

Conduct Policy of the World Flying Disc Federation

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I. INTRODUCTION

This policy defines a code of conduct for Member associations of the World Flying Disc Federation ("WFDF") and such individual associations' members, including competitors sponsored by the Member, officials, officers and other affiliated parties ("Constituents"). It details the bodies that manage matters related to conduct, and it describes the procedures for addressing instances of improper or inappropriate conduct. The primary mechanism for dealing with disputes is direct discussion between the persons or teams involved. The WFDF applauds the maturity its members regularly exhibit in resolving their own disputes and correcting their own misdeeds, and celebrates the general irrelevancy of this very policy. However, in the rare circumstance where formal redress is needed, this policy takes effect.

A. Basis in the Bylaws

The basis for this policy is based upon the WFDF Bylaws which state:

ARTICLE X - DISPUTE RESOLUTION

The Board shall have the authority to establish policies, subject to approval of the Congress, to adjudicate disputes among Members or between Members and itself. Such disputes may include, but shall not be limited to, disputes regarding eligibility for membership, eligibility for individual participants in Sanctioned Events, rulings with regard to world records, rulings involving anti-doping violations, and rulings with regard to disciplinary issues concerning tournaments or events sanctioned by WFDF. The Board, with the approval of the Congress, shall establish conduct policies for the on-site adjudication of disputes at tournaments or other events sanctioned by WFDF and for the off-site decision-making procedures for dispute resolution. In addition, such policies shall provide for a fair and appropriate appeal process within WFDF. No matter what the difference between the disputing parties, no case may be taken to a court of law, and as a condition of membership WFDF shall require Members to renounce the right to take a dispute before a court of justice. WFDF will only recognize and accept the decisions of the Court of Arbitration for Sport (CAS) in Lausanne (Switzerland) should the necessity of an appeal against a WFDF decision arise.

B. Scope of the WFDF Conduct Policy

When it comes to conduct policy and potential disciplinary action, WFDF is responsible for and has the right to adjudicate issues relating to WFDF Sanctioned Events or issues arising between or among two or more Members and/or their Constituents. WFDF does not take responsibility or have the right to adjudicate issues relating to issues between or among the Constituents of one Member that do not involve a WFDF Sanctioned Event or other Members and their Constituents.

Beyond its own rules, the WFDF expects all Members and their Constituents to abide by the laws, regulations and statutes of the legal jurisdiction in which they participate in any event or activity, whether at WFDF-sanctioned events or not. WFDF, its officers, directors, agents, and affiliates will cooperate fully with the relevant authorities to ensure compliance with such laws, regulations and statutes, and it is expected that all Members and their Constituents will do the same.

C. Good Conduct

Although much of this document deals with inappropriate conduct and potential disciplinary procedures required to redress such conduct, it is crucial to note that good conduct is appreciated and commended by WFDF through its several awards recognizing individuals and teams which uphold and demonstrate the Spirit of the Game of Ultimate and sportsmanship in other flying disc disciplines. In addition, we assume that all competitors and ancillary parties understand the benefits of fair and respectful play.



II. ACTING DISCIPLINARY AUTHORITIES AND THE CONDUCT COMMITTEE

The WFDF employs two systems, independent and operating in parallel, to ensure proper conduct in all flying disc-related activities over which it has jurisdiction. One system is overseen by the on-site administration during a Sanctioned Event and one by the Board of Directors or its designated Conduct Committee for any and all matters.

A. Acting Disciplinary Authorities

WFDF must enforce its conduct policy and be able to institute real-time resolutions, decisions, and penalties if there are conduct infractions in the midst of a specific Sanctioned Event or program. These resolutions, decisions, and penalties are to be administered by an Acting Disciplinary Authority, which may be a Tournament Director, designees of the Tournament Director such as a Tournament Rules Group (TRG), an officer or Board Member of WFDF, or some other WFDF-appointed individual or group. An Acting Disciplinary Authority may, as necessary, impose sanctions or penalties for violations of the Code of Conduct described herein, in order to ensure expedient administration of its duty. However, the potential sanctions or penalties are limited to participation at the specific Sanctioned Event or program in progress, and could include limited redress such as censure for inappropriate behavior, to sitting out one game or event in a multi-game/event event, to not being allowed to participate in the balance of the Sanctioned Event or program, to entire event disqualification for the individual or entire team if the infraction is egregious enough.

