FOOTBALL ONTARIO SAFE SPORT POLICIES

How a complaint is handled

ITP

Every complaint starts with ITP

ITP, as the Independent Third Party, reviews each complaint. It decides whether the complaint is accepted and whether it follows Process #1 or Process #2. These decisions cannot be appealed.

PROCESS #1

Less serious matters

Handled by the Discipline Chair, appointed by Football Ontario

TYPICAL EXAMPLES

- Disrespectful conduct
- Minor incidents of violence
- Conduct contrary to Football Ontario's values
- Minor violations of the Code of Conduct

WHAT HAPPENS

1. After ITP's triage, the matter goes to the Discipline Chair.
2. The Discipline Chair reviews the submissions.
3. The Chair decides the sanction and informs the Respondent. It takes effect immediately.
4. The decision is final and cannot be appealed.

FOOTBALL ONTARIO'S ROLE

Decides the outcome through its Discipline Chair and keeps the record of sanctions.

PROCESS #2

Serious matters

Handled by an ITP Case Manager

TYPICAL EXAMPLES

- Repeated minor incidents
- Abusive, racist or sexist behaviour
- Hazing, harassment or sexual misconduct
- Major violations of the Code of Conduct

WHAT HAPPENS

1. ITP appoints a Case Manager.
2. The Case Manager considers mediation and appoints an Investigator if needed.
3. The Case Manager appoints an external Discipline Panel, usually a single Arbitrator.
4. The Panel decides in writing within 14 days of the hearing.
5. The decision may be appealed under the Appeal Policy.

FOOTBALL ONTARIO'S ROLE

Decides on provisional measures (see below). Receives the written decision, administers any sanctions and keeps the record.

PROCESS #2 ONLY

Provisional measures

Football Ontario decides, based on ITP's recommendation. A provisional measure is an interim step. It is not a decision on the complaint.

1. ITP provides a recommendation on a serious matter.
2. Football Ontario decides whether to act. If the incident is serious enough, it may provisionally suspend the Participant.
3. The measure lasts until the criminal process, the hearing or the Panel's decision is complete.

THE SIMPLE WAY TO REMEMBER IT

ITP does the triage. It decides whether the complaint is Process #1 or Process #2.

Process #1: ITP refers it to Football Ontario, and the Discipline Chair, appointed by Football Ontario, decides.

Process #2: it stays with ITP, and the Case Manager runs it. Football Ontario decides on provisional measures.

Source: Football Ontario Discipline and Complaints Policy, Version 2.0. Prepared by ITP Sport & Recreation.