



Hockey New South Wales Limited

Recommended Disciplinary and Judiciary Guidelines

A resource for Hockey NSW associations

March 2010



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1. INTRODUCTION

The purpose of these guidelines is to provide a summary of how issues of discipline and resulting judicial matters are handled by Hockey NSW affiliated associations. The information in these guidelines may be of assistance to associations or competition convenors when drafting or modifying existing procedures.

A Hockey NSW working party was appointed to collate and evaluate the various disciplinary and judicial procedures currently in place and make recommendations relating to penalties and disciplinary and judicial processes.

There is no assumption that the guidelines contained within this document are to be implemented by every association in NSW. They should only serve as an indicator of systems currently being used at association level. It is hoped the information contained in this paper will be of assistance to all Hockey NSW affiliated associations.

Hockey NSW wishes to thank working party members Di Writer (Lithgow Hockey Association) and Debbie Baldwin (Coffs Harbour Hockey Association) for their dedication, along with the following 15 associations for their contributions:

- Coffs Harbour District Hockey Association
- Dubbo Hockey Association
- Eastern Districts Women’s Hockey Association
- Illawarra Men’s Hockey Association
- Lithgow Hockey Association
- Newcastle District Women’s Hockey Association
- Hockey New England
- North Shore Women’s Hockey Association
- Orange Hockey Association
- Parramatta Women’s Hockey Association
- Port Macquarie Hastings Hockey Association
- Ryde-Eastwood Women’s Hockey Association
- Shoalhaven Hockey Association
- Sydney Hockey Association
- Western Districts Women’s Hockey Association

A summary of the responses received from the above associations relating to various offences covered in their disciplinary/judiciary policy and the penalty options employed by each is contained in these guidelines as an appendix.

2. RECOMMENDATIONS

The Hockey NSW working party recommends that the following document be made available to all Hockey NSW affiliated associations, in order to provide a baseline when setting up or modifying existing disciplinary or judiciary structures.

2.1. Recommendation 1 - Recommended penalty guidelines

Hockey NSW recommends the following penalty ranges for those offences listed in this report. These guidelines are based in part on current association guidelines, and in part on the views of the Hockey NSW working party instituted to develop these guidelines.

Ref	Offence	Penalty
a.	Dispute umpires decision	2 matches
b.	Verbally abusing umpire	2 matches
c.	Verbally abusing umpire – 2nd offence	6 matches
d.	Deliberately striking an umpire	2 years
e.	Deliberately striking an umpire 2nd offence	5 years – life
f.	Striking another player	3 matches
g.	Deliberately striking another player	6 matches
h.	Striking another Player with a Hockey stick	6 matches
i.	Deliberately striking another player with a Hockey stick	10 matches
j.	Deliberately striking another player with a Hockey stick – 2nd offence	1 year – life
k.	Spitting at a player/official	5 matches
l.	Rough, dangerous, intimidatory play	2 matches
m.	Persistent and deliberate breach of the Rules	2 matches
n.	Abusive and/ or offensive conduct	3 matches
o.	Acting in a detrimental manner to the association – 2 matches	3 matches
p.	Use of a telecommunications device to threaten/abuse a player or official a player or official	3 matches

2.2.Recommendation 2 - Disciplinary and judiciary processes

The Hockey NSW working party makes the following recommendations relating to drawing up effective guidelines for dealing with discipline issues within associations:

2.2.1. Composition of judiciary panel

At least three and no more than five members compose the panel – suggest where possible, each from different clubs with an association committee member as Chair.

2.2.2. Notification to player of judiciary panel meeting

It is suggested that all relevant parties be notified of the judiciary meeting and the need for attendance via mail or email within seven to 14 days of the incident. Written confirmation via mail or email should be gained by the judiciary panel as proof that notice has been received by the relevant parties in the appropriate time period.