(i) Tournament Rules Group

A Tournament Rules Group (TRG) shall be established at each WFDF Sanctioned Event before play begins, traditionally at the Captains Meeting. The TRG shall arbitrate on-field and off-field disputes between players, staff and members of the public. The TRG is chaired by the Chair of the Relevant Disc Sport Committee or the delegated representative, and includes the Tournament Director of the event or the delegated representative, and one competitor from each division represented at the event.

The TRG will address formal requests, complaints or protests about any issue concerning on-field or off-field activities. Requests, complaints or protests may be brought to the attention of TRG by any Team Captain or Team Representative or registered competitor. Requests, complaints or protests may be brought at any time during the period starting from the beginning of the Sanctioned Event to midnight on the final day of play. Upon receipt of a request, complaint or protest the TRG will meet at its earliest convenience and make a decision available to all parties involved at least two (2) hours before the start of play the following day. The decision shall be posted in writing where all competitors may have access to read the outcome. Further, any issue that is reviewed by the TRG or that involves any ejection of a player form a game, match or balance of a tournament must be reported to the WFDF Board in writing by the chairperson of the TRG within 30 days from the end of the Sanctioned Event.

The TRG may, at its discretion, disqualify a player or an entire team from any event or from the entire tournament whenever that player or team exhibits violent, obscene, abusive, disruptive or illegal behaviour; cheats or otherwise attempts to create an unfair advantage for themselves or disadvantages others through circumvention of the rules; or otherwise causes substantial hardship, inconvenience or annoyance to spectators, officials or players. The TRG may also censor an individual player or team orally or in writing; alter or nullify the result of any event; or order an event to be partially or completely replayed. In the event of an extremely serious conduct violation the TRG may, after disqualifying a player or team from competition, refer the matter for later review and sanctioning actions by the WFDF Board of Directors. Any player or team disqualified from the tournament shall forfeit all fees paid.

If any member of the TRG has a vested interest in any matter put to the TRG that member shall be withdrawn to be replaced by their representative, or in the case of an elected player another elected



player from another division. Should two or more members of the TRG have a vested interest in the matter put to the TRG they shall be replaced by unbiased WFDF officials available at the tournament.

If an issue is brought to the TRG that effects the general interest of all or a group of teams participating in the tournament, the TRG may call an advisory Captains' Meeting of all or selected teams. The calling of such a meeting does not in any way reduce the powers of the TRG and the TRG is in no way bound to suggestions or decisions made by such a Captains' Meeting.

If any player or team, or group of teams, chooses to challenge a decision made by the TRG in the course of handling a request, complaint or protest during a WFDF World Ultimate Championship tournament, they should file a written protest to the WFDF Board of Directors within 30 days of occurrence

(ii) Conflicts or Additional Actions

It is feasible that more than one Acting Disciplinary Authority may have jurisdiction over an event. In such cases, the multiple Acting Disciplinary Authorities with jurisdiction should coordinate their efforts, in order to determine a consistent and appropriate course of action.

The immediate decisions of an Acting Disciplinary Authority are essential for the proper administration of the sport and are not recorded as violations of the conduct policy. For example, the TRG has the authority to eject a violent player from a tournament. In such case, the ejected player may face further sanctions if a violation of conduct is found to have occurred after a complaint is submitted to the Conduct Committee -- a separate enforcement body.

B. The Conduct Committee

The second system of ensuring proper conduct is the disciplinary oversight of the Board of Directors directly or through the establishment of an *ad hoc* Conduct Committee. The Board, or Conduct Committee acting as proxy, employs a complaint-defense-review-appeal process to ensure justice in resolving allegations of improper conduct. In the example of the ejected player, if a conduct complaint is filed and the Board or Conduct Committee determines that the complaint merits hearing, the player will be given an opportunity to submit a defense against the allegations, and, as described below, the Board or Conduct Committee will rule based on the complaint, the defense, and its own investigation. The defendant may appeal the ruling. The Board or Conduct Committee ensures that conduct complaints are adjudicated with prudence and that violations are met with appropriate punishments, independent of those necessary to keep events running smoothly.

