



AKBA HARASSMENT, DISCIPLINE AND COMPLAINTS POLICY

The AKBA shall maintain a zero-tolerance policy towards harassment and abuse of its coaches, managers, players, umpires and any other of its volunteers.

DEFINITION

For the purposes of this policy, the term “harassment” shall have the following definition ascribed thereto:

A vexatious comment(s) or conduct against an individual or group, irrespective of whether the comment or conduct occurs in person or via any other media, including social media, which is known or ought to reasonably be known to be unwelcome. Types of behaviour that constitute Harassment include, but are not limited to:

- **Written or verbal abuse, threats, or outbursts.**
- **Persistent unwelcome remarks, jokes, comments, innuendo, or taunts.**
- **Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin.**
- **Leering or other suggestive or obscene gestures.**
- **Condescending or patronizing behaviour, which is intended to undermine self-esteem, diminish performance, or adversely affect working conditions.**
- **Practical jokes which endanger a person’s safety, or which may negatively affect performance.**
- **Hazing, which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity, which does not contribute to any individual’s positive development, but is required to be accepted as part of a team or group, regardless of the individual’s willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability;**
- **Unwanted physical contact**
- **Deliberately excluding or socially isolating a person from a group or team;**
- **Physical or sexual assault;**
- **Behaviours such as those described above that are not directed towards a specific person or group but have the same effect of creating a negative or hostile environment; and**

- **Retaliation or threats of retaliation against a person who reports harassment to the AKBA**

EJECTIONS/INCIDENTS

In the event that an individual has been ejected from a game as a result of harassment, the following penalties shall be imposed:

Coach & Player Ejections– First ejection shall be the remainder of that game and a one-game suspension. Second offense shall be the remainder of that game and a three to five game suspension, to be determined by the Discipline Committee. Any further offense will require an appearance before the Discipline Committee. If a coach/player is under 18 years of age, a parent may accompany the player.

Other Ejections (fans, parents, etc.) - First ejection shall be the remainder of the game and a three to five game suspension, to be determined by the Discipline Committee. Any further offence will require an appearance before the Discipline Committee.

The actual terms of each suspension shall be determined by the Discipline Committee, in its sole and unfettered discretion.

Ejections shall be assessed for a single season and shall not be cumulative over a lifetime. For greater clarity, for the purpose of this policy, the number of ejections imposed on an individual shall “reset” at the commencement of each subsequent season.

DISCIPLINE COMMITTEE

The AKBA Discipline Committee will consist of the President and two (2) other Board members appointed by the President from time to time.

The Discipline Committee will meet when a complaint has been brought to the Board. A complaint will be considered as having been brought to the Board when it has been submitted in writing (by email) to the President, accompanied by sufficient context and explanation of what transpired giving rise to the complaint.

The Discipline Committee will meet as soon as possible upon receiving a complaint. Following their initial meeting, the Discipline Committee may:

- (i) summarily dismiss the complaint on the basis that it has determined that the complaint is frivolous, vexatious or lacks sufficient evidence to support the complainant’s claims;
- (ii) Request additional evidence from the complainant; or
- (iii) Call a hearing amongst the complainant(s) and the defendant(s)

If a hearing is called, the defendant(s) will be notified in writing of the requirement to attend the hearing for the reasons stated in the complaint. They will be further notified that failure to attend may result in a binding decision being levied against them.

The complainant(s) will be notified in writing of the hearing. The complainant(s) may attend and state their case or the complainant(s) may have their written submission stand as their complaint.

Witnesses and/or anyone who may bring value to the hearing will be allowed to attend. The Discipline Committee reserves the right to limit participation to a reasonable number of people and to limit debate to a reasonable amount of time as determined solely by the President, in their sole and unfettered discretion.

Any participant in the Discipline Committee process may have a parent or guardian present if they have not reached the age of majority.

After hearing all the evidence and conducting any necessary due diligence, the Discipline Committee will meet in private to discuss the matter and render a decision.

As a general rule, the Discipline Committee will follow a multi-tiered disciplinary approach, with the severity of the penalty increasing for each subsequent infraction. However, the Discipline Committee reserves the right to impose a more severe penalty than the next subsequent tier in the process should the infraction warrant such a penalty, in the Discipline Committee's sole and unfettered discretion. The penalties, in increasing order of severity are as follows:

1. Verbal Warning
2. Written Warning
3. Single Game Suspension
4. Multi Game Suspension
5. Season Long Suspension
6. Removal from the AKBA

The decision will be rendered in writing and will be forwarded to the complainant(s), defendant(s) and VP Administration.

Failure to abide by a decision of the Discipline Committee is in itself reason for suspension, without further recourse to the defendant(s).

If, after the decision has been rendered, new evidence comes to light, then the parties shall have the right to appeal any decision by the Discipline Committee to the President.

The President's decision on the appeal shall be final with no further right to appeal.