



DISCIPLINE PROCEDURE

Disciplinary Procedures

(Link to official document is at the bottom of the page)

Disciplinary Procedures

Terms of Reference.

A Disciplinary Committee shall be convened in order to hold disciplinary hearings and impose punishment, subject to appeal to the RFU, through Dorset & Wiltshire RFU (the Swanage & Wareham RFC's Constituent Body (CB)), in the event of:

- A Swanage & Wareham RFC player being sent off the field of play.
- An intention to cite an opposition player.
- A written complaint from Dorset & Wiltshire RFU.
- Unacceptable behaviour by a member of the Club. (E.g. spectator misbehaviour or persistent inappropriate behaviour).

Swanage & Wareham RFC Disciplinary Committee.

The Swanage & Wareham RFC Disciplinary Committee shall consist of:

- President
- Honorary Secretary
- Chairman

Note: The Chairman may be co-opted other members, in the absence of any of the above. In the event the Discipline issue relates to anyone under 18, the club Safeguarding officer should also be in attendance.

Senior Player Procedures.

In the event of a Senior player (including U17s/U18s playing at adult level) or member of the Club being cited for any of the reasons listed at Paragraph 1 above, the procedures to be undertaken by the Swanage & Wareham RFC Disciplinary Committee shall be consistent with Disciplinary Guidance set out by Dorset & Wiltshire RFU1 in line with RFU Regulation 19 – namely:

1. Initial notification.

a. Playing Incidents. Initial notification of the incident shall be reported by a member (ideally club Secretary) of Swanage & Wareham RFC to the Secretary of the Dorset & Wiltshire RFU Disciplinary Panel within 48 hours of its occurrence.² This Notification is to include:

Player/Club member - name

Player/Club member - address

Player/Club member - telephone number(s)

(Note: This will normally precede receipt of an official Report/Charge following the incident.)

b. Non-Playing Incidents. In the event of a complaint (e.g. spectator misbehaviour or persistent inappropriate behaviour) being received, the Club Honorary Secretary shall ascertain the facts and report his findings to the Chairman of the Swanage & Wareham RFC Disciplinary Committee within 72 hours.

c. Follow-on Action.



i. Playing Incidents: On being provided with official notification of a Disciplinary Incident Report relating to the Club, the Swanage & Wareham RFC Disciplinary Committee shall meet within 72 hours of its receipt to consider the Incident (see point 2 below)

ii. Follow-on Action – Non-Playing Incidents:

- 1) Following receipt of a report from the Honorary Secretary, the Swanage & Wareham RFC Disciplinary Committee is to meet to consider the Report.
- 2) The Disciplinary Committee is to form an opinion and suggest further action to be taken.
- 3) A member of the Disciplinary Committee is to present its findings to the next Club Management Committee meeting for the latter's endorsement or otherwise.

2. Swanage & Wareham RFC Disciplinary Hearing – Playing Incidents. The person to be investigated shall appear at the time and place nominated by the Discipline Committee, unless the individual has agreed for the hearing to be conducted via e-mail. The protocol for this hearing is as follows:

- a. Any person under investigation must be heard, and may be represented.
- b. The Disciplinary Committee is to verify:
 - i. That the charge is understood by the person under investigation.
 - ii. That any person under investigation understands any associated Disciplinary Incident Report that has been issued in connection with the incident.
- c. Any person appearing before the Committee should be asked whether the allegations are admitted.
- d. If the allegations are admitted, the Committee is to hear any pleas in mitigation before deciding on any Sanction to be awarded.
- e. If the allegations are NOT admitted, any witness supporting the allegation is to be heard and may be cross-examined.
- f. A person under investigation against whom allegations have been made is entitled to give and to call evidence in rebuttal, subject to cross-examination.
- g. After hearing all submissions and evidence, the Committee Chairman is to invite all persons other than Committee members to retire while the Committee considers its decision.
- i. The standard of proof in disciplinary cases is based on the balance of probabilities and does not, as in criminal proceedings, have to be beyond reasonable doubt.
- ii. The Committee is to decide whether, on the balance of probabilities, they find the case proven or not.
- iii. The Committee is to recommend appropriate Sanctions in line with RFU Guidance³ (see ANNEX A), which remain subject to the findings of a subsequent Dorset & Wilts Disciplinary Committee hearing.
- h. Following its deliberations, the Committee is to invite any person under investigation (and any representative) to return before the Committee to hear the Committee's decisions, and to explain any further action or procedure that is to be followed, which will normally be a Hearing before the Dorset & Wiltshire RFU Disciplinary Panel.
- i. Any person against whom a Sanction has been recommended has the right to appeal, but has to be informed that this must be undertaken within 14 days of the Hearing.

