

#### Section IV- Discipline Procedures:

1. Any report alleging a breach of member obligations under the WGMLA's Code of Conduct or the OLA Code of Conduct should be submitted in writing to the Club President.

Separately, the WGMLA may act on any breach without a written report, provided any Board member, staff member or key volunteer (collectively referred to as WGMLA Representatives) is a direct witness to the violation.

2. Upon receiving the report, the WGMLA Board Members will appoint a sub-committee consisting of at least 2 WGMLA board members. Committee participation can include up to 2 WGMLA members who are not currently sitting on the board.
  - a. The committee will conduct due diligence to further investigate the complaint including issuing invitations to hearings with all affected parties.
  - b. The chair of the sub-committee shall then formally report their recommendations to the WGMLA board members. The WGMLA board members will then review and or ratify the recommendations.
3. The WGMLA retains a range of options when addressing violations of the Code, including but not limited to any one or combination of the following consequences:
  - Verbal or written apology
  - Verbal or written warning
  - Mandated education
  - Probation with conditions
  - Suspension from some or all participation
  - Eligibility restrictions for a pre-determined period of time, or on specified roles within the sport
  - Prohibition on attendance (notice of trespass)
  - Permanent ineligibility within the OLA
4. Suspensions of four (4) games or less, or fines of \$500 or less, are not appealable. Appeals may only be requested on behalf of the suspended individual within 14 days of the event/occurrence ruling by the WGMLA
5. Exclusive Jurisdiction for Member Complaints: All complaints, grievances, or disciplinary matters alleging misconduct, policy violations, or other issues against any WGMLA member shall be directed **solely and exclusively** to the WGMLA itself.

