

PINK TURF AGGRESSION IN THE LEAGUE

The Pink Turf Soccer League is queer-positive. The goal of the league is to create an atmosphere which allows players of all levels to experience and enjoy the game of soccer. Keeping league play a positive experience for everyone is paramount and will serve to sustain the league for many years to come. Our goal each and every season is to make all players feel welcome while promoting equality, fair play, and fun. The following Code of Conduct and aggression policy serves to remind and educate all Pink Turf participants of the principles of our soccer league.

Definition of Status

A league member can be assigned one of three statuses throughout the membership period:

1. **Active membership.** Member who is in good standing
2. **Suspension of Membership for Behaviour.** Members who are not in compliance with the Code of Conduct may have their membership suspended by the Arbitration committee for such time as the Arbitration committee may determine.
3. **Termination of Membership.** Any Member may be removed as an Active Member upon resolutions passed by a two-thirds majority vote of the Arbitration committee members present and voting at a meeting of the Arbitration committee called for that purpose.

Suspension/Termination

Any member whose name has been brought forward to the attention of the Collective on charges of un-sportsmanlike conduct or conduct unbecoming a member of the PTSL, and/or violating the Code of Conduct of the PTSL may have her membership status reviewed by the Arbitration Committee.

The Arbitration Committee will seek representation from all parties concerned. As a result of the review, the committee may recommend that a member be issued a warning(s) or may have his/her membership suspended or terminated for a specific period of time, and includes the forfeiting of all dues, fees paid and the right to participate in future activities for the balance of the membership year. The member(s) will be given a written letter detailing the decision/outcome of the meeting, what date they have to appeal it by and the procedure for appealing.

If the member in question is a collective member or a member of a committee then their role and responsibilities are suspended or terminated as well.

The player has the right to appeal this decision if there is new information to be brought forward to the Arbitration Committee in writing or by e-mail within 24 hours and/or 1 business day where applicable. An appeal will be heard based on a joint decision by the Chair and the Coordinator of the Arbitration Committee. The appeal will be heard by a different set of 5 to 9 members of the Arbitration Committee and will be facilitated by a different Chair of that Committee. The appeal will be arranged by the Coordinator of the Arbitration Committee. The issue is to be resolved within one week.

Arbitration Committee

Members of the Arbitration Committee are volunteers and can be team captains and/or current or previous members of the PTSL.

The Arbitration Committee will be composed of no less than five and no more than nine members or previous members of the PTSL. The committee will be formed based on the availability and promptness in which the members can attend a meeting. A list of up to 15 Arbitration Committee volunteers will be maintained and selected from to form the Arbitration Committee for each individual incident. The Arbitration Committee Coordinator will select a Chair for each Arbitration Committee meeting.

The *responsibilities of the Arbitration Coordinator* include organizing the meeting and selecting the date, time and location. Notifying the members of the Arbitration Committee and selecting the participants based on availability and promptness. Selecting the Chair of the Arbitration Committee for each meeting based on a rotating list.

The *responsibilities of the Arbitration Chair* include contacting the PTSL members who are directly involved in the incident (complainant, person whose behaviour is in question) and inquiring if either party wish to invite a witness who was present during the time of the incident.

The *definition of the Fair Play Person* The Fair Play person is a designate from the arbitration committee who would be available to provide support and mediation. The Fair Play person may be available to support the team representative in addressing a larger team issue such as the team being too competitive or aggressive and/or in a situation where the complainant does not feel comfortable with the team representative herself.

Conflict of Interest

If a member who is currently assigned to the Arbitration Committee is the one whose behaviour is in question then that member will be removed from the arbitration committee for the duration of the review of this particular incident.

If the member of the Arbitration Committee has a close personal relationship with the individual whose behaviour is in question then they will be removed from the arbitration committee for the review of this particular incident.

The complainant or offender has the right to request a committee member be removed due to a conflict of interest. It must be a reasonable reason to be considered.

