



FOOTBALL
NSW

This handbook does not form part of the Regulations and Members are encouraged to read the Regulations which can be found at www.footballnsw.com.au

GRIEVANCE & DISCIPLINARY HANDBOOK

2014



BACKGROUND

On 21 February 2013, Football NSW introduced a new set of grievance and disciplinary rules. This was known as the Football NSW Grievance & Disciplinary Regulations (“Regulations”). The Regulations had replaced all aspects of handling disciplinary matters originally set out in the Football NSW By-Laws.

On 10 March 2014, having undertaken a review, Football NSW updated the Regulations to ensure it continues to deliver on best practice and that decisions are made with consistency, fairness, efficiency and transparency.

This handbook provides an illustrative overview of the functions of each Body (i.e. the Disciplinary Committee, GPT and Appeals Tribunal) and examples on how each Body operates.

JURISDICTION

The Regulations are intended to apply exclusively to facilitate the expeditious and fair resolution of incidents, disciplinary, dispute and conduct matters relating to Football NSW Competitions as well as Grievances involving Members.

PRESCRIBED FORMS

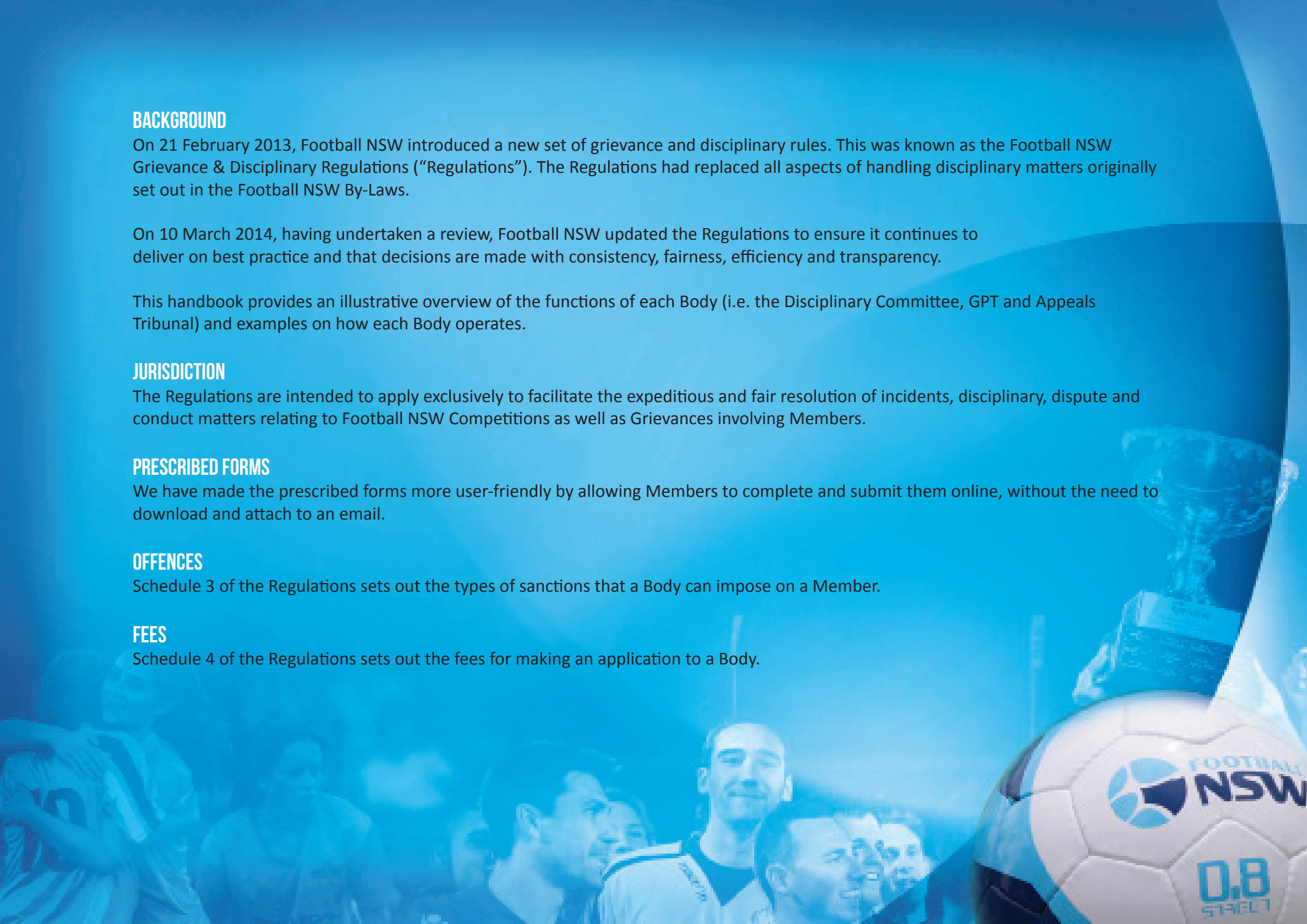
We have made the prescribed forms more user-friendly by allowing Members to complete and submit them online, without the need to download and attach to an email.

