

FIELD HOCKEY ONTARIO

"DISCIPLINE"

(CODES OF CONDUCT)

PREAMBLE

PART 1 - CLUB RESPONSIBILITIES

PART 2 - PLAYER DISCIPLINE

PART 3 - DISCIPLINARY STRUCTURE

1st Draft

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## PREAMBLE

Field Hockey Ontario is dedicated to the maintenance of good discipline for Field Hockey in Ontario. We believe that good discipline is essential to ensure the maximum enjoyment of field hockey both for the players and spectators. Furthermore, we believe that if we maintain a reputation for being an efficient, well run and well disciplined sport, it will significantly help in our relationships with Government, other sport groups, the media, etc.

The objective of these Discipline guidelines is to address the particular area of player and club discipline. You are urged to read and become familiar with these guidelines. However, even more important, you should make sure that you and your club are NEVER involved in any incidents requiring disciplinary action.

## **PART 1 - FIELD HOCKEY ONTARIO'S RESPONSIBILITIES**

F.H.O. is responsible to the National bodies for three general areas:

### 1. ADMINISTRATION

An efficient and prompt administrative dealing with F.H.O. and regional bodies is essential. We have to ensure good communications. It is the responsibility of the Member Associations to ensure that F.H.O. is kept up-to-date with changes in the Association's executives, clubs and players, etc. Fees and dues must be paid promptly. A Member Association or Club may be suspended by F.H.O. for major breaches in this area.

### 2. TEAM DISCIPLINE (Includes Manager and Coaches)

These are largely matters of good manners and courtesy; e.g. arriving on time for games, providing umpires, balls, etc. They are generally handled by the responsible league or region.

Codes of conduct and discipline should be established which recognize the particular local requirements, such as travelling distances, ground permit rules, etc.

### 3. PLAYER DISCIPLINE

Generally, the Provincial Disciplinary Body will handle player discipline at the Association's regional level. However, it must be recognized that the clubs, through their club executives and captains, have a responsibility to the F.H.O. to ensure that their players maintain the disciplinary standards required and are responsible for the enforcement of disciplinary action. If repeated or major breaches of player discipline occur, and/or the Provincial Association may suspend a club.

**PART 2 - PLAYER DISCIPLINE**

Incidents involving player discipline will (may) be reported to the Provincial Association's Disciplinary Body in writing within two weeks of the incident, by any of the following:

1. The Officiating Umpires.
2. The involved clubs (through their authorized representative).
3. The Provincial Region Executive (or their authorized representative).
4. The Provincial Umpires Association/F.H.O. Umpires Association (through their Chairperson or Secretary).
5. The C.F.H.U.A. or C.W.H.U.A. (through their President or Secretary).

The Disciplinary Bodies must consider, within three weeks, all incidents reported to them and communicate the results of their findings in writing to F.H.O., the sources of the complaint and, if disciplinary action is to be taken, the clubs involved must be notified in writing.

The Provincial Associations through F.H.O. are responsible for the enforcement of the disciplinary action. Clubs are finally responsible for the enforcement of the disciplinary action that has been handed down.

The club may appeal a decision in writing within 14 days of the mailing date of the Disciplinary Committee's decision. If a suspension is four weeks or less, this will be considered by the Regional or Provincial Association; if more than four weeks, this will be considered by the Provincial Association (see Structure).

National championships when held in the Province of Ontario, responsibility of F.H.O. through Member Associations.

**DISCIPLINARY HEARINGS**

1. It is recommended that a Disciplinary Board should have a minimum of three members and a maximum of seven members, one of whom shall be the Chairman and one of whom should act as recording secretary.
2. The person or club who is the subject of the report, or that person's or club's representative, should attend the disciplinary hearing.
3. The person or persons presenting the disciplinary report or reports should attend the disciplinary meeting. Failing their attendance, the reports must be written legibly, signed, and dated.
4. With all required personnel present, the hearings should proceed as follows:
  - a. The chairman should read the report and then ask the person making the report, if present, for any additional comment or explanation.
  - b. If all is in order, the hearing will proceed, and the subject of the report (or his representative), if present, will be allowed to speak to the report.
  - c. The subject of the report may give evidence on his own behalf and may call on witnesses to give evidence on his behalf.
  - d. The members of the Board may ask questions as they deem necessary.