3. Dorset & Wiltshire RFU Disciplinary Hearing.

- a. Following the Club Hearing, the Sanctions recommended by the Club's Disciplinary Committee have to be forwarded to the Dorset & Wiltshire RFU for consideration by their own Disciplinary Panel.
- b. The Club will be informed of the time and place of the Dorset & Wiltshire RFU Disciplinary Panel Hearing.
- c. The Player under investigation is to be accompanied at the Panel Hearing by a member of the North Dorset Disciplinary Committee.



d. The protocol for the Panel Hearing is the same as that for the Club's Disciplinary meeting, except that the Panel may award Sanctions. However, it has no power to impose a fine, although it will charge an administrative fee for the hearing.

Youth Discipline

1. Applicability and Overriding Objective

1.1 The following disciplinary procedures ("the procedures") shall apply to Age-Grade Rugby, save where specific arrangements are put in place in relation to discipline for a particular match/competition/tournament.

1.2 Where a 17 or 18 year-old is playing in an U19 match, or is 17 or over and playing in an U20 match or an adult match, where permitted by RFU Regulations, he/she shall be dealt with as an adult in accordance with RFU Regulation 19.

1.3 The overriding objective of the procedures is that they are 'child-centric' and based on both the RFU Core Values and the following key principles:

- a) Those who know an Age-Grade Player best should be the ones who discipline, mentor, guide and educate the Age-Grade Player as part of his/her development;
- b) The disciplinary procedure should be simple, easy to understand and conducted more informally than the adult procedure;
- c) There should be minimal delay;
- d) The welfare of Age-Grade Players is paramount and any arrangements around hearings should take into account their educational commitments and family life. Thus, hearings will be conducted locally and by those with experience in dealing with young people;
- e) The details of a case involving an Age-Grade Player should not normally be publicised and RFU Safeguarding policies and guidance should be adhered to at all times;
- f) Playing suspensions should not normally be so severe as to discourage Age-Grade Players from continuing to play rugby and should be tiered in severity to their age, responsibility and culpability. They should normally be less than adults receive and should be given in matches not weeks because of the more complex playing programmes in Age-Grade Rugby;
- g) There will be no financial penalties or costs imposed on an Age-Grade Player;
- h) Any sanction imposed on an Age-Grade Player for a rugby disciplinary matter may include a non-rugby related sanction.

1.4 Each Constituent Body shall appoint a CBYDS, who shall be someone with experience in dealing with youth matters. Advice and assistance in Age-Grade Rugby disciplinary matters shall be available to a school, college or Club from the CBYDS.



1.5 The RFU shall appoint a NYDS, who shall be someone with experience in dealing with youth matters. Advice and assistance in Age-Grade Rugby disciplinary matters shall be available to a CBYDS, Club, college or school from the NYDS.

1.6 The RFU Head of Discipline has the power to deal with any case or to direct how a case is to be dealt with.

1.7 All disciplinary hearings shall be conducted in accordance with the framework set out in RFU Regulation 19, adapted as appropriate to meet the needs of the Age-Grade Player as per the key principles set out in paragraph 1.3.

