

Recruiting Complaint Summary

Mt. Douglas Secondary School

Introduction

As a way to communicate to the membership the efforts to deter recruiting while applying the rules as created by the Membership and in addition to use these circumstances to educate other member schools, BCSS will publish the results of the findings for recruiting complaints. This summary is not meant to provide a full record of the details, and wherever possible BCSS will remove names or identifiers of various individuals. The idea is to promote awareness of BCSS policies and compliance with them.

Complaint

BC School Sports received a written complaint, in a manner consistent with BC School Sports (BCSS) policy from Belmont Secondary School. The complaint was filed against Mount Douglas Secondary School for alleged recruiting violations.

As per BCSS policy, the Executive Director reviewed the documentation and determined that the complaint was reasonable and not frivolous and convened the Hearing Panel. The Hearing Panel reviewed the documentation and instructed the Executive Director to conduct specific interviews and research into the matter to provide further information for their deliberations. Once this was concluded, both parties were invited to participate in the call of the Hearing Panel. Following the call, the Hearing Panel ruled that Mt. Douglas had contravened the BCSS recruiting policy and delivered a sanction against Mt. Douglas consistent with the options provided by BCSS policy.

Appeal Process

Mt. Douglas exercised their right to appeal the decision of the Hearing Panel. The President, as stated in BCSS policy, reviewed the decision of the Hearing Panel and the materials that were presented during the Hearing Panel proceedings, as well as further documentation provided by Mt. Doug. Accordingly, he convened an Appeal Call in which the Respondent School was able to provide further information and answer questions from the President as he evaluated the merits of the Appeal.

Appeal Ruling

The President found that he agreed with the decision of the Hearing Panel. The actions of school personnel violated the recruiting policy as defined in BCSS policy. However, he recognized that the Hearing Panel had very restrictive and defined options for sanctions against Mt. Douglas, and upon review of the facts, felt that the sanction as handed down was not appropriate given the evidence used to determine recruitment had taken place.



With this in mind, the President, amended the penalty, as policy indicated was within his ability with the purpose of restitution to the membership and education of school leadership. The sanctions as imposed by the President were:

- 1) \$1500 fine, absorbed by the school, and not passed on to student-athletes
- 2) A meeting with the MD Principal, VP responsible for Athletics, and Athletic Director with the BCSS Executive Director in September at a mutually agreeable time
- 3) After the meeting with the BCSS Executive Director, MD to prepare, deliver and track education on the purposes of school sport, recruiting and reporting of violations to:
 - a. MD Administration
 - b. MD Coaches in all sports
 - c. Football Parents
 - d. Football Players
- 4) The Vice Principal in charge of athletics oversight and the Athletic Director shall both, attend the National Athletic Directors Conference (April 16-18, 2020 in Vancouver) and complete three CIAAA Leadership Training Courses as specified by BCSS.
- 5) Mount Doug remains a Member in Good standing but is on 5-year probation (through the 2023-24 academic year) in that any proven recruiting violations, could result in a one-year suspension in all BCSS activities, in addition to any other sanctions through that process.

It is important to note that the recruiting policy was drastically updated at the Spring 2019 BCSS AGM, and now provides a lot more clarity to what is and isn't permitted within a school sport environment. It also provides a more streamlined process for schools. BCSS encourages all Administrators and Athletic Directors to have a firm understanding of this policy.

This matter is now closed.

Respectfully,



Jordan Abney
Executive Director
BC School Sports



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