



## **WINNIPEG BOX LACROSSE COMMISSION DISCIPLINE AND COMPLAINTS POLICY**

### **A. PURPOSE**

1. It is the goal of the Winnipeg Box Lacrosse Commission (WBLC or Commission) to provide a fun and safe environment where players can enjoy the game of lacrosse, free from any behaviours that would diminish their experience. In following with the WBLC Code of Conduct, Policies and other relevant rules, guidelines and Policies that govern lacrosse under the Manitoba Lacrosse Association and Lacrosse Canada, should an incident occur that requires the WBLC being made aware of, this Policy will outline that process. Furthermore, everyone who attends lacrosse events is expected to behave in a way that reflects positively on the sport, therefore this Policy also covers incidents that involve behaviours that could result in any negative reflection on the sport of lacrosse.
2. Incidents falling within the scope of the Gameplay Discipline Policy are not covered by this Policy.

### **B. DISCIPLINE CHAIR**

1. The responsibility of Discipline Chair resides with the Commissioner of the Winnipeg Box Lacrosse Commission, however, that responsibility can be transferred to another member that is agreed upon by the WBLC.
2. The Discipline Chair appointed to handle a complaint or incident must be unbiased and not in a conflict-of-interest situation.

### **C. APPLICATION**

1. This policy applies to all individuals.
2. This Policy applies to matters that may arise during WBLC business, activities, and Events for which the WBLC is the governing or ruling body for the event, including, but not limited to, competitions, practices, tryouts, training camps, travel associated with the WBLC activities, and any meetings.
3. This Policy also applies to individuals' conduct outside of the WBLC's business, activities and events when such conduct adversely affects relationships within the WBLC (and its work and sport environment), is detrimental to the image and reputation of the WBLC, or upon the acceptance of the WBLC. Applicability will be determined by the WBLC at its sole discretion.

4. This Policy does not prevent immediate discipline or a sanction from being applied as reasonably required. Specifically, the WBLC may, at their sole discretion, determine that an alleged incident is of such seriousness as to warrant suspension of an individual pending completion of a criminal process, the hearing, or a decision of the Discipline Chair or discipline committee. Further, any infractions or complaints occurring within 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.

#### **D. ALIGNMENT**

The WBLC recognizes the Manitoba Lacrosse Association (MLA) as the governing body for lacrosse in the province, and across all disciplines. As such, the WBLC will forward any reports, incidents, etc. deemed severe enough, to the MLA for their review. Forwarding information to the MLA does not dismiss the report/incident from the WBLC jurisdiction, it only ensures the MLA is aware of severe incidents, should they deem it necessary to apply further sanctions. Relevant information regarding disciplinary action will be shared with MLA where appropriate.

#### **E. REPORTING**

1. Complaints / Reports **must** be reported by using the appropriate form the leagues website. Phone calls and texts will not be accepted regarding incidents.
2. Complaints / Reports must include the following information:
  - i. Name of person filing
  - ii. Contact information for person filing, including email and phone number
  - iii. Date of incident
  - iv. Location of incident
  - v. Details of incident, including name(s) of those involved. Where the name of individuals is not known, as much detail about the individual(s) will be required to try and identify them. The more details that can be provided will ensure an expedient response.
  - vi. Witnesses – Names and contact information
  - vii. Resolution Suggested

*\* Failure to provide the required information may result in excessive delays or the inability to properly investigate the incident*
3. Timeline for filing a report is 7 days from the date of the incident. Reports filed later than 7 days may not be reviewed.
4. The WBLC may, at its sole discretion, act as the Complainant and initiate the complaint process under the terms of this Policy. In such cases, the WBLC will identify an individual representative of the organization.

#### **F. INVESTIGATING**

1. Complaints will be reviewed within 48 hours, to determine if:
  - i. Is the complaint frivolous?
  - ii. Is the complaint/report filed properly, valid and fall within scope of the WBLC?
  - iii. Are any immediate and interim sanctions required?