2. Discipline in Schools and Colleges

2.1 Age-Grade Rugby disciplinary issues in schools and colleges shall be dealt with by head teachers and principals respectively (or by a person(s) with delegated authority) as per the school or college's internal disciplinary process and in accordance with these procedures and the sanctions table.

3. Discipline in Clubs

a) U12 and below

3.1 Any rugby disciplinary matter arising in an U12 match and below in a Club shall be dealt with in person by the Age-Grade Player's coach.

b) U13 to U18

3.2 Any rugby disciplinary matter arising in an U13 to U18 match in a Club shall be dealt with by the Club disciplinary officer or panel (of no more than three persons), with experience in dealing with young people in accordance with these procedures and the sanctions table.

3.3 Cases covered by RFU Regulation 19.1.14(f) (serious injury), 19.1.14(g) (cases under police investigation), 19.1.14(h) (racial abuse cases) shall be referred to the NYDS who shall determine whether the Club, the CB or the RFU (if agreed by the RFU Head of Discipline) should deal with the matter.

4. Representative, County and Divisional Teams

4.1 Disciplinary matters involving an Age-Grade Player of a Representative Team shall be dealt with by an RFU Judicial Officer or by an RFU Disciplinary Panel, with experience in dealing with young people.

4.2 Where an Age-Grade Player of a visiting Representative Team is ordered-off the playing enclosure, the Referee shall provide a report to the RFU Head of Discipline, who shall send it to the Age-Grade Player's home Union to be dealt with.

4.3 Those Age-Grade Players representing their County or playing in Divisional matches shall have any disciplinary matter dealt with by their CB, unless the CBYDS determines that the Age-Grade Player's Club would be best placed to deal with the matter, having consulted with the NYDS or the RFU Head of Discipline.



5. Cross-Border Fixtures and Tours – Schools, Colleges and Clubs

5.1 Where a visiting Age-Grade Player is ordered-off the playing enclosure, the Referee shall provide a report to the CBYDS (where the match was played), who shall send it to the visiting Age-Grade Player's school, college or Club to be dealt with.

5.2 If an Age-Grade Player is ordered-off the playing enclosure whilst playing in a cross-border fixture or tour-match, then the matter shall be dealt with by the Age-Grade Player's head teacher, principal or Club disciplinary officer/panel or by a person(s) with delegated authority, in accordance with paragraphs 2 and 3 of these procedures.

6 Tournaments, Festivals, and Competitions

6.1 If an Age-Grade Player is ordered-off in a tournament, festival or competition the matter shall be dealt with as soon as possible (and in any event before the Age-Grade Player's next match) by his/her coach. The Age-Grade Player will be provisionally suspended until his/her case has been dealt with in accordance with paragraph 10.1.

7. Reporting

7.1 In all cases where the Referee has ordered-off an Age-Grade Player the Referee shall as soon as practicable, and in any event within 24 hours of the end of the match, provide a copy of his/her report to the Age-Grade Player's coach, Club, head teacher or principal as appropriate.

7.2 Any rugby disciplinary incident that arises in:

(i) A school or college shall be reported to the NYDS within 48 hours by the head teacher, principal or person(s) with delegated authority.

(ii) A Club shall be reported to the CBYDS within 48 hours by the Club disciplinary officer or person(s) with delegated authority.

7.3 Thereafter, any finding and/or sanction imposed in relation to the disciplinary incident shall be reported within 48 hours in accordance with paragraph 7.2(i) and (ii).

7.4 The NYDS shall have the power to review any sanction imposed by a school or college and, if he/she is of the view that the sanction imposed was unduly lenient, direct that the school or college review the matter and report back to the NYDS.

7.5 The CBYDS and the RFU Head of Discipline shall have the power to review any sanction imposed by a Club or coach and, if he/she is of the view that the sanction imposed was unduly lenient, may refer the matter to the NYDS for consideration. The NYDS may convene a suitably qualified disciplinary panel to deal with the matter and it may vary the sanction imposed if considered appropriate to do so.