- e. The Board shall consider the evidence as presented, and arrive at a decision.
- f. In the event that the Board considers that further investigation is required, it will act accordingly.
- g. In all instances where the charge is found proven and disciplinary action taken, the subject of the discipline will be notified of the decision within seven days in writing and will be informed of his right to appeal.
- h. All persons or clubs charged with any offence must be given reasonable notice of the place, date, and time of the hearing.

## DISCIPLINARY GUIDELINES

The following disciplinary guidelines are intended to help ensure a consistent standard throughout the country:

1. Three yellow card offences within a three-month period - one game suspension/or fine.
2. One red card offence - one game suspension/or fine.
3. Three red card offences in one season - an additional four-week suspension. (National Championships)\*
4. Assault against another player will normally result in a 12-week suspension for the offending player(s). (1st offence).
5. Premeditated assault against another player will normally result in a six-month suspension for the offending player(s). (1st offence).
6. Assault against an umpire or official on the field will normally result in a one-year suspension for the offending player(s). (1st offence).
7. Premeditated assault against an umpire will normally result in a five-year suspension for the offending player(s). (1st offence).

### NOTE:

1. A suspension from playing includes all games whether regional, provincial, national, or international; either at club, tournament, or representative level. The suspension is also worldwide. (The suspension will be effective from the date of the decision by the disciplinary body, or at a date decided by the Board.)
2. The suspension will be effective from date and time of offence, and until such time as the decision by the Disciplinary Board is handed down in writing.
3. All suspensions will be for set periods of time (i.e. weeks, months or years), and the Disciplinary Board will hand down the dates of the suspension in writing.
4. These F.H.O. Disciplinary Guidelines will be applied to all National Championships, where held in the Province of Ontario. Disciplinary Boards to handle National Championships will assemble immediately after the game (where and when a misconduct was committed). Board will give its decision within 24 hours of hearing the case. Such decision will be handed to CWFHA/CFHA for necessary action and implementation of Disciplinary Board's findings. F.H.O.'s Chairperson will be responsible for selection of Disciplinary Board to hear all cases at National Championships when held in the Province of Ontario.

### PART 3 - STRUCTURE

The following structure applies:

#### AUTHORITY/ RESPONSIBILITIES

##### F.H.O. EXECUTIVE/BOARD

?? Life suspension

?? Club & player suspensions and appeals.

o Maximum disciplinary action - up to five years suspension.

##### ASSOCIATION'S DISCIPLINARY BODY

?? Player discipline and suspensions in Provincial

?? Leagues, Provincial Tournaments, Appeals and Club Discipline.

?? Maximum disciplinary action - up to six months suspension.

##### REGIONAL DISCIPLINARY BODIES

?? Player discipline in Regional Leagues, Local Tournament

?? Appeals on less than four-week suspension.

1. Normally the Regional Disciplinary Body will first consider an incident. That body, after considering the evidence before it, may either impose disciplinary action itself or recommend disciplinary action to the Provincial Disciplinary Body. The Regional Bodies cannot suspend a club or impose more than six months suspensions on individuals.
2. The Provincial Association's Disciplinary Body normally deals in the first instance, with incidents occurring in the Provincial League and Tournaments. They will also consider appeals to suspensions of more than four weeks, if requested by the club, and recommendations for club discipline, and is the only body that can suspend a club team in Provincial Association membership, subject to ratification by F.H.O. Board.
3. F.H.O. Executive/Board will consider all appeals to major suspension in excess of one year and is the only body that can give a sentence of a life suspension.