Both systems of enforcement protect the same standards of conduct described in Section III.A. The two-pronged regulatory structure described here ensures the expedient administration of flying disc-related activities by WFDF as well as swift and prudent enforcement of its Code of Conduct.

III. CODE OF CONDUCT AND OTHER REGULATORY CODES

The Code of Conduct described here applies to all WFDF Members and their Constituents in every flying disc-related activity covered under the scope of this policy, as well as to all disciplinary authorities within WFDF. This means that an Acting Disciplinary Authority is judging on-field behavior by the same standards as is the Conduct Committee. Nonetheless, different authorities may have further regulations to enforce which are irrespective of conduct. Thus a competitor showing up late for a scheduled match, for example, may merit a point penalty from an appropriate onsite official while constituting no breach of the Code of Conduct of the WFDF. Moreover, these several disciplinary bodies may adjudicate in different ways upon the same actions. For example, the TRG may determine that a competitor is disqualified from further participation in a Sanctioned Event for fighting but could not impose longer-term sanctions on such competitor, whereas the Board or Conduct Committee is not so narrowly bound in its sanctions.



A. Code of Conduct

WFDF Members and their Constituents are expected to behave in a manner consistent with the ideals and vision of the organization. This responsibility manifests itself on the playing field, in interactions with the administration and officers of the WFDF, and in dealings with other Members and their Constituents.

(i) Conduct During Sanctioned Events

"Conduct During Sanctioned Events" refers to the actions of Members and their Constituents during the entire course of a WFDF Sanctioned Event; this is applicable both to actions during a competitive match as well as to actions outside of play-related matters. Members and their Constituents are expected to treat one another with respect, to conduct themselves in a safe and orderly manner, and to adhere to the rules of the applicable Disc Sport while competing, in addition to adhering to any specific tournament and site regulations, including the WFDF rules on anti-doping.

Violations of conduct occur upon the breach of these expectations. Sanctioned Event Conduct violations may therefore include (with the clause being violated appearing in parentheses), but are not limited to, abusive heckling (respect), spiking the disc on another player (respect, safety), dangerous play (safety), spitting at another player (respect), cheating (rules), deliberate fouling (rules), reckless behavior at a tournament party (order, safety), drinking on the sidelines when prohibited (site regulations), taunting (respect), and violence against another player (respect, order, safety).

Repeated, excessive or deliberate inappropriate conduct constitutes a violation of this conduct policy. An individual instance of inappropriate conduct may also warrant sanctioning by the Conduct Committee if the action is severe enough. Such a sanction may be in addition to any sanctions or penalties imposed by an Acting Disciplinary Authority.

Physical violence against another competitor can never be condoned and will always be sanctioned. Violations of the WFDF Anti-Doping Rules are governed under the specific provisions of that policy.

Actions that result in the involvement of local legal authorities will be reviewed with particular scrutiny.

(ii) Conduct regarding WFDF

"Conduct regarding WFDF" refers to actions by a Member or its Constituents in dealing with Tournament Directors and their staff, officers and administrators of WFDF, including but not limited to actions, statements, written words, or documents of a Member's officers or staff, or players or teams governed by a Member. Members and their Constituents are expected to be truthful and respectful in their dealings with the TRG and other officials of WFDF.

Violations of conduct occur upon the breach of these expectations. Violations of Conduct regarding WFDF may therefore include, but are not limited to, filing a fraudulent roster; hacking the WFDF Website; supplying fraudulent membership data to the WFDF; hosting a WFDF Sanctioned Event but excluding a competitor based on a personal grievance; theft of privileged information from WFDF or its directors, officers or administrators; obstructing an agent of the WFDF from performing his/her duty; and libel against a director, organizer or administrator regarding WFDF-related activity. For example, a player who groundlessly accuses a Board member of embezzlement while being interviewed live on television may violate this Code of Conduct on the grounds of slander, even if that player later recants while off camera.

