



ACL Policy Compliance Framework

1. Purpose

The purpose of this Framework is to ensure consistent, fair, and transparent enforcement of all ACL policies, including:

- Abuse & Molestation / SafeSport Policy
- Background Check Policy
- Concussion Policy
- Vehicle Use Policy
- Code of Conduct
- Incident Reporting Procedures
- Any additional ACL safety or operational policies

This Framework establishes the process, authority, and penalty structure for addressing violations by individuals, teams, volunteers, and officials.

2. Scope

This Framework applies to:

- Players
- Coaches and team officials
- Umpires and match officials
- Volunteers
- Board members and committee members
- Parents/guardians (where applicable)
- Entire teams

It applies during all ACL-sanctioned activities, including matches, practices, events, travel, and electronic communications.

3. Enforcement Authorities

ACL uses a distributed enforcement model with defined responsibilities.

3.1 Designated Safeguarding Officer (DSO)



Responsible for:

- Receiving and triaging safeguarding, abuse, and SafeSport-related reports
- Coordinating with law enforcement and SafeSport
- Recommending interim measures
- Maintaining confidentiality

3.2 League Safety Officer

Responsible for:

- Concussion-related enforcement
- Field and environmental safety issues
- Incident report intake and review
- Immediate risk mitigation

3.3 Background Check Administrator

Responsible for:

- Managing screening submissions
- Receiving eligibility determinations
- Ensuring no un-cleared individual participates

3.4 Disciplinary & Compliance Committee (DCC)

A 3–5 member committee appointed by the ACL Board.

Responsible for:

- Reviewing violations referred by DSO, Safety Officer, or Background Check Admin
- Conducting investigations
- Issuing penalties and sanctions
- Determining team-level consequences

3.5 ACL Board of Directors

Responsible for:



- Hearing appeals
- Reviewing high-severity cases
- Updating policies as needed

4. Reporting & Intake Process

4.1 How Reports Are Made

Reports may be submitted via:

- Incident Report Form
- Direct report to DSO or Safety Officer
- Anonymous reporting mechanism (if available)

4.2 Acknowledgment Timeline

- ACL acknowledges receipt within 48 hours
- Preliminary review completed within 72 hours

4.3 Assignment to Enforcement Path

Based on the nature of the violation, the case is assigned to:

- Safeguarding Path → DSO
- Concussion Path → Safety Officer
- Background Check Path → Background Check Admin
- Vehicle Use Path → Vehicle Admin
- Conduct / Team Accountability Path → DCC

5. Interim Measures

ACL may impose temporary measures during an investigation, including:

- Removal from matches or activities



- No-contact orders
- Suspension from volunteer or coaching duties
- Team probation
- Restrictions on communication with minors
- Temporary driving restrictions

Interim measures are not disciplinary and do not imply guilt.

6. Investigation Procedures

6.1 Standard Investigation Steps

1. Collect statements from involved parties
2. Review evidence (forms, messages, video if available)
3. Consult external authorities if required (law enforcement, SafeSport)
4. Document findings
5. Submit recommendation to DCC

6.2 Investigation Timeline

- Standard cases: 7–14 days
- Complex cases: up to 30 days
- Safeguarding cases: expedited

7. Penalty Structure (Unified Across All Policies)

ACL uses a consistent, escalating penalty ladder.

7.1 Individual Penalties

- Level 0: Education / Warning
- Level 1: 1–2 match suspension
- Level 2: Multi-match suspension
- Level 3: Season-long suspension
- Level 4: Permanent ban



7.2 Team-Level Penalties

- Formal warning
- Forfeiture of match
- Loss of playoff eligibility
- Team probation
- Team suspension
- Removal from league

7.3 Automatic Penalties

Certain violations trigger automatic consequences:

- Concussion same-day return: Captain suspension
- Un-screened volunteer participation: Team sanction
- Safeguarding violation: Immediate suspension pending review
- Driving without insurance/license: Immediate removal

8. Cross-Policy Enforcement Integration

Violations in one policy may trigger actions in others.

Examples:

- Safeguarding violation → background check review + team sanctions
- Concussion violation → SafeSport violation if captain pressures player
- Vehicle violation → incident reporting requirement
- Missing forms → player ineligible until resolved

This ensures no policy operates in isolation.

9. Appeals Process

9.1 Eligibility



Individuals or teams may appeal:

- Suspensions
- Team sanctions
- Permanent bans

9.2 Process

- Appeal submitted within 14 days
- ACL Board reviews case
- Decision issued within 14 days
- Decision is final

10. Confidentiality & Recordkeeping

ACL maintains:

- Investigation records
- Eligibility determinations
- Incident reports
- Disciplinary decisions

Access is restricted to authorized personnel only.

Records are retained per legal and insurance requirements.

11. Policy Review

This Framework is reviewed:

- Every two years, or
- When required by insurance, SafeSport, or governing bodies

Updates require ACL Board approval.