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Discipline Policy

Updated November 14, 2026

(1.0) Introduction

Baseball BC believes in fostering a safe, welcoming, and inclusive environment for participants. As part of creating a safe environment, Baseball BC must hold individuals accountable for their conduct when it is in violation of Baseball BC policies. The purpose of this policy is to create a fair process for investigating accusations of misconduct, administering discipline, and to communicate the range of disciplinary sanctions individuals may face.

(2.0) Jurisdiction

Jurisdiction over disciplinary cases is shared between the Baseball BC Discipline Committee and an Independent Third Party as detailed in the Baseball BC Reporting Safe Sport Concerns Policy. Baseball BC does not have jurisdiction over complaints against associations. This policy only applies to complaints made against individuals.

The disciplinary processes and timelines described in this document shall apply to cases handled by the Discipline Committee. The Independent Third Party shall have the ability to establish its own timelines and processes as they investigate complaints.

Notwithstanding the above, the discipline committee shall have jurisdiction over the following matters:

a) Ejections, safe sport complaints, and other reports of misconduct on the part of any athlete, coach, or spectator, arising from any event organized or directly sanctioned by Baseball BC.

Events organized or directly sanctioned by Baseball BC include, but are not limited to, identification camps, high-performance tournaments, western & national championships, and Baseball BC qualifiers & provincial championships.

b) At the request of a local sports organization or member, a safe sport related complaint.

c) At the request of a member, other conduct, including but not limited to, umpire ejections.

d) When a member does not initiate and/or complete a discipline process within a reasonable amount of time.

e) When the conduct occurs at any event in British Columbia where the event organizers or Baseball BC member do not have an approved discipline policy.

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f) When the conduct involves an individual associated with a team based outside of BC.

g) Baseball BC shall assume jurisdiction of all very serious disciplinary cases that occur during baseball activities associated with the programming of Baseball BC members.

Such very serious discipline cases may be managed by an independent third-party, at the direction of Baseball BC. Baseball BC's discipline policies and not our members' policies, will be used when managing these cases.

Very serious discipline cases shall include:

- Physical, verbal, or emotional abuse towards a minor
- Sexual offenses
- Racism & Discrimination
- Homophobic comments directed at another person
- Specific threats of violence
- Physical violence
  (does not include game related incidents between players unless deemed to be extreme)
- Any other conduct deemed to be very serious

Complaints involving very serious infractions may be made directly to Baseball BC.

When a Baseball BC member becomes aware of an allegation that a very serious incident has occurred, as defined in the examples above, the member must immediately advise the Baseball BC discipline committee chair or CEO and provide all relevant information.

When there is doubt about whether an allegation meets the definition of a very serious incident, the case will be reviewed by discipline committee chair and CEO of Baseball BC. Should either individual determine that incident should be classified as very serious, Baseball BC will assume jurisdiction.

Appeals of cases sent to ITP will be heard through the ITP appeal process.

h) Written discipline decisions must be shared confidentially to the complainant, or in the case of umpire ejections, the BCBUA. Failure to share a discipline decision with a complainant will constitute a failure to complete a discipline process and jurisdiction would be passed to Baseball BC.

Note: paragraphs B & C above, only the member organization with whom the individual potentially facing discipline is affiliated with, can make such a request.

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(2.1) Procedures when Baseball BC Assumes Jurisdiction over a Case

This paragraph applies to cases where Baseball BC assumes jurisdiction per sections 2.0 b-d.

In these cases, the member's Code of Conduct, discipline, and appeals policies would apply. Baseball BC's policies would not apply.

Subject to the provisions of the appeals policy, the decision rendered by the Baseball BC discipline committee is final. The member may not retry the case at the conclusion of Baseball BC's process.

The Baseball BC Appeals Committee and not the member's appeal committee, will hear any appeal submitted by the respondent. Baseball BC will use the member's appeal policy.

(3.0) Discipline Committee Composition

Baseball BC will establish a discipline committee on an annual basis.

When hearing individual cases, the committee shall be comprised of a chairperson and two additional members.

(3.1) Chairperson

The chairperson shall be appointed annually and should assume the role for all cases the committee presides over. If the chairperson is unavailable or is in conflict, the president (or designate) shall appoint another discipline committee member as chairperson. The chairperson is responsible for all written communications on behalf of the committee.

(3.2) Committee Members

A pool of discipline committee members shall be established. The chairperson shall select two members from this pool to preside over each case.

(4.0) Decision Making

When deliberating, the discipline committee shall seek to achieve consensus. When consensus cannot be achieved, the committee shall make decisions by majority vote.