Tournament Directors and their staff, the TRG, members of the administration of the WFDF, and other such WFDF-appointed individuals or groups may serve as Acting Disciplinary authorities with respect to violations of the Conduct regarding WFDF, provided the conduct pertains to an event or process reasonably under their jurisdiction. For example, a Tournament Director or TRG is the Acting Disciplinary Authorities for Conduct regarding WFDF in connection with a Sanctioned Event. A



Tournament Director who finds that a team has filed a fraudulent roster (one that has ineligible participants of other nations on it, or an over-aged junior player) may exclude that team from competition. Any further disciplinary action beyond that imposed by an Acting Disciplinary Authority can only occur as a result of a complaint submitted to the Conduct Committee or Board.

(iii) Conduct within the Flying Disc Community

Members and their Constituents are expected to act consistently with the mission of the WFDF to promote flying disc sport. Actions inimical to flying disc sport are violations of conduct. Such violations may include, but are not limited to, libel against Members and their Constituents in the media, publicly bad-mouthing other Disc Disciplines, obscene acts on televised media featuring flying disc sports, and vandalism or other destructive behavior toward a Sanctioned Event facility.

B. Other Regulatory Codes

Note that an Acting Disciplinary Authority may adopt any of a number of reasonable regulatory measures (such as a point penalty scheme for a competitor who is not prepared to play on schedule) for administering penalties within the course of a Sanctioned Event. Such regulatory guides must conform to the outlines of this Code of Conduct. Actions resulting in penalties administered through the application of such guides do not constitute conduct violations unless a complaint is filed by the Acting Disciplinary Authority or eyewitness member and are deemed so by the Board or Conduct Committee as proxy. Likewise, actions which receive no rebuke under such codes may still be considered as improper conduct upon complaint and review, and thus are subject to sanctioning under this policy.

IV. THE ADJUDICATION PROCESS

A. Complaint

(i) Complaint to or by an Acting Disciplinary Authority

A complaint against a Member or its Constituents may be made by directly contacting an appropriate Acting Disciplinary Authority, which may act upon such a complaint as it sees fit. No written complaint is necessary. Further, an Acting Disciplinary Authority may originate a complaint if they personally witness a perceived violation of the Conduct Policy.

(ii) Complaint to the Conduct Committee

A complaint against a Member or its Constituents can be filed by any other Member or its Constituents, or group thereof, any Acting Disciplinary Authority, any member of the administration of the WFDF, or by any officer or other person or entity designated by WFDF. In the case of a complaint against on-field conduct, the complainant must be a witness to the conduct in question. An individual who hears of but does not witness offensive conduct may request an investigation by the administration or officers or directors, who may act on such requests at their discretion.

A complaint is lodged by completing a Complaint Form and submitting it to WFDF. The complaint must be filed within thirty (30) days of the conduct in question, unless an extension has been granted by the Board or Conduct Committee as proxy. Multiple complaints regarding a single allegation of poor conduct may be treated as a single complaint.

The Board or Conduct Committee as proxy will determine whether a complaint is credible enough to warrant a hearing. In the event that it is, the Board or Conduct Committee will inform the defendant of the complaint, making known to him or her the allegations being charged. The defendant will have thirty (30) days to submit a written defense.



B. Review

Actions by an Acting Disciplinary Authority may be taken without a formal complaint and without a hearing. However, it is encouraged that the Acting Disciplinary Authority uses its discretion in this authority, and ensures that all the facts are known prior to exercising its authority, and a hearing which gives all affected parties an opportunity to present their perspective on a situation will often be appropriate.

Whenever there is a conduct complaint, the Board of WFDF will appoint an *ad hoc* Conduct Committee comprised of three board members with no direct connection to or conflict of interest with the complainant or the defendant. The Conduct Committee acts as the disciplinary committee on behalf of the full Board of Directors. The Board retains the right to revoke such delegation and hear a complaint as a full Board if it so chooses. Rulings of the Conduct Committee are based on majority vote when no consensus can be reached. In the event of a tie, the chair of the ruling committee casts the deciding vote (i.e., the Chair of the Conduct Committee as proxy). Rulings of the Board are based on majority vote as defined by the WFDF Bylaws. Rulings must be delivered within sixty (60) days of receipt of the defendant's statement (or failure to file or stated waiver of the right to file, whichever is earliest). Unless otherwise stated, rulings take effect immediately. The Board or Conduct Committee will adjudicate based on the complaint, the defense, and any pertinent evidence obtained in the course of investigating the complaint.

