



## DISCIPLINE GUIDELINES POLICY

### Purpose

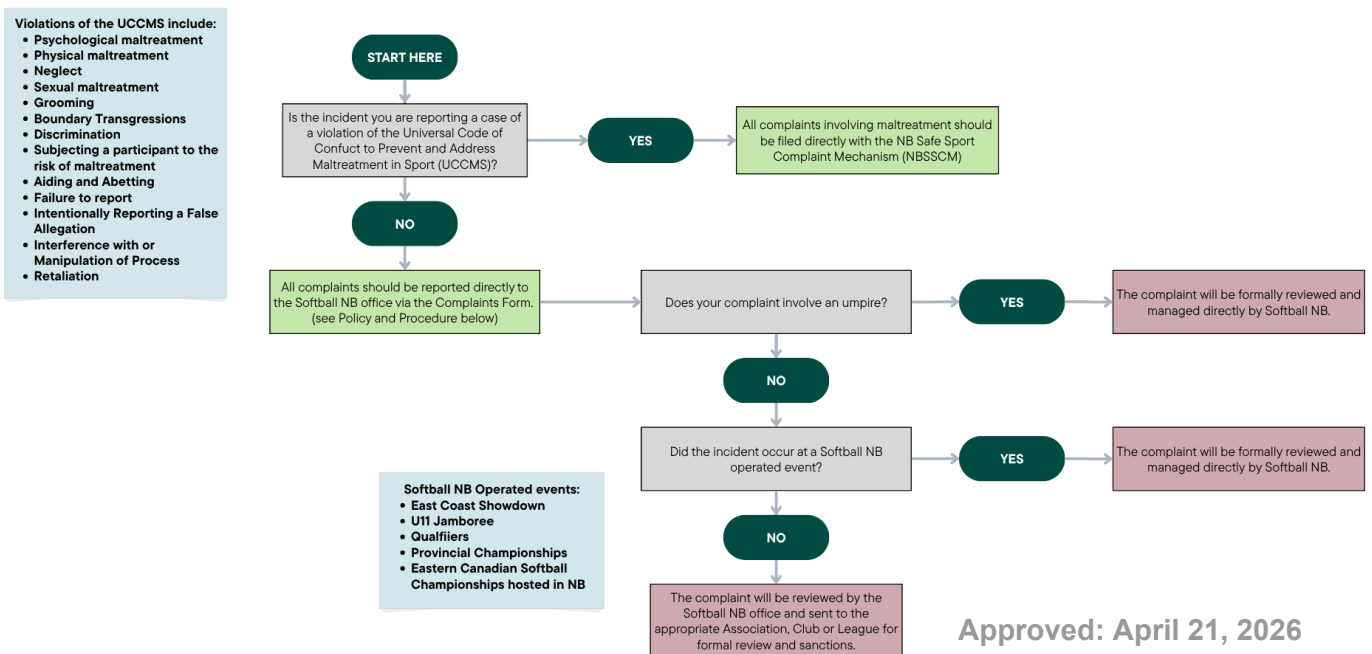
Softball New Brunswick (Softball NB) is committed to providing an environment in which all participants are treated with respect. This policy outlines a clear, fair and consistent framework for how alleged misconduct will be handled. It ensures that all participants - athletes, coaches, umpires, volunteers, administrators and spectators - uphold the values of respect, safety, fairness and integrity. The policy supports a safe and positive environment aligned with Softball Canada and Safe Sport principles.

Examples of alleged misconduct include can be found in Appendix A. Complaints involving disagreements regarding playing time, team or event operation, coaching decisions etc. are **NOT** examples of alleged misconduct and should be dealt with internally within the association, club or league.

\*All complaints involving maltreatment should be filed directly with the [NB Safe Sport Complaint Mechanism](#) (NBSSCM)

\*\* Please see the definition of maltreatment, found [here](#), as defined by the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)

Please refer to the chart below if you are unsure of where to submit your complaint, and the process in which your complaint will be reviewed.





## Scope

This policy will be applied to:

- All incidents involving a Softball NB Registered Umpire
- All Softball NB operated events, including East Coast Showdown, Jamboree, Qualifiers, Provincial Championships and Eastern Canadian Softball Championships hosted in NB.
- All registered participants, including athletes, coaches, umpires, team personnel, board members, and volunteers.
- Spectators attending Softball NB operated events

This procedure does not replace or supersede [Softball NB's Discipline and Complaints Policy](#). Instead, this procedure works in concert with the Discipline and Complaints Policy by outlining the procedure for taking immediate, informal or corrective action.

All Softball NB associations, clubs and leagues are highly encouraged to adopt the outlined Sanction Matrix (Appendix A).

## Procedure

Initial Reporting of an Incident

- All complaints must be submitted to Softball NB through the [Softball NB Complaint Form](#)
- Once received, the complaint will be reviewed by the Softball NB office.
  - Complaints involving any umpire will be formally reviewed and managed directly by Softball NB.
  - Complaints from incidents occurring at any Softball NB operated event (see list above) will be formally reviewed and managed directly by Softball NB.
    - Complaints submitted during a Softball NB operated event will be formally reviewed and sanctions will be applied by the Softball NB representatives onsite, pending availability.
  - Complaints from incidents that did not occur at a Softball NB operated event, will be sent by Softball NB to the appropriate association, club or league that was in charge when the incident occurred.
    - The association, club or league will review and manage the complaint internally and inform Softball NB of the outcome, within seven (7) days of receiving the complaint from Softball NB.

