

Newark Rugby Union Football Club

Player's Disciplinary Process

PURPOSE AND SCOPE

The aim of the disciplinary procedure is to help and encourage players to achieve and maintain acceptable standards of conduct, by investigating reports of misconduct, taking appropriate action and informing players where improvement is needed.

GENERAL PRINCIPLES

In all stages, the following basic principles will be applied.

- a) No disciplinary action will be taken until the case has been appropriately investigated.
- b) At each stage in the procedure the player will be advised of the allegation/complaint made against him or her and will be given the opportunity to state their case before any decision is made.
- c) At each stage of the procedure the player will have the right to appoint a representative to act on his or her behalf.
- d) At each stage of the procedure, the player will have the right to be accompanied by a friend or colleague of his or her choice. This person's role is purely as an observer. Their testimony may be required at a future appeal.
- e) All players have a right of appeal against any formal disciplinary action imposed.

INFORMAL ACTION

In the case of a player's misconduct being reported in a match summary at selection meetings or in the case of a player receiving a number of yellow card warnings, then that player shall be cautioned verbally by the Chairman of Playing and the Captain of the team in which he has been selected to play.

FORMAL ACTION

Formal disciplinary action for misconduct will usually follow a referee's report. However, it may be that the action is serious enough for an immediate hearing in order to suspend the player from further selection until the referee's report has been received and investigations completed.

Examples of action which constitute misconduct are stated in the R.F.U's Discipline Regulations. The offences stated are only examples, given as a guide and are not intended to be exhaustive.

Further, if a player is found to be guilty of repeated offences of a nature set out in "Informal Action" above then such behaviour will be reported to the Club Disciplinary Panel. The player will be told the nature of the complaints and asked to make any

comments. If the Panel believes it to be appropriate then the player will be issued with a Verbal Warning with regard to the behaviour. A record will be kept on file for the remainder of the season, giving details of the offence.

Suspension from Selection

If a player is found to be guilty of serious misconduct reported by a referee then he or she will be suspended for an appropriate period from playing for any team within the club.

The Club's Disciplinary Panel may refer to the R.F.U's Discipline Regulations for guidance.

A record of action taken will be kept on the player's file and may be taken into account in the future.

DISCIPLINARY HEARING

If following an investigation a player is required to attend a disciplinary hearing, this will take place as follows:-

- a) The Club will form a Disciplinary Panel and meet formally to deal with the case. The Panel will consist of the Club's Disciplinary Officer (or a deputy appointed by him), the Chairman or Vice-Chairman of Playing and a senior player.
- b) The Club's Disciplinary Officer will chair the Panel and will firstly introduce those present, explain the reason for calling the disciplinary hearing and then describe the way in which the hearing will be conducted.
- c) The player or his representative will then have the chance to state his or her case fully, question the referee or his report and any witnesses. The other Panel member(s) hearing the case may also ask questions.
- d) If witnesses are called, they will only attend to give their statement and answer any questions.
- e) At the end of the hearing, the Chairman of the Panel will summarise the main points of the case. The player will then be given an opportunity to summarise his or her main points.
- f) If no further questioning is required by either party, the Panel will adjourn the hearing to consider all the evidence provided and make a decision. (If further information is required the meeting can be suspended while further investigation takes place.)
- g) The meeting is then reconvened and the Panel's decision is communicated to the player, together with the disciplinary action, if any, which will be taken.

If formal action is being taken, the player will be advised of:-

- 1) The level of the action
- 2) The reasons for the action
- 3) Expected future conduct and likely action if this is not reached
- 4) The right of appeal

These points will all be confirmed in writing. The player will be asked to sign a copy of this written confirmation, which will go on the player's file.

APPEALS AGAINST FORMAL DISCIPLINARY ACTION

There is a right of appeal against all formal disciplinary action. An appeal can overturn, reduce or increase the original decision.

If a player wishes to appeal against formal disciplinary action the player should do so in writing to the Club Secretary. This must be received within 5 days of receiving written confirmation of the disciplinary hearing outcome. The Secretary will reply to the request within five working days, giving details of who will be hearing the appeal and when it will be heard. A senior Officer of the Club will normally hear the appeal. Following the appeal, a written reply will be sent to the player within five days.

There is no further right of appeal.

EXTERNAL DISCIPLINARY ACTION

In cases investigated by the Notts, Lincs & Derbys Disciplinary Panel, the Club will ensure that any action taken by the Club internally is communicated to the Panel and taken into account.

In every case heard by the Notts, Lincs & Derbys Disciplinary Panel, the player requested to attend will be offered to be accompanied by a member of the Club's Main Committee.

There is an administrative fee levied by the NLD Disciplinary Panel, which is payable by the player on the night of the hearing, irrespective of the outcome of the hearing.