C. Appeal

(i) Appeal of an Acting Disciplinary Authority

A sanction imposed by an Acting Disciplinary Authority can be appealed by submitting a written appeal to WFDF within thirty (30) days of the sanction. Such appeals are heard by the President in cooperation with Chair of the Committee for the involved Disc Sport. For example, an appeal to the action of a Tournament Director at a Sanctioned Event for Ultimate would be heard by the President and the Chair of the Ultimate Committee. The President has the sole vote in such appeals. Appeals will be decided within thirty (30) days of receipt.

(ii) Appeal of the Board or Conduct Committee

A member found to have been in violation of proper conduct will have the opportunity to challenge the decision of the Board or Conduct Committee by submitting a written appeal to WFDF within thirty (30) days of notification of the decision. Appeals may contest the decision, challenge the appropriateness of the punishment, or introduce compelling new evidence. Appeals which merely restate a case will be deemed frivolous and need not be heard. The entire Board will review appeals and rule within ninety (90) days of receipt. Rulings on appeals of the Board are based on majority vote as defined within the WFDF Bylaws. Unless otherwise stated, rulings on appeal take effect immediately.

In the event that a penalty or sanction by the Board or Conduct Committee pertains to an impending event, the appellant may request an expeditious hearing of his/her appeal.

No matter what the difference between the disputing parties, no case may be taken to a court of law, and as a condition of membership WFDF shall require Members renouncing the right to take a dispute before a court of justice. WFDF will only recognize and accept the decisions of the Court of Arbitration for Sport (CAS) in Lausanne (Switzerland) should the necessity of an appeal against a WFDF decision arise.

(iii) Appeals of Rulings Involving Violations of WFDF Anti-Doping Rules

Cases involving further appeals of rulings involving violations of WFDF Anti-Doping Rules shall be governed under the specific rules contained in WFDF's Anti-Doping Policy.



V. SANCTIONS

A. Sanctions by an Acting Disciplinary Authority

An Acting Disciplinary Authority may impose sanctions necessary for the administration of its duties. Such sanctions may include, but are not limited to, assessment of penalty points against a team or player, ejection of a team or player from a single match, ejection of a team or player from the remainder of a Sanctioned Event, or rejection from a roster.

No Acting Disciplinary Authority may suspend any player or team from participation in any event other than the immediate Sanctioned Event being administered by that authority. The same restriction applies to probation.

B. Sanctions by the Board or Conduct Committee

The Board or the Conduct Committee acting as proxy is not limited in its range of sanctions, except by the requirement that the penalty be proportionate with the severity of the action or its consequences. Such sanctions may include, but are not limited to, any sanctions that an Acting Disciplinary Authority may impose, public or private censure, demand of public or private apology, demand of completion of service to the flying disc community, probation, and suspension from participation in WFDF Sanctioned Events.

Suspensions or penalties occurring for a duration of time longer than one (1) year will be reviewed annually by the Board of Directors.

VI. SUMMARY

The WFDF expects all Members and their Constituents to treat one another with respect, and to be truthful and considerate in their dealings within the organization and the disc community. These standards of conduct are maintained by the strong tradition of etiquette and sportsmanship within the flying disc community, and by good-faith resolutions of disputes among the parties involved.

In the rare event that self-governance does not suffice, the WFDF Code of Conduct is enforced by two bodies: (1) through Acting Disciplinary Authorities and (2) by the Board of Directors, through the Conduct Committee. During WFDF events, the Acting Disciplinary Authority may take such steps and impose such penalties as necessary to keep events running smoothly. A player thus penalized may appeal to WFDF Board or the designated Conduct Committee.

The Board of Directors oversees the conduct of WFDF members through a complaint-defense-review-appeal process. Complaints are filed within thirty (30) days of an incident and individual defendants and their representative Member Associations are given thirty (30) days to submit a defense. Rulings are made by the Board-designated Conduct Committee within sixty (60) days, and appeals filed within thirty (30) days of a ruling are then decided within ninety (90) days of receipt by the full Board of Directors. The Board or Conduct Committee is not limited in its range of sanctions, but penalties lasting more than one (1) year will be reviewed annually. The two systems of enforcement operate independently.