OFFENCES

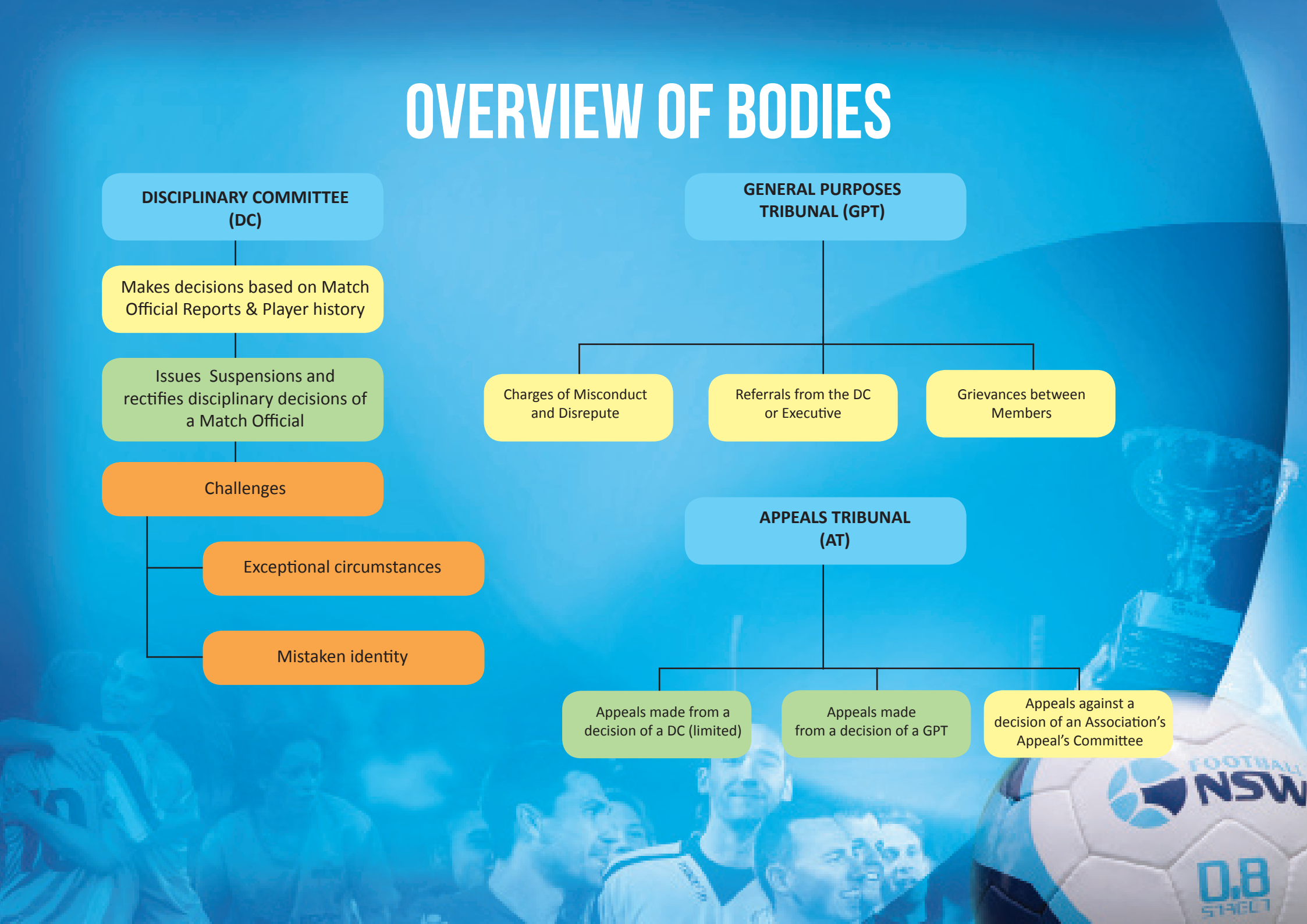
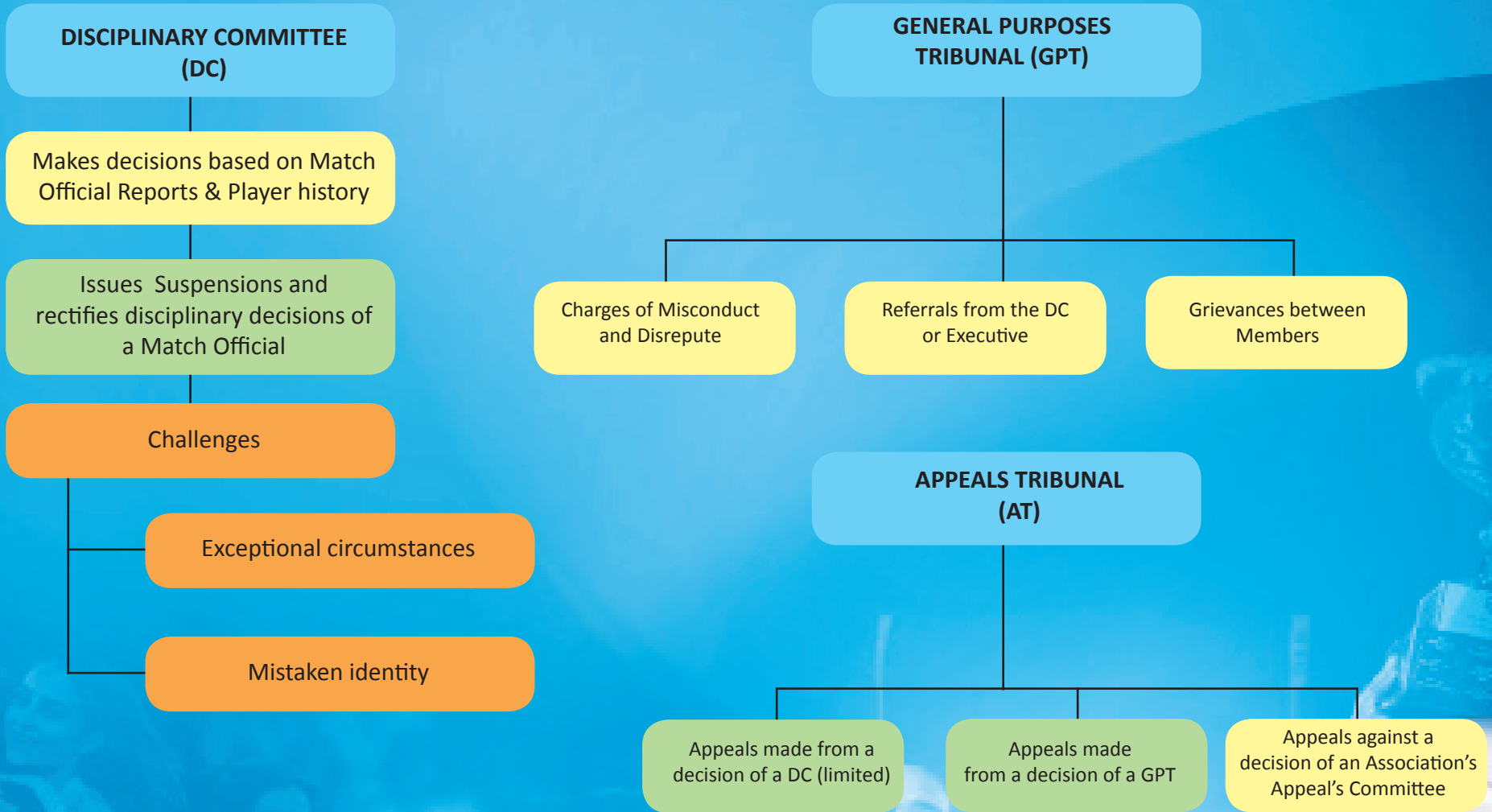
Schedule 3 of the Regulations sets out the types of sanctions that a Body can impose on a Member.

