

World Amateur Muay Thai Association of Canada (WAMTAC)

DISCIPLINE POLICY

Note: In this policy, "DAYS" will mean total days including weekends or holidays unless otherwise described.

1. Policy Statement

- a) Membership and participation in the activities of WAMTAC offer many benefits and privileges, and at the same time members and participants are expected to fulfill certain responsibilities and obligations, including complying with the Code of Conduct of WAMTAC as well as with WAMTAC's other policies and procedures. Code of Conduct identifies part of WAMTAC's standard of behavior expected of all members and participants. Those who fail to meet this standard are subject to disciplinary procedures set out in this policy. Conduct not particularly identified does not exempt it from being assessed as improper or inappropriate.

2. Application of this Policy

- a) This policy applies to all categories of members of WAMTAC and to all individuals participating in activities with or employed by WAMTAC. These include, but are not limited to directors, officers, organizers, coaches, officials, athletes, managers, volunteers, medical personnel, employees and other members of WAMTAC.

3. General

- a) A disciplinary board shall consist of at least three members, one of whom will be the Director Discipline, who will be the Chairperson, another member who will act as Recording Secretary and a third member. This board shall hear all charges at any properly convened discipline hearing.
- b) Those requested to attend discipline hearings shall include:
 1. the person presenting the discipline report
 2. the club or person/s who is/are the subject of the report or that club or person's representative.
 3. witnesses
- c) In all cases of alleged physical assault on an official, that accused could be charged by the police and regardless of that outcome, the accused will also present their case to the Corporation's Discipline Committee, subject to d).
- d) In all discipline cases a hearing shall be convened within twenty one (21) days of receipt of the report of the offence and such report must be sent to WAMTAC head office and be received by WAMTAC head office within 14 (fourteen) business days.
- e) All those accused of an offence which will require their presence at a discipline hearing shall be given ten (10) day's notice, in writing, of the place, date and time of the hearing.

Continued on Page 2 of 6

World Amateur Muay Thai Association of Canada (WAMTAC)

DISCIPLINE POLICY

3. General (continued)

- f) In all discipline cases dealt with by the provincial discipline board, decisions shall be forwarded to the parties involved within fourteen (14) days of the hearing.
- g) Failure to appear at a discipline hearing following notification shall result in the suspension of the accused. The accused must request in writing another hearing within 21 (twenty-one) days from the initial missed hearing.
- h) At all discipline hearings the accused shall appear, at their own expense
- i) Any club or person who has been suspended as a result of a discipline hearing shall not take part in any Muay Thai activity until the completion of his/her sentence.
- j) Every club is responsible to the Corporation for the action of its athletes, coaches, officials, and spectators, and the club is required to take all precautions necessary to prevent spectators from threatening or assaulting athletes, coaches, officials or others.
- k) Individuals forming discipline committees must not in any way be actively involved in any discipline altercations and/or charges.
- l) At all discipline hearings involving alleged physical contact with officials, the person or persons submitting the report shall be given ten (10) days notice in writing, of the place, date, and time of the hearing and they shall attend the hearing.
- m) All those submitting reports involving alleged physical contact with officials, and all those other than the accused whose presence is required by the Committee, shall be given ten (10) days notice, in writing, of the hearings place, date, and time and they shall attend that hearing.

World Amateur Muay Thai Association of Canada (WAMTAC)

DISCIPLINE POLICY

4 Procedure – Discipline Hearing

The hearing will proceed once all required personnel are notified.

- a) The Chairperson shall read the report and shall then allow the person/s submitting the report, the opportunity to amplify or qualify the report.
- b) The accused or representative shall be allowed to question the person/s submitting the report, provided that, the questions are relevant. (Chairperson to distinguish if relevant)
- c) The Chairperson shall allow the accused to testify in his/her own behalf and shall allow witnesses to testify on behalf of the accused.
- d) At any time, the Chairperson and any committee member may question the accused and all witnesses. (This must be monitored by the Chairperson to prevent any abuse)
- e) Should the accused avail himself of the opportunity to testify in his own behalf, he may be questioned by any member of the committee and all such questions must be answered. If the accused fails to answer or refuses, this should have no bearing on the guilt or innocence of the accused.
- f) The accused and the person or persons submitting the report shall be granted the opportunity to submit final comments and the Chairperson shall then declare the hearing recessed. At this time all those other than the committee members shall leave.
- g) The Discipline Committee shall then consider the evidence and shall, whenever possible, arrive at a decision prior to adjourning. In the event, that the Committee decides that further investigation is required it will act accordingly and will notify all involved parties to that effect within seven (7) days. If a further hearing is considered necessary the Discipline Committee shall, without exception, give ten (10) days notice, in writing, of the place, date and time of that hearing to allow involved parties, and all parties shall be required to be present at that hearing.
- h) The decision of the Discipline Committee shall be made known to the accused, in writing, within ten (10) days of the hearing at which the decision was reached. If the accused was found guilty, the exact terms of the sentence applied shall be included with the decision and the accused shall be informed of all rights of appeal at the same time.