8. RFU Rule 5.12 cases

8.1 A CBYDS shall have the power to investigate and institute disciplinary proceedings in relation to an alleged breach of RFU Rule 5.12 and may require an Age-Grade Player to whom the allegations relate to



attend before a CB disciplinary panel, with experience of dealing with young people.

8.2 Any complaint regarding an adult involved in Age-Grade Rugby in relation to an alleged breach of RFU Rule 5.12 shall be referred to the Constituent Body Disciplinary Secretary in accordance with RFU Regulation 19 to be dealt with.

9. Citing

9.1 Save for where there are any specific citing procedures applicable to a particular match/tournament/competition as approved by the RFU the following procedures in relation to the commencement of a citing complaint shall apply.

9.2 The power to bring a citing complaint applies to U13 to U18 matches only.

9.3 Any citing complaint arising out of a Club match shall only be made by the chairman or secretary of the citing Club. It shall be lodged with the cited Age-Grade Player's CB not later than the 14th day following the match. The CBYDS shall, subject to paragraph 3.3, refer the matter to a CB disciplinary panel with experience of dealing with young people; unless the citing complaint is admitted in which case he/she may refer the matter to the Age-Grade Player's Club to deal with if considered appropriate to do so.

9.4 A citing complaint arising out of a school or college match shall only be made by the citing school's head teacher or college's principal and shall be lodged not later than the 14th day following the match with the cited Age-Grade Player's school or college. The complaint shall be dealt with by the cited Age-Grade Player's head teacher or principal (or a person(s) with delegated authority) as appropriate.

9.5 A citing may be initiated where there is an allegation that an Age-Grade Player committed an act of Foul Play but has not been awarded a red card for that act. The citing must be in writing, stating:

- a) The date, venue and teams participating in the match;
- b) Details of the alleged act of Foul Play, including as accurately as possible, the point of time in the match, score at the time and position on the field when and where the incident is alleged to have occurred;
- c) The identity of (or means of identifying) the Age-Grade Player(s) alleged to be guilty of Foul Play; and
- d) Sufficient evidence to establish a case to answer.

9.6 A citing may be made whether or not the alleged act of Foul Play was seen by the Referee. Where the Referee did not detect the act of Foul Play cited, then it must be proved by the citing party that had the Referee seen the act, a red card would have been awarded. However, where a Referee, having detected the alleged act, decided that it was either not Foul Play, or that it was, but he/she took action other than sending off, the citing party must prove on the balance of probabilities that the Referee was wrong in not sending the Age-Grade Player off.

9.7 The RFU Head of Discipline has the power to take over any citing complaint where he/she believes



that it is necessary in the interests of the Game and/or the Union to do so.

10. Provisional Suspension

10.1 An Age-Grade Player ordered-off the field of play shall not take part or be selected for any further match until his/her disciplinary case has been dealt with in accordance with these procedures.

10.2 A suspended Age-Grade Player who elects to appeal a finding and/or sanction that has been imposed shall not take part or be selected for any further match until his/her appeal has been dealt with and it has been directed that he/she may play again, unless his/her suspension has already expired.

11. Sanctions

11.1 Playing suspensions imposed on an Age-Grade Player are to be in accordance with the framework set out in RFU Regulation 19 and the Age-Grade Rugby sanctions table and shall apply to all of the Age-Grade Player's forthcoming matches, irrespective of whether they are scheduled to play for their school, college, Club or any other team.

12. Appeals

12.1 Appeals in a school or college setting in relation to a rugby disciplinary incident shall be in accordance with the school's or college's internal disciplinary procedures. There is no right of appeal from a decision of the school or college to a CB or the RFU.

12.2 Appeals from a decision of a Club disciplinary officer or panel shall be dealt with by the CB disciplinary panel. Any appeal shall be lodged with the CBYDS by the Age-Grade Player concerned not later than the 14th day following written notification of the decision. The decision of the CB is final and binding and there is no further right of appeal.

