

QFFA Player Discipline Code

Section 1 - Discipline Code

As per playing rule 9.1 / Effective date: 05 September 2012

QFFA PLAYER/OFFICIALS/PUBLIC DISCIPLINARY POLICY 2012

QFFA, on receipt of Referees incident reports, Coordinator's Report, Executives or misconduct reports from club members or its representatives, shall summon, depending on the severity of the incident/misconduct, the offender, as per the rules and regulations. Consequently, the QFFA Secretary will issue a breach notice to the club and player within 21 days of the incident, once established by QFFA that a breach has occurred. **QFFA shall have final authority to determine process to any particular incident for the best interest of its members.**

1. Queensland Fiji Football Association (QFFA) Disciplinary Committee(DC)

- a. QFFA Executives shall act as the DC to deal with:
 - i. Disciplinary matters in any QFFA events (MCM, Forums, Social and so forth)
 - ii. Misconduct and other incidents.
 - iii. Appeals against mandatory suspension as per code 3e.
- b. The DC has jurisdiction over breaches of the Code of Conduct of players, Coaches, and Club officials and is the initial arbitrator on all disciplinary matters.
- c. The DC shall be deemed independent, but shall report all its finding to the QFFA MC for ratifications. DC Hearing Panel should consist of half of the executive Committee members plus one. DC Hearing cannot take place unless the required quorum is met.
- d. The QFFA Management Committee will officially endorse any disciplinary action via motion at MCM.
- e. The DC shall conduct Hearing into:
 - i. Send offs as it deems appropriate
 - ii. Appeals against disciplinary sanctions
 - iii. Incident reports
 - iv. Misconduct reports/complaints
 - v. Appeals against penalties imposed by club

2. Procedures

- a. Hearings on (i), (ii), (iii) and (iv) should commence no later than the 21 day after the offence or as soon as practicable.
- b. DC may conduct its investigation independent of Clubs and their members if it determines that is the best way forward and is in the best interest of QFFA and all its stakeholders. Privacy concerns will be taken into consideration in any conduct of investigation. Every incident is deemed to be unique and "one size fits all" approach shall not apply.
- c. If DC investigation determines that breach has taken place than:
 - i. a chance of early guilty plea and offer of lesser sentence may be offered to the offender, or

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- ii. The offender has the right to plead not guilty and request the matter to go to an independent Appeals Committee, under the provisions and guidelines of code 3b.
- d. QFFA must be notified if the sanctioned party seeks to bring legal representation at any DC Hearing.
- e. Club representative(s) may be sanctioned to attend any DC Hearing into the actions of individuals connected to such club.
- f. All representatives at a DC Hearing shall only address the hearing with the permission of the Chair.
- g. Any party summoned to appear before the DC shall receive at least 5 days notification prior to the Hearing.
- h. Any party summoned to appear before the DC shall attend, otherwise process may continue without their attendance, or as per decision taken by the DC.
- i. If there is a valid reason for not attending, they can write to QFFA requesting a postponement of a maximum of 5 days. They may also request that they would like the charge(s) to be determined by the DC in their absence. In this situation, the party must present their plea (guilty or not guilty) and detail their defence to the charge (if pleading not guilty).

3. Appeals & Appeals Committee

- a. A provision for an appeals process exists if requested by sanctioned party or parties.
- b. An independent Appeals Committee will be commissioned by QFFA from outside of QFFA membership, if the appealing party seeking to appeal satisfies QFFA that one or more of the following grounds of appeal are involved:
 - i. that significant new or additional evidence has become available.
 - ii. that the DC failed to follow procedures or requirements of this policy to the significant detriment of the person seeking the appeal.
- c. Appeals Committee will work under the terms of reference determined by QFFA and shall report back their findings to DC.
- d. QFFA will determine if the findings and recommendation from the Appeals Committee be:
 - i. Fully endorsed
 - ii. Partially endorsed
 - iii. Rejected
- e. **Mandatory match suspension** - A player or official cannot appeal against a mandatory match suspension, except in the case of alleged mistaken identity. In the case of alleged mistaken identity, the alleged actual offender must be named, and appeal must be lodged with 30 minutes of the completion of the corresponding game.
 - i. The DC will review the submitted documentation to assess whether the appeal has sufficient grounds to be heard.
 - ii. If an appeal against a suspension is unable to be heard prior to the commencement of that suspension, the player or official will be allowed to participate in the next match pending the hearing of the appeal.
 - iii. If the appeal is overturned, than the mandatory sentence will be doubled.