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(5.0) Discipline Process – Umpire Ejections

This process shall be used in any case that involves a coach, athlete, or spectator being ejected from a game by an umpire.

This process shall be initiated by the reception of an umpire's ejection report. In considering individual cases, the discipline committee may consider and seek witness and victim testimony as deemed necessary by the committee. The committee may invite the umpire(s) to speak to the discipline committee if an online hearing is conducted.

Upon receiving an ejection report from an umpire, the discipline chairperson shall determine which of the three discipline pathways (5.1-5.3) will be initiated.

Note: The standard procedure for removing spectators from a game is for the umpire to advise the coach that the spectator needs to leave. This section shall apply to these scenarios, regardless of whether they are classified as an incident or an ejection.

(5.1) Pathway One: Automatic One Game Suspension - No Further Action

Per section 11 of this document, ejections result in a minimum of a one game suspension. The ejected individual is automatically suspended for their next game and must serve that suspension without notification.

When the chairperson determines that no further action is required beyond the automatic one game suspension, all parties will be advised, and the case will be closed.

(5.2) Pathway Two: Suspensions of 2 or 3 Games

When the chairperson determines that a suspension of 2 or 3 games may be considered, a discipline committee shall be convened. The committee shall review the umpire's report and may take the following action:

a) Determine that no further discipline is required.

b) Issue a two-game suspension (automatic plus one additional game)

c) Issue a three-game suspension (automatic plus two additional games)

d) Determine that a suspension of four games or more will be considered and initiate the process described in section 5.3 of this document.

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The decision of the discipline committee to issue a suspension of up to 3 games is not subject to appeal. The chairperson will advise all parties of the action taken.

(5.3) Pathway Three: Suspensions of Four Games or More

When the chairperson determines that a suspension of 4 games or more may be considered, a discipline committee shall be convened.

The chairperson shall provide written notice of an investigation to the ejected individual. The notice will include the following:

a) A copy of the umpire's ejection report and any witness statements being considered by the discipline committee.

b) That per section 11 of the discipline policy, the discipline committee is considering a suspension of four or more games.

c) That the individual is entitled to submit a written response to the accusations or request an online hearing.

d) That the individual has 48 hours to respond to the accusations and that if no response is received within that timeframe, the discipline committee will adjudicate the case.

e) That the individual may submit written witness reports as part of their response.

The committee shall adjudicate the case, and the chairperson shall advise all parties of the action taken.

(5.4) Indefinite Suspensions

If, based on the umpire's report or safe sport complaint, the chairperson determines that:

a) per section 11 of this document, a category C offense is alleged to have occurred OR

b) per section 2.0 G of this document, a very serious offense is alleged to have occurred

the individual may be issued an indefinite suspension with immediate effect.

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(6.0) Discipline Process – Safe Sport Complaints & Conduct Not Resulting in an Ejection

This process shall be used in any case that involves the conduct of an individual that did not result in an ejection by an umpire.

Examples of such cases include:

- Off-field conduct (during practice, travel, etc.)
- An alleged violation of safe sport policy
- On-field conduct that did not result in an ejection
- Any other matter

Such complaints may be made to Baseball BC in writing to the Chief executive officer, President, Chairperson of the discipline committee, or through any of the methods listed in Baseball BC's reporting safe sport concerns policy.

In considering individual cases, the discipline committee may consider and seek witness and victim testimony as deemed necessary by the committee. The committee may invite the complainant to speak to the discipline committee if an online hearing is conducted.

Upon reception of a complaint, the chairperson shall provide written notice of an investigation to the respondent.

The notice will include the following:

a) A copy of the complaint and any witness reports being considered by the discipline committee.

b) That the discipline committee is opening an investigation into the incident.

c) That the individual is entitled to submit a written response to the accusations or request an online hearing.

d) That the individual has 48 hours to respond to the accusations and that if no response is received within that timeframe, the discipline committee will adjudicate the case.

e) That the individual may submit written witness reports as part of their response.

The committee shall adjudicate the case, and the chairperson shall advise all parties of the action taken.

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(7.0) Online Hearings

Per sections 5.3 and 6 (C) of this document, an individual is entitled to an online hearing when facing a potential suspension of 4 or more games or when facing sanctions because of conduct that did not result in an ejection. The chairperson shall schedule a hearing which shall be attended by all discipline committee members. The chairperson shall determine the process for the hearing. The process must include the opportunity for accused individual to present their perspective on the incident.