WFDF CONDUCT COMMITTEE COMPLAINT FORM

complainant will be informed of the progress and eventual disposition of the complaint. The complainant

The complainant takes on a great deal of the responsibility for the success of the complaint. The

Date Filed:

Complainant Information

		I in the complaint, contacting a case for their allegation	ng witnesses in support of the m/s.			
Complainant Name:						
Phone:	E-ma	E-mail:				
Sanctioned Event of the	incident:					
Role at the Sanctioned I	Event:					
Victim/s (If different fro Name	om the complainant): Phone	Email	Team/Affiliation			
	led against an individual, ement (see below) is a goo	more than one individual, on the contract of t	or a team; however, be careful aplaint is filed against.			
Name (*if known)	Phone (*)	Email (*)	Team/Affiliation (*)			
Sanctioned Event:						
Tournament Director:						
Site:						
Date of Event:						

Allegation Statement:

The allegation statement must be a concise statement of a single specific breach. Should there be more than one allegation, there should be only one allegation statement per breach. Should there be multiple breaches, the Conduct Committee will decide whether to pursue specific breaches individually, or as a group. Please note that the success of your complaint may be determined by whether the allegation as stated in the Allegation Statement can be supported. It is possible that the Conduct Committee could find the Allegation Statement sufficiently imprecise that it would be dismissed for that reason.



Description of Incident:

Please give as clear and detailed a description as possible of the complaint incident and the sequence of events that led to the incident. Clearly distinguish between events you personally witnessed and events which you are repeating as hearsay. The complainant may consider submitting a separate witness statement.

Participants/Witnesses:

The complainant is asked to provide evidence in support of the allegation. Participants and witnesses identified by the complainant will be contacted by the WFDF and asked to provide a written statement. It may be in the best interest of the complainant to ask participants and/or witnesses to provide written statements for the submission of the complaint. Include Tournament or WFDF Officials if applicable. If you do not know the name of a witness, you should be as descriptive as you can about them. For example, "the guy in the green hat who was selling discs.: The Conduct Committee will attempt to find out names of unknown witnesses, but please be aware that it is fairly unlikely that mystery witnesses will be found. Most, if not all, witnesses identified will not be asked twice to submit a statement. The complainant is welcome to contact witnesses to verify whether they have submitted a statement. The complainant must understand that the entire collection of evidence and statements, including the names of the complainant and the witnesses will be forwarded to the accused to provide the accused the opportunity to respond.

Participants:

Name

List primary persons other than the victim/s involved in the incident, their affiliation, and their role in the incident.

Affiliation

Role

Phone Number Email

1) 2) 3) 4) 5) 6)				
Witnesses: Name 1) 2) 3) 4) 5) 6)	Phone Number	Email	Affiliation	Role



Additional Evidence:

If the complainant is aware of any additional evidence that would support the complaint, for example, videotape, please provide such evidence, or provide information as to who should be contacted regarding such evidence.

Upon receiving the complaint, the WFDF President will review it and will make an immediate determination to either dismiss the complaint or pursue it. Again, the success of the complaint is greatly in the hands of the complainant. A complaint submitted with supporting witness statements and/or video evidence would seem to have a greater chance of success than a complaint that consists of a one line allegation with no witnesses or a rambling narrative.

Should the WFDF President elect to pursue the complaint, a Conduct Committee will be organized to review the case. Upon electing to pursue the complaint, the accused will be informed of the allegations against them. The Chair of the Conduct Committee will contact the principals and witness in the incident and gather information. After the evidence in support of the allegation/s has been gathered, a copy of the entire accumulation of statements (with names) and evidence will be forwarded to the accused. The accused will be given the opportunity to respond to the allegation/s and provide witness statements and evidence in their defense.

The WFDF Conduct Committee will review the entire collection of evidence and enter into deliberation on the case. Upon reaching a consensus, the committee will issue a case report detailing its decision and any actions resulting from the complaint.

Should the WFDF President elect to not pursue the complaint, the complainant and the accused will be notified of that decision.

Completed forms should be directed to the attention of the WFDF Executive Director.