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- iv. If a player is found not guilty of the offence with which he has been charged (on the grounds of mistaken identity), then mention of this offence will be expunged from his record.
- f. In hearing an appeal, the DC has the power to overturn, confirm, increase, or decrease the additional disciplinary sanction against which an appeal is made.
- g. The request for an appeal must be in writing. It must include all documentation relevant to the appeal.

4. Red Card Offences (Send Offs)

- a. A player, substitute or substituted player is sent off and shown the red card if they commit any of the following four (4) offences:
 - i. R1 - Is guilty of serious foul play
 - ii. R2 - Is guilty of violent conduct
 - iii. R3 - Spits at an opponent or any other person
 - iv. R4 - uses offensive or insulting or abusive language and /or gestures

5. Dismissal from Technical Area

- a. A referee may take action against a team official who fails to conduct themselves in a responsible manner and may expel a team official/player from the field of play and its surrounds including the Technical Area. The player/official must go to the dressing room for the duration of the match, but is allowed to sit in the stand if changes from playing uniform and gear into normal attire.
- b. A team official who has been expelled from the field of play by a referee must serve a mandatory one (1) match suspension. The DC will review the Incident Report to determine if a further sanction is required. The official will also be required to attend a DC hearing.
- c. A team official who has been expelled from the field of play by a referee for the second time in a season must serve mandatory one (1) match suspension and will also receive an additional one (1) match suspension. The DC will review the Incident Report to determine if a further sanction is required.

6. Incident Reports – Match Officials

- a. A referee or assistant referees shall submit an Incident Report in the following cases:
 - i. An incident that occurred that is not covered by one of the above offences
 - ii. Dismissal of a team official from the Technical Area
 - iii. Assault or harassment experienced during and/or after a match
 - iv. Any other matter as deemed necessary
- b. They should lodge the written Incident Report as soon as possible after the event and QFFA shall refer all such reports to the Disciplinary Committee (DC) for consideration.

7. Incident Reports/Misconduct

- a. Reports on misconduct shall be accepted from Tournament Coordinator, Executives, club members and /or spectators. These reports must be

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factual and not based on supposition and/or third party allegations and include:

- i. Sufficient evidence
 - ii. Verifiable reports and witnesses
 - iii. Grounds for acceptance as determined by QFFA Executive Committee
- b. Club/Team Officials' Report shall be submitted on club letterhead.
- c. Spectators' Reports/Complaints shall be submitted in any hard copy medium and must provide the Name, Address and Contact Phone No. of the person filing the report.
- d. These reports should be lodged as soon as possible after the event and QFFA shall refer all such reports to the DC for consideration.

8. Appeal Fees

- a. Hearing of an appeal against a **Disciplinary Infringement Notice of Mandatory Sentence**
- i. \$200.00 Appeals fee applies. If the appeal is dismissed (in the case of mistaken identity) or the additional sanction is not fully overturned, than the fee is forfeited.
 - ii. If the Appeals is successful, than the fee is returned to the Appealing Party
- b. Hearing of an **Appeal against a penalty imposed at a DC Hearing**
- i. \$500.00 Appeals Fee applies.
 - ii. If Appeals is upheld, than fee is forfeited by the Appealing party
 - iii. If the Appeals is overturned, than the fee is returned to the Appealing Party

9. **Grading of Offences (Player or Official during game)**

- a. R1 – serious foul on the field
- b. R2 - guilty of violent conduct
- i. **Grade 1**
 - (a) Pushing with no punches thrown,
 - ii. **Grade 2**
 - (a) Striking, kicking, elbowing, holding in any form of a grip, head lock, or head-butting (including attempting these offences)
 - (b) Entering the field of play without referees invitation, intends to cause significant bodily harm to any person or involvement in a brawl/melee'.
- c. R3 - Spits at an opponent or any other person
- i. **Grade 1** - At a player or other person
 - ii. **Grade 2** - At a match official
- d. R4 - Discriminatory language
- i. **Grade 1** - Against a player or other person
 - ii. **Grade 2** - Against QFFA Officials
 - iii. **Grade 3** - Against a match official
- e. QFFA may seek and impose a higher sentence than described in this category if DC feels that such measure is warranted.