When conducting online hearings, the committee may choose to invite witnesses, the complainant, or any other individual to speak, as deemed necessary. Typically, individuals will speak privately to the discipline committee.

(8.0) Communication

(8.1) Written Rulings

The chairperson shall communicate all discipline committee decisions in writing. Written rulings must include a summary of the allegations, the policy alleged to have been breached, a summary of the submissions, findings, the decision, and information about the appeal process.

(8.2) Copy of Notification and Rulings

Where possible, the chairperson shall communicate directly with the accused, or in the case of a minor athlete, with the accused parents/guardians. Copy on the initial notice of investigation and the discipline committee's ruling will be made to the following:

A) Head coach
B) Association president
C) Provincial level member
D) BCBUA – when the ruling involves umpires
E) Complainant

(8.3) Online Discipline List

Baseball BC will maintain an online discipline list of current suspensions on its website.

The list will include current sanctions issued to adults that are deemed to be lengthy per section 9.1 of this policy. Suspensions to minors or vulnerable individuals will not be listed. A vulnerable individual is a person who, because of their age, disability or other circumstances, whether

temporary or permanent, is in a position of dependency on others; or is otherwise at a greater risk than the general population of being harmed by a person in a position of trust or authority towards them.

Individuals will be removed from the list when their sanctions are fully served, and any return-to-play conditions have been completed. Baseball BC will retain a record of all sanctions.

The list will include the individual's full name, association/team, role (coach, umpire, player, parent, spectator, etc.), member, offense and category, date of offense, and sanction.

Baseball BC will include suspensions issued by members at their request, provided that the request meets the requirements of this section and our member's own policies.

The online discipline list will not be updated until the deadline to submit an appeal has passed. If an appeal is filed, the online discipline list will not be updated until the appeal process is complete.

(8.4) Confidentiality

The disciplinary process is confidential and involves only the parties, discipline committee (or ITP). None of the parties (or their representatives or witnesses) or individuals or organizations referred to in Section 8.2 will disclose confidential information relating to the discipline or complaint to any person not involved in the proceedings, except that Baseball BC can share if required to notify an organization such as an international federation, Sport Canada or other sport organization or notification is otherwise required by law. Baseball BC shall release information publicly and distribute decisions as required by this policy.

Any failure to respect the confidentiality requirement may result in further sanctions or discipline.

(9.0) Serving Suspensions

Unless noted otherwise in a disciplinary decision, suspensions shall be served during league or provincial championship games.

Exception: when an individual is ejected from a tournament or exhibition game, they shall serve their automatic one game suspension in their next tournament, league, or provincial championship game, whichever comes first.

Suspensions cannot be served during exhibition games. Per section 9.1 of this document, individuals serving a lengthy suspension, are not permitted to participate in exhibition games and the exhibition games do not count as games served.

Suspensions carry forward from one season to another.

(9.1) Serving Lengthy Suspensions

When an individual is in the process of serving a lengthy suspension, they are not eligible to participate in tournaments or exhibition games until the suspension is served. The tournament or exhibition games do not count as games served towards the suspension.

Additionally, per Baseball BC policy (Honoring Members' Suspensions), an individual who is serving a lengthy suspension is suspended from all game related baseball activities for other Baseball BC member associations. Individuals who have multiple roles (coach, player, umpire) within one or more organization(s), are suspended from all their roles, with all organizations, while serving a lengthy suspension.

A lengthy suspension is defined as 6 or more games. When the term of a suspension is issued as a period of time, a lengthy suspension is defined as 11 days or more.

(10.0) Offense Categories

Per section 11 of this document, offenses are categorized as either A, B, or C based on severity.

Category A offenses = unacceptable conduct
Category B offenses = serious conduct
Category C offenses = very serious conduct

(10.1) Determining Offense Number

Conduct will be sanctioned as a first, second, or third offense.

When an individual is being sanctioned for a category B or C offense, lower category offenses on the individual's current disciplinary record will not be considered for the purpose of determining the offense number. Lower category offenses will be considered when determining the length of a suspension within the recommended range.

The purpose of this process is to ensure that an individual with a lower category offense on their current record, is not subjected to 2nd or 3rd offense sanctions for a more serious offense, which may result in excessive discipline.

Example One: An individual is facing discipline for a category A offense. They have two category B suspensions on their current record. They will be subjected to discipline at the applicable category A level – 3rd offense.

Example Two: An individual is facing discipline for a category C offense. They have one category A suspension on their current record. They will be subjected to discipline at the applicable category C level – 1st offense.