2.2.3. Appeals process in place for player/spectator/official

It is suggested that any appeal by a player/spectator against a ruling made by the association judiciary panel should be in writing and received no later than seven days after the judgement is announced. The written appeal should be accompanied by a deposit which would be refunded should the panel not view the appeal as frivolous.

Appeals would only be heard on the basis of new evidence being available that was not presented at the original judiciary hearing.

Receipt of the appeal should be confirmed via mail or email and the matter dealt with within seven days from receipt of the appeal.

2.2.4. Judiciary meeting/dispute resolution process

It is suggested that for guidance on procedures, associations refer to www.hockeynsw.com.au under Development > Resources > Policies > Play by the Rules link where a recommended procedures guideline is available.

Hockey NSW also has State Championship Judiciary Guidelines which set out the procedure and requirements for any judicial matters occurring at a Hockey NSW State Championship. This document could be used by associations as a reference point for further guidance and is available at www.hockeynsw.com.au under Resources > Championships Pack.

END

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The following information was collected by Hockey NSW and discussed by the working party when researching information for these guidelines. This data is included only as evidence of the range of penalties and processes in place. All references to specific associations have been removed.

1. Offences and resulting penalties in Hockey NSW associations

1.1. Offences against umpires

a. Dispute umpires decision

- 1-2 matches
- 1-4 matches
- 1 matches
- 1 match
- 1 week
- 1 week
- 2 weeks
- 2 matches
- 2 matches
- 3 weeks

b. Verbally abuse umpire

- 1-4 matches
- 2-4 matches
- 2 matches
- 2 weeks
- 2 weeks
- 3 points
- 3 matches
- 4 weeks
- 4 weeks
- 4 matches
- 4 matches

c. Verbally abuse umpire – 2nd offence

- 6 weeks
- 6 weeks
- 6 matches
- 6 matches

d. Deliberately striking an umpire – assault

- 8 weeks
- 1 year
- 1 year

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- 2 years
- 2 years
- 2 years
- 2 years
- 2 years
- 10 years

e. Deliberately striking an umpire – 2nd offence

- 4 years
- 4 years
- 4 years
- life

1.2. Offences against players

f. Striking another player

- 2 weeks
- 2 matches
- 2 matches
- 2 weeks
- 2-20 matches
- 3 matches
- 4 weeks
- 4 weeks
- 4 weeks
- 4 matches
- 5 weeks

g. Deliberately striking another player

- 4 matches
- 4 matches
- 4 weeks
- 4 weeks
- 6 weeks
- 6 weeks
- 6 matches
- 10 matches - life
- 16 matches

h. Striking another payer with a hockey stick

- 4 weeks
- 4 matches
- 4 weeks

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- 4-8 matches
- 8 weeks
- 8 weeks
- 8 matches
- 8 matches
- 10 matches

i. Deliberately striking a player with a hockey stick

- 8 weeks
- 8 weeks
- 10 matches
- 16 weeks
- 16 weeks
- 16 matches
- 1 year
- 1 year

j. Deliberately striking a player with a hockey stick – 2nd offence

- life
- life
- life
- life
- life
- life

1.3. Other misconduct

k. Spitting

- 1 match
- 2-4 matches
- 6 matches

l. Rough, dangerous, intimidatory play

- 1 match
- 2-4 matches
- 2-5 points
- 3 matches
- 6-20 matches

m. Persistent and deliberate breach of the rules

- 1-2 matches

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- 2 weeks
- 2 matches
- 2 weeks
- 2 weeks
- 2 matches
- 3 weeks
- 1 month
- 1 month

n. Abusive and/ or offensive conduct

- 1-4 matches
- 2 weeks
- 2 points
- 2 matches
- 3-10 matches

1.4. General Offences

o. Acting in a detrimental manner to the association/sub-body

- 1-20 matches
- 2 matches
- 2 weeks
- 2 matches
- 2 weeks
- 2 matches
- 3 weeks
- 3-6 weeks
- 2 months