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	GRADE	STANDARD SUSPENSION (Includes the mandatory match suspension and any additional disciplinary sanction)	MANDATORY MATCH SUSPENSION (Non-appealable and included in Standard suspension)
R1		N/A	1 match
R2	Grade 1	N/A	1 Match
	Grade 2	Category Offence – Refer to DC	Tournament suspension
R3	Grade 1	2 matches	1 match
	Grade 2	3 matches	2 matches
R4	Grade 1	N/A	1 matches
	Grade 2	3 Match	2 match
	Grade 3	3 matches	2 matches

10. CATEGORY OFFENCES (During game and outside of game)

a. Category 1 Offence

- i. Deliberately striking/man handling by way of physical contact with any part of the body or the use of any object to the following people:
 - (a) Match Official
 - (b) QFFA Members (Executives, Affiliate Members [Club Members & Players])
 - (c) Official Members (Ground Officials, QFFA appointed assistants, QFFA appointed contractors, QFFA Official Guests)
- ii. Minimum penalty
 - (a) 5 years suspension from all facets of the game (Player or Team official)
 - (b) \$2000 fine on Club (If Player or Club Official)
 - (c) Early guilty plea reduces fine to \$1000 on Club and playing suspension by 1 year on player/official leading to a reduced suspension of 4 years.
 - (d) Repeat Offence will lead to life ban from all facets of the game.
- iii. QFFA may seek and impose a higher/lesser sentence than described in this category if DC feels that such measure is warranted.

b. Category 2 Offence

- i. Attempting to strike by way of physical contact with any part of the body or the use of any object to the following people:
 - (a) Match Official
 - (b) QFFA Members (Executives, Affiliate Members [Club Members & Players])

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- (c) Official Members (Ground Officials, QFFA appointed assistants, QFFA appointed contractors, QFFA Official Guests)
 - ii. Minimum penalty:
 - (a) 2 year suspension from all facets of the game (Player or Team official)
 - (b) \$1000 fine on Club (Club Official)
 - (c) Early plea reduces fine to \$500 on Club and 1 year playing suspension on player/official
 - iii. QFFA may seek and impose a higher/lesser sentence than described in this category if DC feels that such measure is warranted.
- c. Category 3 Offence**
- i. Deliberate physical contact not covered in categories 1 or 2 by way of physical contact with any part of the body or the use of any object to the following people:
 - (a) Match Official
 - (b) QFFA Members (Executives, Affiliate Members [Club Members & Players])
 - (c) Official Members (Ground Officials, QFFA appointed assistants, QFFA appointed contractors, QFFA Official Guests)
 - ii. Such conduct would include, but is not limited to, threatening or deliberately touching any of the listed people above in a,b,c.
 - iii. Minimum penalty
 - (a) 1 year suspension from all facets of the game (Player or Team official)
 - (b) \$500 fine is payable by the club (official)
 - iv. QFFA may seek and impose a higher sentence than described in this category if DC feels that such measure is warranted.
- d. Category 4 Offence**
- i. Unruly behaviour, ruckus, foul/offensive language and spitting on the following people
 - (a) Match Official
 - (b) QFFA Members (Executives, Affiliate Members [Club Members & Players])
 - (c) Official Members (Ground Officials, QFFA appointed assistants, QFFA appointed contractors, QFFA Official Guests)
 - ii. Minimum penalty:
 - (a) Suspension for 6 months from all facets of the game (Player or Team Official)
 - (b) \$500 fine on Club (Club Official/Player)

11. Repeat Offenders

- a. Repeat offender will be dealt severely and above the norms of the listed codes.
- b. QFFA adopts a non-tolerance policy for repeat offenders.

12. QFFA rights

- a. All incidents and offences are unique in nature, and QFFA reserves the right to deliberate on all such matters outside the realms of this code, where it may see fit for the best interest of QFFA and all its stakeholder.