12.3 Appeals from a first-instance decision of a CB shall be dealt with by the RFU in accordance with RFU Regulation 19. Any appeal shall be lodged by the Age-Grade Player concerned with the RFU Head of Discipline not later than the 14th day following written notification of the decision. The decision of the RFU Judicial Officer or panel is final and binding and there is no further right of appeal.

12.4 Appeals from a first-instance decision of the RFU shall be dealt with by an RFU Judicial Officer of Appeal Panel in accordance with RFU Regulation 19. Any appeal shall be lodged by the Age-Grade Player concerned with the RFU Head of Discipline not later than the 14th day following written notification of the decision. The decision of the RFU Judicial Officer or Appeal Panel is final and binding and there is no further right of appeal.

Recommended Sanctions (Age Grade)

Offences

Repeated infringements

Dissent

Verbal abuse to other players or others

Collapsing scrum, ruck, maul



Trip, late or dangerous tackle, obstruction
Dangerous use of boot/ kneeling

Hit punch

Kick, bite or head butt

Abusive behaviour to official including verbal abuse
Assault an official U17 + U18

Sending off Sufficient (SoS)

LE 1 match
MR 4 matches
TE 6 matches+
LE 1 match
MR 6 matches
TE 8 matches+
LE caution
MR 2 matches
TE 4 matches+
LE 2 matches
MR 4 matches
TE 8 matches+
LE 3 matches
MR 6 matches
TE 10 matches+
LE 1 match
MR 4 matches
TE 8 matches+
LE 4 matches
MR 8 matches
TE 8 matches+
LE 4 matches
MR 8 matches
TE 10 matches+
LE 8 matches
MR 12 matches
TE 24 matches+ U15 + U16
SoS

LE caution
MR 1 match
TE 3 matches+
LE 1 match
MR 3 matches

SWANAGE & WAREHAM RFC



Bestwall Road, WAREHAM
Dorset, BH20 4HY

01929 552224



TE 6 matches+
LE caution
MR caution
TE 2 matches+
LE caution
MR 2 matches
TE 6 matches+
LE 2 matches
MR 4 matches
TE 6 matches+
LE caution
MR 2 matches
TE 4 matches+
LE 3 matches
MR 6 matches
TE 8 matches+
LE 2 matches
MR 6 matches
TE 8 matches+
LE 6 matches
MR 8 matches
TE 16 matches+ U13 + U14
SoS

LE SoS
MR caution
TE 2 matches+
LE caution
MR 2 matches
TE 4 Matches+
LE SoS

LE SoS
MR 1 match
TE 4 matches+
LE caution
MR 1 match
TE 3 matches+
LE SoS
MR caution
TE 2 matches+
LE 1 match
MR 3 matches
TE 6 matches+
LE 1 match
MR 3 matches
TE 6 matches+



LE 4 matches
MR 8 matches
TE 12 matches+

Entry point based on assessment of seriousness
LE = low entry; MR = mid range; TE = Top entry

Where '+' is denoted, it is assumed that Schools, Colleges, Clubs and CB/RFU Disciplinary Panels would apply higher sanctions for very serious breaches of conduct.

(Please note that the above list is not exhaustive and Schools, Colleges, Clubs and CB/RFU Disciplinary Panels should apply an appropriate sanction for offences not listed).

In instances of verbal abuse of players or Officials based on religion, race, colour, or national or ethnic origin, higher match suspensions should be applied.

Dangerous Tackle: A tip or spear tackle is normally to be regarded as a serious aggravating factor.