World Amateur Muay Thai Association of Canada (WAMTAC)

DISCIPLINE POLICY

5 Discipline Action - General

- a) All suspensions shall be for a stated period of time. Penalties imposed must state the date on which the club or person found guilty may resume Muay Thai activities.
- b) All suspensions listed are for minimum terms. Discipline Committees may increase the sentences and they may, in all instances involving those other than athletes, add monetary fines and/or bonds to any sentence. Such fines and/or bonds are subject to approval by the President and/or Vice President.

NOTE: Discipline committees may at their discretion, decide to issue a written warning to first time offenders, with the exception of physical contact-violent cases.

6 Discipline Action - Specific

For action by member/s against other athlete/s or coach/s.

a) For persistent misconduct, foul or abusive language:

First Offence	14 days suspension
Second Offence	30 days suspension

b) Physical Contact - Non-Violent

First Offence	30 days suspension
Second Offence	3 (three) calendar months suspension

c) Physical Contact - Violent:

For action by member/s against other athlete/s or club coach/s

Deliberate, sustained physical contact, in an attempt to injure, which offences shall include, but not be restricted to such acts as spitting, throwing of any object, and/or the inciting of any other person to commit such an act.

First Offence	180 days suspension
Second Offence	365 days suspension
Repeated Offences	Sine Die suspension

continued on next page

World Amateur Muay Thai Association of Canada (WAMTAC)

DISCIPLINE POLICY

6 Discipline Action – Specific (continued from previous page)

d) For action against Club Members:

Conducting and/or participating in unsanctioned Muay Thai events

First Offence	6 month suspension
Second Offence	Permanent Expulsion with no refunds

e) Conducting Muay Thai events which involve any of the following offences:

- 1) weigh-ins not conducted and/or not recorded and/or not submitted to the office within the set time limit (see Event Policy)
- 2) medicals not conducted and/or not recorded in the boxer's competition book
- 3) pre-bout medicals not conducted and/or not submitted to the office within the set time frame
- 4) doctor not in attendance throughout bouts
- 5) participation by unregistered officials
- 6) allowing participation by unregistered members
- 8) any other breaches unspecified within, but that appear in the Policy book

First Offence	60 days suspension
Second Offence	120 days suspension
Third Offence	365 days suspension

World Amateur Muay Thai Association of Canada (WAMTAC)

DISCIPLINE POLICY

f) For action by members against the Directors of the WAMTAC Board and its Officials

1) Insulting Conduct:

Personal remarks and/or allegations and/or physical actions without physical contact

First Offence	30 days suspension
Second Offence	60 days suspension
Third Offence	365 days suspension

2) Physical Contact - Non-Violent:

First Offence	90 days suspension
Second Offence	180 days suspension
Third Offence	Sine Die suspension

3) Physical Contact - Violent:

Deliberately sustained and/or repeated physical contact

First Offence	180 days suspension
Second Offence	365 days suspension to a maximum of Sine Die suspension

continued

World Amateur Muay Thai Association of Canada (WAMTAC)

APPEALS

- 1) All appeal notices, whether written or by recorded delivery will be referred to as a “Letter of Appeal”.
- 2) The Letter of Appeal, will contain, the reason for the appeal. As an example the punishment is unfair because another colleague did not suffer the same fate for the same infraction” and provide the details.
- 3) Appeals against decisions made by the Director of Discipline shall be submitted in writing by registered mail or recorded delivery to WAMTAC head office.
- 4) The “Letter of Appeal” must be accompanied by the correct fee in the form of a certified cheque or money order and a copy of the decision being appealed.
- 5) The fee for an Appeal is \$100.00 and will be refunded if the decision is overturned.