

Code of Conduct

The Code of Conduct applies to all HU-sponsored events, such as leagues, tournaments, and other HU-related social events. Any participant in any HU event is a HU member and is expected to behave in a manner consistent with the ideals and vision of the organization. A member's responsibility is to play on the field, his or her interactions with the administration and officers of HU, and in his or her dealings with the greater ultimate community

1. On-Field Conduct

Players and teams are expected to treat one another with respect, to conduct themselves in a safe and orderly manner, and while playing to **adhere to the rules of ultimate** as well as to any tournament and site regulations.

On-field violations may therefore include but are not limited to: abusive heckling; spiking the disc on another player; dangerous play; spitting at another player; cheating; deliberate fouling; taunting; creating a hostile environment; and violence against another player. Repeated, excessive or deliberate inappropriate conduct constitutes a violation of this conduct policy. An individual instance of inappropriate conduct may also warrant sanctioning by the Board if the action is severe enough.

Additionally, the use and consumption of alcohol is a particular concern because of the field sites we use. If alcohol is prohibited at that site or event, then no member is allowed to use, consume, or possess alcohol whatsoever. Due to the potential impact – losing the field site or citation by law enforcement – there is a zero tolerance policy. Furthermore, the use or consumption of alcohol by those under 19 years of age is always prohibited. The use of illegal drugs for any member is also always prohibited.

2. Off-field conduct

Players are expected to act consistently with the mission of HU to promote the sport of ultimate and not act in detriment to the sport or the business of HU. Such violations may include: any acts of vandalism or other destructive behavior on fields or premises used by HU, or playing on closed fields or premises.

Disciplinary Guidelines

Overview

This document details the formal guidelines on how incident reports filed against a team or player shall be investigated and dealt with.

A Note on Confidentiality

The names of those involved in, or witness to, an incident will not be released to the public. Some information regarding incidents may be released, and names may be given to Coordinators and Captains if required by the Disciplinary Guidelines detailed below. However, no information will be released that would enable the general public to resolve the individuals involved to a specific incident. It must be noted that any and all information regarding a specific incident will be made available to appropriate authorities where HU is required by law to provide this information.

Incident Investigation Process

The following shall be the process for investigating and ruling on incidents reported by HU members:

1. Any incident occurring at the field of play before, during or immediately following an HU sanctioned game should be reported to team captains as soon as possible. Most minor incidents are resolved by the captains at the field. If captains are unable to reach resolution, one or both captains, or any complaining individual on or about the field, must contact the HU Board at *info@halifaxultimate.ca* within 14 days of the occurrence of the incident. Identity of all parties and witnesses to the incident must be determined by the team captains or complaining individuals when the incident is reported. A full incident report is the responsibility of team captains or complaining individuals and requires written statements from parties involved in the incident.
2. HU Board Representatives will mediate any dispute between captains in an attempt to reach resolution. If resolution is not achieved to the satisfaction of all parties, a captain may request to have the issue reviewed by the HU Board Chair and Co-chair.
3. Upon reviewing the reports, the HU Board Representatives or HU Board Chair and Co-chair shall make a ruling according to the Disciplinary Guidelines defined below. The original incident report and the HU Board Representatives or HU Board Chair and Co-chair ruling shall be filed with the HU Board.

Disciplinary Guidelines

The following are the guidelines for disciplinary rulings stemming from the Incident Investigation Process outlined above:

Conflict of Interest

Should there be a conflict of interest, or the appearance of a conflict of interest, for anyone charged with investigating and ruling on an incident, the incident shall automatically be escalated to the next level of investigation. For instance, a HU Board Representative must escalate to the HU Board Chair and Co-chair. Should there be a conflict of interest for a Board member, that Board member must excuse him/herself and another Board member must take over the investigation.

Possible Disciplinary Actions

HU is not a legal body. It is not in a position to detail all manner of potential incidents and assign corresponding disciplinary actions. It is felt that the judgment of those investigating and ruling on a given incident, and the appeal process provided, will prevent disciplinary actions that are out of proportion to an incident. However, it should be noted that the disciplinary actions taken against an individual or team by HU may include, but are not limited to:

- No action
- Official warnings
- Alteration of win/loss records for a team
- Suspension of an individual or team
- Expulsion from HU of an individual or team

Any of these actions may be taken based on the severity of a single incident or documented history of incidents.

Disciplinary Authority

As per the Incident Investigation Process outlined above, various individuals or groups within HU are empowered to impose disciplinary actions. The following outlines the actions each of these individuals or groups are authorized to impose upon an individual or team.

HU Board

The HU Board Representatives are authorized to impose sanctions up to and including the suspension of an individual for as many as five games. Or the alteration of win/loss for the game in which the incident occurred.

Board of Directors

The Board of Directors is authorized to impose sanctions up to and including the permanent expulsion of any individual or team from HU. However, any ruling involving permanent expulsion would require approval from the majority of members of the entire Board of Directors.

Suspensions

Due to the fact that many individuals in HU play on multiple teams on multiple nights, suspensions of individuals will include any and all teams the individual plays for. This includes teams not involved in incidents that warranted said suspension.

Games where an entire team is suspended may be counted as defaults. As such, a team that is suspended for multiple games may come up for review by the Board of Director's for removal from the league.

Enforcement

The sport of Ultimate is based on the premise of Spirit of the Game. It is written into our rules that no player shall intentionally break the rules for gain. As such, players and their captains are entrusted to adhere to the rulings imposed by HU. However, in the event of a suspension, additional measures must be taken to ensure compliance with the ruling. If an individual or team is suspended for any number of games, the captains of their scheduled opponents for the duration of the suspension will be notified as will the coordinators directly responsible for those games.

For suspension of an individual, the Captain's Rule cannot be used to allow the suspended player to play.

If a player or team is found to be playing in defiance of a suspension, additional and more serious disciplinary actions will be taken against the player. Also, actions may be taken against the team captain as an individual, or the team as a whole.