Summary for Disciplinary Action

Age of Player Match in which sent off or cited Responsibility for dealing with Player Regulations to be applied Who informs CBYDS

U13 - U18 School match School - Head Teacher Schools and Youth tariff School

U13 - U18 Club match Youth Club Disciplinary Panel Schools and Youth tariff Club

U13 - U18 School or Club match - player denies citing allegation CBSYDS makes arrangements Schools and Youth Tariff - U13-U18 Representative match CBSYDS or NSYDO makes arrangements Schools and Youth tariff (NYDO)

17, 18, 19 Club U19/U20 or adult match Constituent Body (County) Disciplinary Committee Adult Tariff
[See Appendix 2] Constituent Body Disciplinary Secretary

NB: In all cases of players sent off in a Club Youth match, the Club should consult with the CBYDS before imposing any sanction.

In addition Actions Prejudicial to the Interests of the Game Responsibility for dealing with the Report Coaches, parents and other adult supporters reported for ill-discipline on the touchline at a School or Club Youth match or making abusive comments in the media or on web sites. Constituent Body (County) Disciplinary Committee

ANNEX A- ADULT RUGBY- SEE REGULATION 19 in RFU Handbook- RFU RECOMMENDED SANCTIONS

In respect of offences not referred to in Appendix A above, appropriate sanctions may be imposed at the discretion of the Disciplinary Panel.

Notwithstanding the sanctions in Appendix A, in cases where the Player's actions constitute mid-range or top end offending for any type of offence which had the potential to result in and, in fact, did result in serious/gross consequences to the health and safety of the victim, the Disciplinary Panel may impose any period of suspension including (in the most serious cases) a suspension for life.

Bad Disciplinary Record



When dealing with a Club under the bad disciplinary record provisions a Disciplinary Panel may impose any appropriate sanction, including (but not limited to) a reprimand, a financial penalty or deduction of league points or relegation, exclusion or disqualification from any competition, or a combination of the above. Sanctions may also be suspended if considered appropriate.

Under Age Players who train/play in Adult Rugby

This recommended sanctions table relates to an entry point for a first breach of RFU Regulation 15. The sanction may be increased to reflect aggravating features or reduced to reflect mitigating factors (see below). A second breach is likely to incur a significantly higher sanction.

Aggravating features may include:

- Intentional breach of regulation
- Club failure to warn teams of regulation and consequences of breach
- Very young player
- Serious injury

Classification of breach

Low level breach

Mid level breach

High level breach Description of classification

A player under the age of 18 trains with adults without required permission. No injury

A player under the age of 18 plays with adults without required permission. No injury

A player under the age of 18 trains with adults without required permission. Injury occurs

A player under the age of 18 plays with adults without required permission.

Injury occurs or no injury but player plays in the front row Entry point for sanction

Suspension of coach/person responsible for training for 4 weeks; and Club reprimanded

Suspension of coach/person responsible for team selection 3 months; and Team suspended from playing for 4 weeks; and Points deducted from club 1st XV equating to 2 wins (possibly suspended); and Club reprimanded

Suspension of coach/person responsible for team selection for 6 months; and Team suspended from playing for 3 months; and Points deducted from club 1st XV equating to 4 wins; and Club reprimanded



Mitigating factors may include:

- Unintentional breach - Club did not know player was under 18 and it was reasonable to assume he was under 18
- Player nearly 18 years old
- Player capable of playing adult rugby and permission would have been granted had it been requested
- Injury not serious

ANNEX B

YOUTH PLAYERS (AGE GRADE)

RFU RECOMMENDED SANCTIONS FOR OFFENCES WITHIN THE PLAYING ENCLOSURE

See current section within RFU handbook.

GUIDELINE

Age Grade Sin Bin Protocol

B1. The Sin Bin is part of the Laws of the Game and applies to all levels, including Schools and Club Youth Rugby in the age grades U13-U18, including seven-a-side rugby.

B2. The Referee will caution a player and show him a yellow card then send him to the Sin Bin if the player:

- a. Commits an act contrary to good sportsmanship;
- b. Commits Foul Play which warrants a caution;
- c. Deliberately offends; or
- d. Is a member of a team that has been repeatedly offending.