(10.2) Current Disciplinary Record

Past discipline shall be removed from an individual's current record as follows:

a) Category A offenses – removed one year after date of the offense.

b) Category B offenses – removed two years after the date of offense.

c) Category C offenses – removed five years after the date of offense.

Note: Category C+ offenses are never removed from an individual's record.

(10.3) Joint Record

An individual has a joint disciplinary record as a coach and as a player.

(11.0) <u>Recommended Sanctions</u>

The sanctions in section 11.1 and 11.3 of this document, are strongly recommended to the disciplinary committee; however, the committee has the ultimate authority to issue suspensions outside of the prescribed range when aggravating or mitigating circumstances are cited.

Discipline sanctions are typically issued in games, or a timeframe (weeks/months) and individuals are permitted to continue practicing while suspended. In exceptional cases, the discipline committee may suspend individuals from all baseball related activities, including practices and administrative activities.

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(11.1) Offenses Against Umpires

Offenses	**1st Offense**	**2nd Offense**	**3rd Offense**
Category A: Level One Offense Comments that are short in duration; likely directed at the umpire's decision; may be non-verbal, such as showing up umpires by drawing a line.	1 game	2 games	5 games
Category A: Level Two Offense Disrespectful or personally insulting comments that were short in duration; may include profanity directed at a decision.	1 to 2 games	2 to 4 games	3 to 5 games
Category B: Level Three Offense Profane, offensive comments towards the umpire; or persistent arguing after being ejected.	3 to 5 games	5 to 8 games	8 to 15 games
Category B: Level Four Offense Persistent comments that are profane, personal, and public.	5 to 10 games	8-15 games	10-20 games
Category C: Level Five Offense Threatening, racist, or homophobic insults directed at the umpire.	6 to 12 months	1 to 2 years	2 to 5 years
Category C: Contact Against Umpires May include light bumps, or unintentional conduct during arguments.	5 to 10 games	10-20 games	1 to 2 years
Category C+: Intentional Contact Against Umpires with Potential for Injury May include a push or punch.	1 to 3 years	3 to 5 years	10 years to life

(11.2) Adult Offenses Against a Minor

In cases where an adult commits an offense against a minor under the age of 19, the recommended sanctions in section 11.1 of this document, shall be doubled.

Failure on the part of the coach to identify an individual as a minor will not be considered as a mitigating factor.

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(11.3) Player Conduct Towards Opposition

Offenses	**1st Offense**	**2nd Offense**	**3rd Offense**
Category A: Trash Talking Disrespectful comments towards opposition; taunting	1 game	2 games	5 games
Category B: Insulting & Abusive Language Profane comments or gestures towards opposition; threats, intimidation	1 to 5 games	3 to 10 games	5 to 15 games
Category B: Reckless Contact Contact without the intent to injure; may include an aggressive slide, a low intensity push, etc.	1 to 4 games	3 to 7 games	5 to 15 games
Category C: Hateful Language Racist, or homophobic insults towards opposition	10-20 games	10 to 15 games	20 games to one year
Category C: Intent to Injure Fighting, malicious contact with intent to injure, pitchers throwing at hitters	5-10 games	10 to 15 games	20 games to one year

(11.4) Coach Conduct Against Opposition

When sanctioning a coach's conduct against their opposition, the table contained in section 11.3 of this document, shall be used with each range doubled. Furthermore, in the case of a category C offense, committed by an adult coach against a minor athlete, the upper limit of the recommended sanction shall be life.

(11.5) No category Listed

The recommended sanctions in section 11 of this document are not intended to encompass every potential offense. The discipline committee shall have the authority to determine the appropriate category and length of suspension for any offenses not specifically listed.

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(11.6) Subsequent Offenses

The discipline committee shall sanction fourth and subsequent offenses at double that prescribed for the third offense.

(12.0) Considerations for the Discipline Committee

The discipline committee shall categorize each offense and consider the recommended range of suspension. When determining where the individual's conduct falls within the recommended range, the committee should consider the following:

(12.1) Verbal Offense Considerations

Was a single comment made or were the comments **persistent**?
Did the individual **persist** after being ejected?
Were the comments **personally** insulting?
Was **profanity** used?
Were the comments **public**?

(12.2) Physical Contact Offense Considerations

What was the intent of the offender?
What degree of force was used?
Did injury occur?
What was the likelihood of injury occurring?
What part of the opponent's body was targeted?
Were there additional verbal offenses in addition to the physical offense?

