

Discipline Policy

This policy outlines the discipline procedures, sanctions, and appeals process for PSA Canada. It aims to ensure a fair, consistent, and transparent process when managing breaches of the Academy's Code of Conduct and Ethics.

1. Purpose & Scope

This policy applies to all members, staff, volunteers, players, coaches, and parents involved with PSA Canada. It provides a standardized approach to discipline, ensuring everyone is treated fairly and respectfully.

2. Code Violations

Violations include but are not limited to: verbal or physical abuse, harassment, bullying, discrimination, unethical behavior, disregard for safety, and failure to comply with PSA Canada's Code of Conduct.

3. Progressive Discipline Process

The Academy adopts a progressive discipline model:

- Verbal Warning
- Written Warning
- Temporary Suspension
- Permanent Dismissal

Sanctions depend on the severity and frequency of the violation.

4. Types of Sanctions

Sanctions may include:

- Verbal/Written Warnings
- Suspension from training/games
- Removal from events/trips
- Expulsion from the Academy

All sanctions will be communicated in writing.

5. Disciplinary Committee Role

A designated Disciplinary Committee, comprised of at least 3 neutral members, will review serious or repeated violations. The Committee will gather facts, review evidence, and determine appropriate actions.



6. Reporting Process

Any violation should be reported to the Technical Director or Club President. Reports may be made in writing or in person. Anonymous reports will be reviewed to the extent possible.

7. Appeals Process

Any individual subject to a sanction may file a written appeal within 7 days of the decision. Appeals will be reviewed by a separate Appeals Committee whose decision is final.

8. Confidentiality & Protection from Retaliation

All reports and investigations will be handled confidentially. PSA Canada prohibits retaliation against anyone who, in good faith, reports misconduct or participates in an investigation.

9. Acknowledgment

All members are required to sign this policy confirming their understanding and agreement to comply with the disciplinary framework outlined herein.

Acknowledgment

I have read and agree to follow the PSA Canada Discipline Policy.

Name of Member: _____

Signature: _____ Date: _____

Name of Parent/Guardian (if applicable): _____

Signature of Parent/Guardian: _____ Date: _____

