

MUAY THAI ONTARIO

Discipline Policy

POLICY DOCUMENT

Document Control

Policy Owner: Muay Thai Ontario Board of Directors

Effective Date: June 2026

Legal Basis: MTO Corporate By-Laws (s.25); Not-for-Profit Corporations Act, 2010 (Ontario)

Related Documents: MTO Code of Conduct, MTO Code of Conduct for Parents, MTO Harassment Policy, MTO Dispute Resolution Policy

1. Purpose

This policy sets out how Muay Thai Ontario (MTO) addresses violations of its By-Laws, Code of Conduct, and other policies, in accordance with Section 25 of MTO's Corporate By-Laws.

2. Who This Applies To

This policy applies to all MTO members, directors, officers, coaches, officials, volunteers, and parents/guardians of athletes, for conduct at MTO-sanctioned events and activities.

3. Grounds for Discipline

Disciplinary action may be taken where someone:

- Violates MTO's By-Laws, Code of Conduct, or other policies
- Engages in dishonest conduct or conduct that brings MTO into disrepute
- Violates competition, anti-doping, or safety rules
- Engages in harassment, abuse, discrimination, or violence

4. Process

MTO follows the process set out in Section 25 of its By-Laws:

1. MTO gives the individual at least 15 days' written notice, stating the reasons for the proposed action.
2. The individual may submit a written response at least 5 days before the notice period ends.
3. The Board considers that response before making a final decision.
4. The Board's decision is provided to the individual in writing.

5. Possible Sanctions

The Board may impose a warning, required training, suspension, removal from an event, loss of privileges, or termination of membership — proportionate to the conduct.

6. Interim Suspension

Where there is a credible, serious safety concern, the Board may impose an interim suspension while the process in Section 4 is completed. This is not a finding of wrongdoing.

7. Appeals

An individual may request a review of a decision in writing within 15 days. The Board will respond in writing within 30 days.

8. Confidentiality

Information related to a disciplinary matter is shared only with those who need it, in accordance with MTO's Confidentiality Policy.

9. Policy Review

This policy is reviewed at least every two years by the Board.