

# **Football Newfoundland and Labrador's**

## **Member Conduct Policy**

Updated on February 9, 2026





## Preamble

1. Membership in Football NL, and participation in its activities, brings with it many benefits and privileges that are balanced by member and participant responsibilities and obligations.

This policy defines the parameters for these responsibilities and obligations, and thus identifies a standard for behaviour that is expected of all Football NL members and participants. This policy also identifies the procedures to be followed when this standard is not achieved.

## Application of this Policy

2. This Policy applies to all members and participants and defined in the bylaws of Football NL. This policy applies to the conduct of members and participants at any Football NL activities, programs and events.

## Expected Standard of Ethical Conduct

3. Football NL is committed to providing an environment in which all individuals are treated with respect. All members and participants of Football NL are thus expected to:

- a. Demonstrate through words and actions the spirit of sportsmanship, sports leadership and ethical conduct.
- b. Treat others with respect and refrain from negative remarks or conduct.
- c. Care for and respect the property and assets of Football NL.
- d. Avoid and reject the non-medical use of drugs or the use of performance-enhancing drugs or methods.
- e. Comply at all times with the bylaws, policies, rules and regulations of Football NL, comply with any contracts or agreements executed with or by Football NL, and comply with any sanction imposed by Football NL.

## Types of Infractions

4. Failure by a member or participant to comply with the expected standard set out above may result in discipline and the imposition of a sanction. Infractions are divided into two types, minor infractions and major infractions, which are dealt with using different procedures.
5. Minor infractions are single incidents of failing to comply with the expected standards of conduct that generally does not result in harm to others, to Football NL or to the sport.

Examples of minor infractions include, but are not limited to:

- a. Single instances of unsportsmanlike conduct.
- b. Single instances of disrespectful comments or behaviour directed towards others.
- c. Single instances of non-compliance with the bylaws, policies, rules, regulations and directives of Football NL.

6. All disciplinary situations involving minor infractions will be dealt with by the FNL Board of Directors. Penalties for minor infractions may include a verbal warning, written warning, request for an apology, service or other voluntary contribution to Football NL, removal of certain privileges of membership for a designation period of time, and/or removal from the current activity.

7. Major infractions are instances of failing to achieve the expected standards of conduct that result or have the potential to result, in harm to another person, to Football NL or to the sport.

Examples of major infractions include, but are not limited to:

- a. Repeated minor infractions.
- b. Intentionally damaging Football NL property or improperly handling Football NL monies.
- c. Pranks, jokes or other activities that endanger the safety of others.
- d. Deliberate disregard for the bylaws, policies, rules, regulations and directives of Football NL.
- e. Conduct that intentionally damages the image, credibility or reputation of Football NL.
- f. Behavior that constitutes harassment, sexual harassment or sexual

misconduct.

g. Abusive use of alcohol, any use of alcohol by minors, use of illicit drugs and narcotics or use of banned performance enhancing drugs or methods.

8. Major infractions will be reviewed and decided using the disciplinary procedures set out in this policy, except where a dispute resolution procedure contained within a contract or other formal written agreement takes precedence.

#### Reporting an Infraction

9. Any individual may report to a Representative of Football NL (Head Coach or Board Member) a complaint of an infraction by a member (participant, coach or guardian of a player). Complaints must be in writing and must be made within 14 days of the alleged infraction.

10. Upon receiving a complaint, the Representative will provide it immediately to the Board of Directors.

11. The Board of Directors may determine that an alleged infraction is of such seriousness as to warrant suspension or removal of the Member, pending investigation, a hearing and a disciplinary decision.

12. Upon receiving a complaint of a major infraction, the Board of Directors will review the complaint and may:

- a. Dismiss the complaint if they consider it to be trivial or vexatious.
- b. Determine that the complaint does not fall within the jurisdiction of this policy, and refer to it to the appropriate body having jurisdiction.
- c. Direct that the infraction be dealt with as a minor infraction; or
- d. Refer the matter to the Discipline Committee to deal with as a major infraction.

#### Disciplinary Procedures

13. The Discipline Committee is a Football NL committee composed of at least three people, who are appointed by Football NL to deal with the complaint. These could be FNL Directors and/or coaches. The Discipline Committee has an overall responsibility to ensure procedural fairness is respected at all times during the disciplinary process, and to carry out this process in a timely manner.

14. Depending on the circumstances of the complaint, the Discipline Committee may authorise an investigation into the alleged infraction.
15. The Discipline Committee will determine the format of the disciplinary process, which may involve an oral hearing in person, a hearing based on written submission, or a combination of these methods.
16. After hearing the matter, the Discipline Committee will reach a decision as to whether an infraction has occurred and if it has, what the sanction should be. The Discipline Committee will issue a written decision, including reasons, for distribution to the member and the Board of Directors.
17. Where the conduct being reviewed by this policy is of a sensitive nature, the Discipline Committee and Football NL will keep all proceedings under the policy confidential, except where publication is ordered as part of the sanction, is required by law, or is in the best interest of the public.
18. In fulfilling its duties, and with the approval of Football NL, the Discipline Committee may obtain independent advice.

#### Disciplinary Sanctions

19. The following are examples of disciplinary sanctions that may be applied where it is found that a major infraction has occurred:
  - a. Verbal or written warning.
  - b. Require a verbal or written apology.
  - c. Removal of certain privileges of membership.
  - d. Suspension from certain Football NL events or activities.
  - e. Suspension from all Football NL activities for a designated period of time.
  - f. Expulsion from membership; and/or
  - g. Publication of the disciplinary sanction.
20. It is understood that the above are representative penalties only, that they may be modified to fit the circumstance of the infraction, and that they are presented generally in order of severity.
21. Any disciplinary sanctions will be noted in FNL records and may be shared with our associations in confidence.

## Criminal Convictions

22. A member's conviction for any of the following Criminal Code offences will be deemed an infraction under this policy and will result in expulsion from Football NL and/or removal from Football NL programs, activities and events:

- a. Child pornography offences.
- b. Any sexual offences involving a minor.
- c. Any offence of assault involving a minor.
- d. Any offence of physical or psychological violence involving a minor; or
- e. Any offence involving trafficking of illegal drugs or substances listed on the Canadian Anti-Doping Program's Prohibited List.

## Appeals

23. Appeals of decisions rendered under this policy will be dealt with at the discretion of Football NL. Appeals must be submitted in writing to Football NL within 10 business days to be considered.