearing

- Baseball PEI may determine that an alleged incident is of such seriousness as to warrant suspension of an Individual pending completion of the criminal process, a hearing or a decision of the Panel.



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1.8 Criminal Convictions

- An Individual's conviction for a *Criminal Code* offence, as determined by Baseball PEI, may be deemed an infraction, as determined by the Board of Directors by way of ordinary resolution, under this Policy and will result in expulsion from Baseball PEI. Criminal Code offences may include, but are not limited to:
 - Any child pornography offences
 - Any sexual offences
 - Any offence of physical violence
 - Any offence of assault
 - Any offence involving trafficking of illegal drugs

1.9 Confidentiality

- The discipline and complaints process is confidential and involves only the Parties, the Case Manager, the Discipline Panel, and any independent advisors to the Panel. Once initiated and until a decision is released, none of the Parties will disclose confidential information relating to the discipline or complaint to any person not involved in the proceedings.

1.10 Timelines

- 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 Discipline Panel may direct that these timelines be revised.

1.11 Records and Distribution of Decisions

- Other individuals or organizations, including but not limited to, national sport organizations, provincials sport organizations, Sport PEI, etc., may be advised of any decisions rendered in accordance with this Policy.

1.12 Appeals Procedure

- The decision of the Panel may be appealed in accordance with Baseball PEI's *Appeal Policy*.

