

# CLUB DISCIPLINARY CODE

Players are reminded to represent Phoenix Reading Hockey Club at its best both on and off the field

The Disciplinary Committee shall consist of the Chair, Vice Chair and the Club Captains of the Mens and Ladies sides. This Committee must meet within four days of being made aware of an event warranting a disciplinary decision, the result of which will be transmitted to the offender through his/her captain as soon as possible. Should the event also be subject to an investigation by the Governing Body (or an affiliate body such as the Umpire Association), the Club Disciplinary process will only start once that investigation has been completed.

The scope of the Disciplinary Committee and its rules will be to cover any type of hockey where members represent Phoenix Reading Hockey Club - outdoor, indoor, junior and mixed, and where members of Phoenix Reading Hockey Club are representing other clubs/organisations and are subject to an official penalty.

The Club Disciplinary Committee may be convened for any perceived breach of the Code of Ethics and Behaviour, with the aim of protecting everyone within the game and upholding the integrity of our club.

## Red Card and Match Day Misconduct Offences

The following are the mandatory minimum penalties for a Red Card Offence prescribed in the England Hockey Red Card and MMO (Match Day Misconduct Offence) Regulations (as at August 2021).

Phoenix Reading Hockey Club may impose additional penalties including suspension as it may deem fit.

The mandatory minimum periods of suspension for the following offences shall be:

	No. day's suspension
a) where physical violence is not used, attempted or threatened	16
b) where physical violence is used, attempted or threatened to a player or any other person	30
c) where physical violence is used, attempted or threatened to an umpire or properly appointed tournament or match official	60

Full details of the Red Card and MMO processes are documented in the England Hockey Regulations on their website: [Red Cards And MMOs | England Hockey](#)

## Yellow card offences

These will be recognised by the Club and recorded. Any player receiving 3 yellow cards will be subject to a Club disciplinary hearing. Any player receiving a yellow card for dissent will be subject to a Club disciplinary hearing.

## Club Disciplinary hearing process

Before the meeting

1. The disciplinary committee will be made aware of the incident needing a hearing.
2. The member concerned will be advised of the reasons for the hearing and the date and time of the meeting.
3. The disciplinary committee will collect reports and evidence as needed in advance of the hearing.
4. The member may be invited to attend the hearing, and given sufficient notice to attend.
5. The member will be asked if they wish to invite any witnesses to speak on their behalf.

#### During the meeting

1. The committee should be introduced, and any objections lodged about the composition of the committee.
2. The Chair should read out the reason for the meeting and the nature of the charge against the member.
3. The member should be asked to talk through the incident and put forward any mitigation.
4. Both the member and the disciplinary committee may call witnesses as appropriate to attend the disciplinary hearing; any witnesses called may be cross examined by either party.
5. The hearing will be adjourned to enable a decision to be reached; this will include consideration of the players' previous disciplinary record. On the same date, wherever possible, the member will be informed verbally of the decision and reasons given on how the decision has been reached.

#### After the meeting

1. The player will be informed of the outcome of the hearing, in writing, within 5 (five) days of the hearing. This will include details of their right to appeal, which will be heard by the remaining members of the Executive Committee who were not part of the Disciplinary Hearing process.
2. Minutes of meetings will be recorded and these will be available for inspection by the member, on written request, where these relate to decisions concerning the member.

The decisions of the Disciplinary Committee will be final, subject to the right of appeal laid out in the England Hockey Disciplinary Code.

### **Sanctions**

The Disciplinary Committee can impose any penalty that it considers appropriate including a recommendation to the Executive Committee that the member be expelled from the Club.

Sanctions may include:

- Verbal warning (formal or informal);
- Written warning;
- Suspension from playing;
- Suspension from all club hockey activity, including playing, coaching, training and/or umpiring;
- Suspension of membership of the Club for a period to be defined;
- Recommendation to the Executive Committee of expulsion from the Club;
- No further action.

All penalties may have conditions attached at the discretion of the Disciplinary Committee.

The Club will keep general behaviour under review as necessary, and may issue reminders from time to time about the expected standards.