Process for addressing concerns

Prior to bringing a concern to the attention of the Arbitration Committee the complainant is encouraged to attempt some or all of the following actions – talk to the person (s) whose behaviour is in question and/or raise the concern to the team representative(s) and request their support in resolving the issue. Once a complaint is received by the team rep then the team rep must keep a log of the details of the incident. The person whose behaviour is in question must be informed of the complaint/concern by either the complainant themselves or by a team rep or a Fair Play person. The team rep or other person in a leadership role who has been made aware of the incident must inquire with the complainant what outcome they are seeking (ie. Formal complaint, informal discussion etc.). If a formal complaint is lodged then the team rep must inform the arbitration coordinator of the

details (who, what, where, when). An arbitration hearing will be held and a judgement will be rendered within a one week period from the time the issue is raised.

Any member of the league can raise concern regarding another member's conduct when the behaviour is in violation of the code of conduct. A member can raise the concern verbally or by email with their team representative and/or any member of the Collective and/or by email to the league at arbitration@pinkturfsoccer.com

Process for formal complaints to Arbitration Committee

Within 24 hours and/or one business day where applicable of receiving a formal complaint the team captain or Collective member must inform the Arbitration Committee Coordinator of the concern. Within 24 hours and/or one business day where applicable the Arbitration Committee Coordinator must contact the Chair of the Arbitration Committee and coordinate a meeting time and location. The member and the circumstances will then be reviewed by Arbitration Committee within two weeks of the issue being raised.

The member whose behaviour is in question has the option of presenting their perspective to the Arbitration Committee in writing via letter or email and/or in person at the arbitration meeting. The complainant also has the option of presenting their perspective to the Arbitration Committee in writing via letter or email and/or in person at the arbitration meeting. If either party chose to present in person then these presentations will be conducted without the other party present.

Concerns regarding the behaviour of fellow members of the PTSL must be brought to the attention of a team captain and/or Collective member within 2 weeks of the incident occurring. This will allow for accuracy of information and fairness to all members involved.

Yellow/Red Cards

Yellow card: A member receiving a yellow card during a game will leave the field for a period of 5 minutes. This is considered a "cooling off" period for that individual and is not meant to penalize the team. The team may replace that player with another teammate for the 5 minutes of play to allow for a full complement of players on the field.

Red card: A member receiving a red card during a game will leave the field and will not be allowed to return during that game and for one game following this one. The team must play short for the remainder of the current game but will have a full complement of players for the following game.

All occurrences involving the receipt of a yellow and red card will be reviewed by the arbitration coordinator. The arbitration coordinator will determine if the incident will be reviewed by the arbitration committee and whether an arbitration hearing will occur. The hearing must be completed within 1 week of the yellow or red card being issued.

Zero Tolerance

Issues of a serious nature (second and third categories of the aggression policy guidelines for enforcement) must be either brought to the attention of the arbitration committee or the members of the arbitration committee may raise the issue. There is zero tolerance for behaviours such as homophobic comments, acts of violence etc. to ensure that there is a safe place for queer and queer positive people to play soccer.

Mercy Etiquette

Within a game of soccer where one team is winning by four goals over the opposing team that team will make efforts to increase the recreational spirit of the league. Such efforts may involve any of the following actions: increasing the passing on the field, switching players into unfamiliar positions, decreasing the shots of the net, quickly retrieving balls that are out of bounds for the opposing team etc.

Confidentiality Statement

All Pink Turf members who have accepted a role and set of responsibilities will be required to sign a Pink Turf Confidentiality statement. A violation of this statement will be considered a breach of trust. Breach of trust is defined as inappropriate and intentional distribution of confidential information that has been brought forward to a Pink Turf member who has been entrusted with a role and set of responsibilities within the league. All discussions, information received and decisions that are made within arbitration meetings and in the communications leading up to the arbitration meetings will be bound by confidentiality statements and will not be discussed outside of the meeting.