- iv. Does a discipline committee need to meet?
  - v. Are any further actions required?
  - vi. Does this incident require involvement from the MLA?
  - vii. Is the complaint considered to be an internal Club matter?
2. The person filing the complaint/report may be contacted to discuss the incident and that may be done via a phone call. Same applies to witnesses.
  3. The Respondent will be contacted, made aware of the allegations, informed of any interim sanctions and/or further actions. In the case where contact information has not been provided for the Respondent, or is otherwise unavailable, all Club Presidents will be made aware of any disciplinary action.
  4. A written report will be made and sent to the Respondent (provided the contact information is known to the WBLC), the Manitoba Lacrosse Association when appropriate, this Commission (to be kept on file) and the Clubs involved, within 24 hours of a decision being rendered. Where contact information for the Respondent has not been provided, or is otherwise unavailable, sanctions will remain in effect as rendered.
  5. Any complaint that is found to be malicious, unduly solicited, false or otherwise unfounded, will result in disciplinary action being taken against the accuser.

#### **G. DISCIPLINE COMMITTEE**

1. Discipline Committee – A three (3) person discipline committee will be made up of the Discipline Chair and a representative from two (2) non-involved Clubs.
2. Should the Commissioner be involved with a report or unavailable to participate, a designate from the WBLC will be provided.
3. The Official-in-Charge (OIC) may also be involved with the Discipline Committee if it was deemed appropriate, such as an incident that involved a game official.
4. The Discipline Committee has the authority to dismiss, extend, increase or modify as they deem appropriate, any Interim Sanctions or Complaints/Reports that have been filed.

#### **H. SANCTIONS**

1. Provisional Suspensions – The Discipline Chair has the authority to issue immediate sanctions if deemed necessary and appropriate pertaining to an incident. Should immediate sanctions be required, that will automatically result in a disciplinary committee hearing to discuss the incident.
2. The Discipline Chair and/or Committee, may apply the following disciplinary sanctions, singularly or in combination:
  - i. Verbal or Written Warning - A verbal reprimand, or an official, written notice that the Respondent has violated the Code of Conduct or other Policies and that more severe sanctions will result should the Respondent be involved in other violations
  - ii. Education - The requirement that a Respondent undertake specified educational or similar remedial measures to address the violation(s)

- iii. Probation - Should any further violations occur during the probationary period, this may result in additional disciplinary measures, including, without limitation, a period of suspension or permanent ineligibility. This sanction can also include loss of privileges or other conditions, restrictions, or requirements for a specified period
  - iv. Suspension - Suspension, either for a set time or until further notice, from participation, in any capacity, in any program, activity or Event sponsored by, organized by, or under the auspices of the WBLC, possibly including the Manitoba Lacrosse Association. A suspended Participant may be eligible to return to participation, but reinstatement may be subject to certain restrictions or contingent upon the Participant satisfying specific conditions noted at the time of suspension
  - v. Eligibility Restrictions - Restrictions or prohibitions from some types of participation but allowing participation in other capacities under strict conditions
  - vi. Permanent Ineligibility - Ineligibility to participate in any capacity in any program, activity or event sponsored by, organized by, or under the auspices of the WBLC, possibly including the Manitoba Lacrosse Association
  - vii. Other Discretionary Sanctions - Other sanctions may be imposed, including, but not limited to, other loss of privileges, no contact directives, a fine or a monetary payment to compensate for direct losses, or other restrictions or conditions as deemed necessary or appropriate
- 3. The Discipline Chair shall provide the parties with a written decision, which shall include reasons. If applicable, the Discipline Chair will inform the Respondent of the sanction, which will take effect immediately.
  - 4. Records of all sanctions will be maintained by the WBLC.

## **I. ADULT REPRESENTATIVE**

- 1. Complaints may be brought for or against an individual who is a Minor. Minors must have a parent/guardian or other adult serve as their representative during this process.
- 2. Communication from the WBLC, Discipline Chair and/or Discipline Committee, as applicable, must be directed to the Minor's representative.

## **J. APPEALS**

- 1. The decision of the discipline panel may be appealed in accordance with the WBLC's Appeal Policy.

Approved: January 28, 2026