



Saskatchewan Dodgeball Dispute Resolution Policy	
Original Date: January 2, 2022	Revision: 0, Modified Date: N/A
Approved by: Saskatchewan Dodgeball Board of Directors	

Purpose

Members are expected to conduct themselves at all times in a manner consistent with the values of Saskatchewan Dodgeball that include fairness, integrity, open communication and mutual respect. Irresponsible behaviour by Members can do severe damage to the sport of dodgeball and to the support that Saskatchewan Dodgeball has worked so hard to achieve. The purpose of this policy is to provide individuals with a mechanism so that complaints, disputes and appeals can be dealt with fairly, expeditiously and affordably within Saskatchewan Dodgeball, without having to resort to formal legal and court-like procedures.

Reporting an Infraction

Any individual may report to a Board Member of Saskatchewan Dodgeball a complaint of an infraction.

- a) Such complaints must be in writing and must be made within 7 days of the alleged infraction.
- b) Upon receiving a complaint, the Board Member will provide it immediately to the President, or designate, if the President is not available or not able to act in this capacity.
- c) Saskatchewan Dodgeball may determine that an alleged infraction is of such seriousness as to warrant suspension or expulsion of the Member pending investigation, a hearing and a disciplinary decision.
- d) Upon receiving a complaint of a major infraction, the President will review the complaint and may:
 - Dismiss the complaint if they consider it to be minor or trivial.
 - Determine that the complaint does not fall within the jurisdiction of this policy and refer it to the appropriate body having jurisdiction.
 - Direct that the infraction be dealt with informally as a minor infraction.
 - Refer the matter to the Saskatchewan Dodgeball Board of Directors to deal with as a major infraction.

Disciplinary Procedures

Depending on the circumstances of the complaint, the Saskatchewan Dodgeball Board of Directors may authorize an investigation into the alleged infraction.

1. The Saskatchewan Dodgeball Board of Directors will determine the format of the disciplinary process, which may involve an oral hearing in person, an oral hearing by telephone, a hearing based on written submissions or a combination of these methods.
2. The Member will be given reasonable notice of the format as well as day of the hearing; will receive a copy of the Investigation Report if an investigation was carried out; and will have the right to present evidence and argument before the Saskatchewan Dodgeball Board of Directors.
3. After hearing the matter, the Saskatchewan Dodgeball Board of Directors will reach a decision as to whether an infraction has occurred and if it has, what the sanction should be. The Discipline Committee will issue a written decision, including reasons, for distribution to the Member, the complainant and the President.
4. Where the conduct being reviewed by this policy is of a sensitive nature, the Saskatchewan Dodgeball Board of Directors will keep all proceedings under the policy confidential, except where publication is ordered as part of the sanction, is required by law, or is in the best interests of the public.

Disciplinary Sanctions

The following are examples of disciplinary sanctions that may be applied where it is found that an infraction has occurred:

- Verbal warning or written reprimand.
- Require a verbal or written apology.
- Removal of certain privileges of membership or employment.
- Suspension from certain events, which may include suspension from the current competition or from future teams or competitions.
- Suspension from certain Saskatchewan Dodgeball activities such as competing, coaching or officiating for a designated period of time.
- Removal of Saskatchewan Dodgeball funding and/or support.
- Suspension from all Saskatchewan Dodgeball activities for a designated period of time.
- Expulsion from membership.

It is understood that the above are representative penalties only, that they may be modified to fit the circumstances of the infraction, and that they are presented generally in order of severity.

Appeals

Every member has the right to appeal any disciplinary sanction imposed on them as a result of infractions. A formal written appeal letter must be submitted to the Saskatchewan Dodgeball Board of Directors, clearly explaining the member's reason for appeal and a detailed account of the facts of the case in question.