

BRYST Equity and Inclusion Policy

BRYST is a strong supporter of having a safe sport environment for all soccer players, parents, officials, coaches, and administrators. Verbal and physical abuse directed by or towards any game official, player, coach, spectator or staff member will not be tolerated. Accordingly, BRYST has set up a Zero Tolerance Policy to help ensure the safety and enjoyment of all club members.

POLICY

Any member, player, coach, parent, relative or guardian determined by the BRYST Discipline Committee to be guilty of abusive conduct or harassment (as defined by the BRYST /Ontario Soccer Harassment Policy) towards a game official, player, coach, spectator, or staff member during a BRYST indoor or outdoor house league or representative exhibition game or practice, may result in ALL playing members of the immediate family in question, at the Discipline Committee's discretion, being deregistered from BRYST. If de-registered, all fees will be forfeited to BRYST.

1. First Offence – any spectator judged by the Club's Discipline Committee to be guilty of abusive/harassing conduct toward anyone in attendance at a Club event will be reprimanded in writing.
2. Second Offence – any spectator judged by the Club's Discipline Committee to be guilty of a second conviction of abusive/harassing conduct toward anyone in attendance at a Club event will be required to attend an in-person hearing at the Club office. A second offence may result in a spectator being suspended from attending future games and practices for a specified period of time as determined by the Club's Discipline Committee.
3. Third Offence – any spectator judged by the Club's Discipline Committee to be guilty of a third conviction of abusive/harassing conduct toward anyone in attendance at a Club event will be placed as a Member of Bad Standing of the Club. Their children will be deregistered from BRYST and there will not be any refunds issued.

In extreme cases and/or depending on the nature of the behavior, the Club's

Discipline Committee may suspend a guilty party from attending future games or remove them from the club entirely after a first or second offence.

If the source of abuse is from an Ontario Soccer registrant (team official), discipline procedures are already in place and will be forwarded using the proper application of the Ontario Soccer Policies (Section 9.0 – Discipline)

PROCEDURES

When a person in attendance at a BRYST Representative game feels they are being abused/harassed, as per the scope of this policy, the game official will be allowed to suspend the game.

The game official must inform both coaches that the game has been suspended and file a Special Incident Report with the club within 24 hours.

If a spectator's behaviour results in a game official suspending play, the coach, when possible, will provide the name of the individual(s) that is identified by the game official. The coach must then advise the individual(s) that the next occurrence of this behaviour will result in abandonment of the game. If it is determined that this individual(s) is not associated with either team, they may be warned that local authorities will be called to deal with the incident.

Where a situation cannot be rectified the game will be abandoned. Should the incident be resolved, the official must inform the Club Head Referee that the game was briefly suspended and the official must file a Special Incident Report to the club.

If an incident of abuse/harassment is not recognized by a game official or takes place in a non-game situation the team officials must report such an incident to the club. Details of the incident must be provided so that it may be investigated thoroughly by the Club's Discipline Committee.

A spectator who feels that they have been the subject of, or witness to, abusive behaviour, may submit a written complaint directly to BRYST at info@brystsoccer.com. Details of the incident must be provided so that it may be investigated thoroughly by the Club's Discipline Committee.

This policy shall be reviewed annually by the BRYST Board of Directors to ensure

compliance and fair and equitable application of Ontario Soccer Policies and Procedures.