B3. Being sent to the Sin Bin is only one stage below being sent off and should not be treated lightly. Teachers and coaches should not condone any action which results in a player being sent to the Sin Bin or sent off.

During time in the Sin Bin, a player:

- a. must not be isolated and should if appropriate be given protective clothing;
- b. must stand out of the field of play, in the vicinity of the half way line, at a place readily identifiable to the Referee; and
- c. must be under the control of the teachers / coaches and be made to realise they are serving a punishment for contravening the Laws of the Game.

B5. If the player's time in the Sin Bin spans the half time interval, the player may go onto the field and be part of the team talk.

B6. The actual playing time a player will spend in the Sin Bin shall be as follows:

- a. In the fifteen-a-side game, 10 minutes; or
- b. In the seven-a-side game, 2 minutes.

B7. The referee shall be the sole judge of the time a player has spent in the Sin Bin and when he can rejoin play.

Age Grade Citing Procedures

B8. A citing occurs where a player allegedly commits an act of Foul Play which has not been detected or punished by the Match Official(s). A School, Club or Union, or the aggrieved player, or his parents/guardian can cite to show why that player shouldn't be punished as if he had been sent off. A citing may also be



made by a Referee advisor or assessor officially appointed to the match.

B9. The citing should normally be in writing, signed and sent either to the head teacher of the player's school, the secretary of the player's Club, or to the Discipline Secretary of the player's Union, Constituent Body, the ERFUSU or RFU within 14 days of the match, and copied as to the Constituent Body SYDS or in representative rugby to the NSYDO.

B10. Citings received out of time may still be permitted by the NSYDO if he or she decides that in the interests of rugby or in the interests of justice there is a prima facie case to answer.

B11. For the purposes of these regulations, a game in an Age Grade sevens or tens tournament is regarded as an Age Grade match.

B12. Citings made by a School, Club or Union must be signed by the Head Teacher, Club Secretary or a CSU/Constituent Body RDP/ Divisional Officer and not just by the Team Manager. In District, County and Constituent Body matches and trials this should be sent to the NSYDO.

B13. In the event of a Divisional or an International match, it would normally be signed by the Manager of the team and sent to the RFU Head of Discipline.

B14. In the event of an International Festival/Tournament, the Disciplinary Regulations pertaining to that event shall be followed.

B15. A player who is cited must be given the opportunity to admit or deny the allegation.

B16. If a player denies the offence, then it will be handled as a contested hearing as in section 4.4 above. The onus shall be on the complainant to prove the case. It is expected that these hearings will be heard promptly.

B17. A player who is cited is presumed innocent until they admit or are proven guilty and may continue to play until the hearing.

B18. If the chairman of a Disciplinary Panel considers the citing to be frivolous or vexatious, he shall advise the complainant of that decision. The complainant may refer the matter in writing within 7 days of such notification to the NSYDO (or RFU Head of Discipline if the incident occurred in an International match) whose decision shall be final.

B19. For Representative Rugby at District, County, Constituent

Disciplinary process under rule 6.11 of club rules.

The Committee shall have power to terminate or suspend for such period as it thinks fit the membership of or to reprimand a member for any infringement of these Rules, any Regulations, the Rules or Regulations of the Union, the Laws of the Game or the IRB Regulations or for any conduct prejudicial to the interests of the Club or the Game. The procedure for the exercise of this power shall be prescribed by the Committee and details thereof shall be kept by the Secretary and be available for inspection by Members at all reasonable times.

This procedure will apply to any Junior Member as well as voting members.

- The individual must be made aware of the behaviour to be considered and given notice of any hearing.
 - Any disciplinary hearing shall be dealt with by a panel of at least two appointed by the Chair of either the main committee or the mini & youth committee.
 - The individual must be given the chance to speak about the behaviour complained of and call witnesses.
 - The decision of the panel must be communicated in writing.
-