(12.3) Mitigating & Aggravating Circumstances

The discipline committee shall consider any applicable mitigating or aggravating circumstances. Such circumstances may include:

- Whether the individual has accepted responsibility, expressed remorse, or apologized for their conduct.
- Any educational programs (anger management, diversity training) completed to reduce the

likelihood of the conduct reoccurring.
- The age of the athlete
- Medical conditions
- Provocation

(13.0) Event Discipline Process

(13.1) Application

This process shall apply to any Baseball BC event, typically a qualifying tournament or provincial championship, where an on-site technical director is assigned to supervise the administration of the event.

During a Baseball BC event, an on-site disciplinary process is used so that immediate disciplinary decisions can be made prior to a team's next game.

(13.2) Authority of Technical Director

The Baseball BC on-site technical director, has the authority and responsibility to rule on any disciplinary matters, including ejections, safe sport complaints, and other conduct.

The technical director shall have the authority to suspend any individual for any number of games up to the end of the event. Such a decision is not subject to appeal.

The technical director shall have the authority to intervene during any game to warn or eject any individual whose conduct is in violation of the Baseball BC Code of Conduct and who has not been sanctioned by the umpires.

(13.3) Process

Upon receiving an ejection report, complaint, or personally witnessing misconduct, the technical director shall convene a disciplinary hearing. The individual being subjected to potential discipline is required to attend the hearing and failure to attend may result in the individual being indefinitely suspended. The head coach of the individual's team shall be entitled to attend. The parents/guardians of a minor athlete being subjected to discipline are entitled to attend. A minor athlete must be represented by an adult.

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During the hearing, the technical director shall advise the individual of the accusations against them and in the case of an ejection, allow them to read the umpire's report. The accused individual shall have the opportunity to present their perspective.

The technical director may include other Baseball BC staff or directors in the disciplinary process.

The technical director may interview witnesses and investigate further as deemed necessary. Once that process is complete, the technical director shall advise the individual's head coach of any disciplinary sanctions.

(13.4) Carry-Over Discipline

Any suspensions not completely served during an event or conduct that may require further discipline beyond the event, shall be forwarded to the discipline committee for review.

(13.5) Category C & D Offenses

Any individual who is found to have committed a category C offense shall be suspended for the duration of the event. The matter will be forwarded to the discipline committee for review.

(13.6) Determining Offense Number

During an event, offenses shall be treated as a first offense within the applicable category unless an individual commits a second offense during that event.

When conduct is referred to the discipline committee after the event, the individual's current record will be considered, and additional sanctions may be issued.

This process is necessary because the technical director is not likely to have an accurate discipline history for all participants at a championship.

(13.7) Reduction in Discipline

At Baseball BC events, the technical director has the authority to issue suspensions outside of the prescribed ranges provided sections 11.1 and 11.3 of this document, for category A and B offenses, based on the totality of the circumstances.

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(14.0) Appeals

The discipline committee chairperson shall communicate the right to appeal in all written rulings, with reference to submitting the appeal, the deposit, and deadline.

See the Baseball BC appeals policy for complete details.

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Appendix A

Responding to a Notice of Investigation

This appendix is intended to provide helpful information to individuals responding to a Notice of Investigation.

Receiving a Notice of Investigation can be a stressful time for a respondent. It is important to remember that you are responding to allegations, not findings and that the Baseball BC Discipline Committee has a responsibility to investigate complaints. You have not been prejudged as guilty simply because you are being investigated.

The following are intended to be helpful tips when responding to allegations.

- Clearly state whether or not you admit the allegations. You can admit to some of the allegations and not others. Ensure you address each allegation.
- If you are admitting to misconduct, you may wish to speak about what you have learned from the situation, and what you have already done to resolve or make amends.
- Generally, focus on your own conduct and not that of other people. For example, whether an umpire's call was right is never a factor in a disciplinary process and need not be discussed in response.
- Identify any mitigating circumstances for your conduct that should be considered by the Discipline Committee. A mitigating circumstance could be the age of the athlete, a medical condition, or provocation.
- Refrain from complaining about the conduct of others within a response. If you wish to make a complaint about another person's conduct, consider doing so in a separate complaint, and not in your response to a Notice of Investigation.
- As a respondent, you are welcome to have witnesses submit statements. It is not the role of the Discipline Committee to seek out statements.
- Be aware of your 48-hour timeline to respond to the allegations. If you need more time, consider making a request.
- Ensure your communications with the Discipline Committee are calm and respectful.
- Decide whether you wish to respond in writing to the allegations or request an online hearing.