



Dive Ontario

Event Discipline Procedure

**** This Event Discipline Procedure does not supersede or replace the Dive Ontario's Discipline and Complaints Policy ****

*****This Event Discipline Procedure does not supersede or replace the Diving Plongeon Canada Rule Book (<http://diving.ca/en/images/pdf/14rulebook/h-5%20judging.pdf>) where the Meet Referee is the individual responsible for discipline and complaints during Junior and Senior National championships, trials and all other DPC sanctioned events, including provincial and invitational competitions, RULE 6.1 and 6.2 apply. *****

Definitions

1. The following terms have these meanings in this Policy:
 - a) "Event" – A Dive Ontario event or Dive Ontario attending any event.
 - b) "Individuals" – All categories of membership defined in the Association's Bylaws, as well as all individuals employed by, or engaged in activities with, the Association including, but not limited to, athletes, coaches, referees, officials, volunteers, managers, administrators, committee members, and directors and officers of the Association

Purpose

2. Dive Ontario is committed to providing an environment in which all Individuals are treated with respect. This Procedure outlines how alleged misconduct during an Event will be handled.

Scope and Application of this Policy

3. This Procedure will be applied to all Events.
4. This Procedure does not replace or supersede Dive Ontario's *Discipline and Complaints Policy*. Instead, this Procedure works in concert with the *Discipline and Complaints Policy* by outlining, for a designated person with authority at an Event, the procedure for taking immediate, informal, or corrective action in the event of a possible violation of Dive Ontario's *Code of Conduct and Ethics*.

Misconduct during Events

5. Incidents that violate or potentially violate Dive Ontario's *Code of Conduct and Ethics*, which can occur during an competition, away from the area of competition, or between parties connected to an Event, shall be reported to a Dive Ontario person in a position of trust (designated person).
6. The designated person at the Event shall use the following procedure to address the incident that violated or potentially violated Dive Ontario's *Code of Conduct and Ethics*:
 - a) Notify the involved parties that there has been an incident that violated or potentially violated Dive Ontario's *Code of Conduct and Ethics*
 - b) Convene a jury of either one person or three people (one of whom shall be designated the Chairperson), who shall not be in a conflict of interest or involved in the original incident, to determine whether Dive Ontario's *Code of Conduct and Ethics* has been violated. The designated person at the Event may serve on the jury
 - c) The jury will interview and secure statements from any witnesses to the alleged violation
 - d) The jury will secure a statement from the person(s) accused of the violation
 - e) The jury will render a decision and determine a possible penalty
 - f) The Chairperson of the jury will inform all parties of the jury's decision

7. The penalty determined by the jury may include any of the following, singularly or in combination:
 - a) Oral or written warning
 - b) Oral or written reprimand
 - c) Suspension from future competitions at the Event
 - d) Ejection from the Event
 - e) Other appropriate penalty as determined by the jury
8. The jury does not have the authority to determine a penalty that exceeds the duration of the Event. A full written report of the incident and the jury's decision shall be submitted to Dive Ontario following the conclusion of the Event. Further discipline may then be applied per Dive Ontario's *Discipline and Complaints Policy* if necessary.
9. Decisions made in the scope of this Procedure may not be appealed.
10. This Procedure does not prohibit other Individuals from reporting the same incident to Dive Ontario to be addressed as a formal complaint under Dive Ontario's *Discipline and Complaints Policy*.
11. Dive Ontario shall record and track all reported incidents.