Immediate Status of the Respondent

- Upon receipt of a complaint, Softball NB will notify the respondent named in the complaint and will be immediately placed on hold; and cannot participate in any on-field activities (coaching, officiating, playing etc.) until the review is complete and a decision is issued.

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- This temporary hold is administrative, not disciplinary and is intended to protect all Softball NB members and the integrity of the review process.

### **Review and Assessment Protocol**

Softball NB will conduct a timely review of the complaint, which may include:

- Gathering statements from involved parties and witnesses
- Reviewing evidence (video, reports, written statements)
- Consulting relevant policies, codes of conduct and sanction matrices (Appendix A)

### **Decision and Communication**

Softball NB will issue a written decision outlining:

- Findings of fact
- Applicable policy sections
- Sanctions (if any)
- Conditions for reinstatement or further action

The respondent, complainant and relevant association, club or league will be notified.

Any portion of a sanction can only begin once the decision is issued. Time, games or requirements missed during the review period do not count towards fulfilling a sanction unless explicitly stated in the decision.

### **Reinstatement or Enforcement**

- If no sanction is applied, the respondent is reinstated immediately.
- If sanctions are applied they take effect as outlined in the decision
  - Any events missed during the review period do not count towards fulfilling a sanction unless explicitly stated in the decision.
- Softball NB will monitor compliance and coordinate with associations, clubs and/or leagues as required.

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## APPENDIX A - SANCTIONS MATRIX

OFFENSE	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE
Arguing judgment calls excessively or refusing to accept decisions	Ejection	Ejection + 1 game	Ejection + 3 games
Refusing to leave after an ejection	Ejection + 3 games	Ejection + 5 games	Ejection + 1 Year Suspension
Verbal abuse towards an official	Ejection + 3 games	Ejection + 5 games	Ejection + 1 Year Suspension
Verbal abuse towards a junior development official	Ejection + 5 games	Ejection + 1 Year Suspension	Ejection + Lifetime Suspension
Verbal abuse towards a junior development official by a spectating parent/guardian or family member of a player	Ejection of parent/guardian/family member 5 games (sanction served by player)	Ejection + Disciplinary Hearing	N/A
Threatening an official, before, during or after a game.	Ejection + 5 games	Ejection + 1 Year Suspension	Ejection + Lifetime Suspension
Physical abuse towards an official	Ejection + 5 games	Ejection + 1 Year Suspension	Ejection + Lifetime Suspension
Physical abuse towards a junior development official	Ejection + 1 Year Suspension	Ejection + Lifetime Suspension	N/A
Physical abuse towards a junior development official by a spectating parent/guardian or family member of a player	Ejection of parent/guardian/family member 1 Year Suspension (sanction served by player)	Ejection + Disciplinary Hearing	N/A
Verbal abuse towards a player, coach or spectator	Ejection	Ejection + 1 game	Ejection + 3 games
Threatening an opponent, before, during or after a game.	Ejection + 3 games	Ejection + 5 games	Ejection + 1 Year Suspension

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OFFENSE	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE
Physical intimidation without contact (charging, squaring up etc.)	Ejection + 3 games	Ejection + 5 games	Ejection + 1 Year Suspension
Intentional contact with excessive force on the field of play	Ejection + 5 games	Ejection + 1 Year Suspension	Ejection + Lifetime Suspension
Physical abuse towards a player, coach or spectator	Ejection + 5 games	Ejection + 1 Year Suspension	Ejection + Lifetime Suspension
Violent physical assault at any individual	Ejection + 1 Year Suspension	Ejection + Lifetime Suspension	N/A
Profanity directed at an individual	Ejection + 1 game	Ejection + 3 games	Ejection + 5 games
Profanity not directed at an individual	Ejection	Ejection + 1 game	Ejection + 3 games
Use of discriminatory, hateful or harassing language	Ejection + 3 games	Ejection + 5 games	Ejection + 1 Year Suspension
Spectator entering playing field without permission	Ejection	Ejection + 1 game	Ejection + 3 games
Intentional delay of game	Ejection	Ejection + 1 game	Ejection + 3 games
Use of illegal or altered equipment	Ejection + 1 game	Ejection + 3 games	Ejection + 5 games
Use of ineligible players	Ejection + 3 games	Ejection + 5 games	Ejection + 1 Year Suspension
Throwing equipment in anger/frustration (bats, helmets etc.)	Ejection	Ejection + 1 game	Ejection + 3 games
Throwing equipment in a dangerous manner	Ejection + 1 game	Ejection + 3 games	Ejection + 5 games
Unsafe play that endangers others (reckless bat swings etc.)	Ejection + 1 game	Ejection + 3 games	Ejection + 5 games
Damaging field or provided equipment	Ejection + 1 game	Ejection + 3 games	Ejection + 5 games

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