1.5. Other offences listed by Hockey NSW associations

Offence	Penalty
Deliberately misleading judiciary	4 matches
Malicious damage to property	2 matches
Tripping	1 match
Sabotaging obvious certain goal	1 match
Abusive conduct while a spectator	Min. 3 matches
Deliberate throwing of a stick	up to 6 matches
Abusive conduct whilst a spectator	2 weeks
Stick abuse (eg throwing)	4-10 matches
Intoxicated/drug influenced	6-20 matches
Crude or abusive hand gestures	1-4 matches
Assault/attempted assault by spectator on umpire/player	1-4 matches
Inappropriate physical play	3 matches

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2. Other penalty systems in Hockey NSW associations

The following is information from associations that employ a cumulative card or points system as part of their disciplinary/ judiciary policy.

2.1. Cumulative Card Systems

A cumulative card system involves a player being penalised a certain number of points for each card issued and once reaching an association agreed points tally, being automatically suspended for a match. Examples of associations using such a system are:

Association eg. 1:

Card	Points
Green card	3
Yellow card	5
Red card	10

10 points = 1 match suspension

Association eg. 2:

Card	Points
Green card	0
Yellow card - minor (5mins)	2.5
Yellow card - major (10mins)	5
Red card	10

10 points = 1 match suspension

Association eg. 3:

Card	Points
Green card	3
Yellow card	7
Red card	21

20 points = 1 match suspension

Association eg. 4:

Card	Points
Green card	1
Yellow card	3
Red card	10

10 points = 1 match suspension

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2.2. Demerit Points Systems

Another discipline system employed by some associations is the demerit points system, whereby players received demerit points on an association agreed scale for various offences. Once an agreed number of points are reached the player will receive an automatic suspension.

The following is an example of one association's demerit points system, used within its discipline/judiciary policy.

Players receiving 10 demerit points will be suspended for one match, for every two additional points accrued that player will be suspended for a further one match.

The following are yellow card infringements that incur certain demerit points:

2 point offences

- Hitting the ball away after an infringement
- Failing to retire 5m after a free hit is awarded
- Delaying opponent from taking a free hit
- Illegal left side tackle
- Misconduct
- Swearing
- Deliberate use of the foot to stop the ball

3 point offences

- Derogatory remarks about an umpire
- Derogatory comments towards the umpire
- Dissention and swearing
- Serious illegal left side tackle

4 point offences

- Barging/ tripping/ pushing
- Late tackle
- Swinging stick in tackle
- Dangerous/ overaggressive play
- Misconduct
- Very serious illegal left side tackle

5 point offences

- Deliberate left side tackle bringing a player to the ground
- Wrestling
- Deliberately provoking opponent into retaliation
- Retaliating
- Confronting opponent in threatening manner
- Striking player with stick
- Barging/ pushing
- Continual back chatting to umpire
- Dangerous play
- Running in to get involved in melee

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3. Disciplinary/ judiciary policies and processes in Hockey NSW associations

The following are further examples of the different processes in place for judicial hearings.

3.1. Composition of judiciary panel

- 5 members from a panel of 8
- at least 5 members
- 5 members
- 3 members
- at least 3 members
- Executive for non player issues
- 5 members from 5 different clubs

3.2. Notification to player of judiciary panel meeting

- in writing within 7 days of incident
- within 14 days of last offence
- not earlier than 14 days or later than 28 days after the incident
- within 14 days of the event
- no later than 7 days after incident

3.3. Appeals

- to be lodged within 24 hours of the decision along with \$22 deposit
- to be lodged within 3 business days of decision along with \$10 deposit - new evidence only
- to be lodged within 14 days of decision - new evidence only
- to be lodged within 48 hours of the decision along with \$100 deposit
- to be lodged within 7 days of the decision - new evidence only
- to be lodged within 14 days of the decision - new evidence only
- to be lodged within 7 days of the decision - new evidence only