FEES

Schedule 4 of the Regulations sets out the fees for making an application to a Body.



OVERVIEW OF BODIES



DISCIPLINARY COMMITTEE

SECTION 7

The Disciplinary Committee (“DC”) is not a tribunal. It is an independent committee responsible for issuing Suspensions based on Match Official Send-Off Reports, Match Official Incident Reports and Participant history.

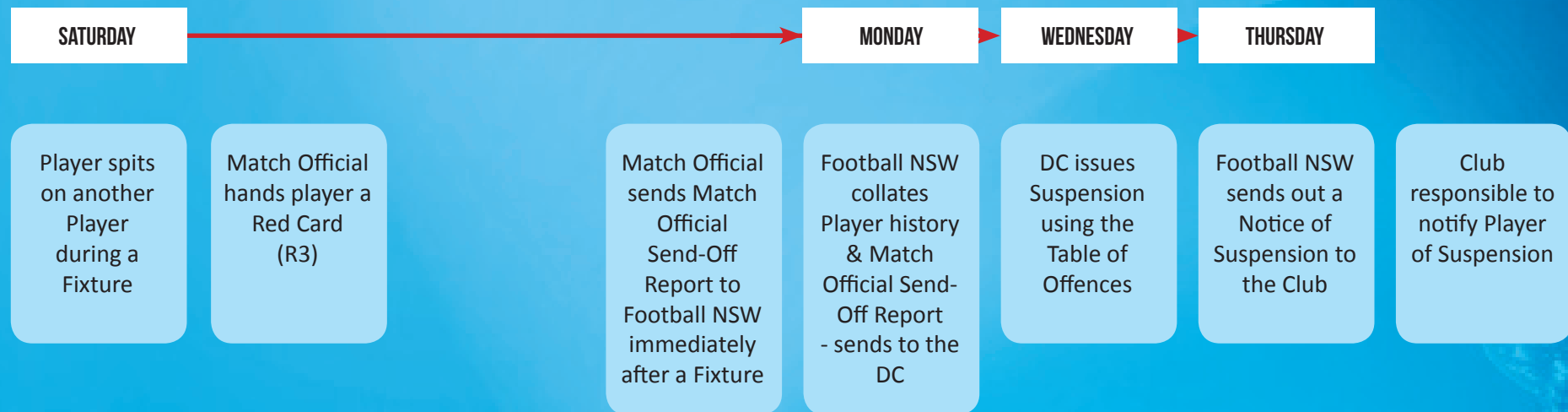
The DC can only issue a Suspension that is no longer than one (1) calendar year.

A Suspension that is longer than one (1) calendar year may only be issued by the General Purposes Tribunal or the Appeals Tribunal.

Set out below are examples of how the DC operates.



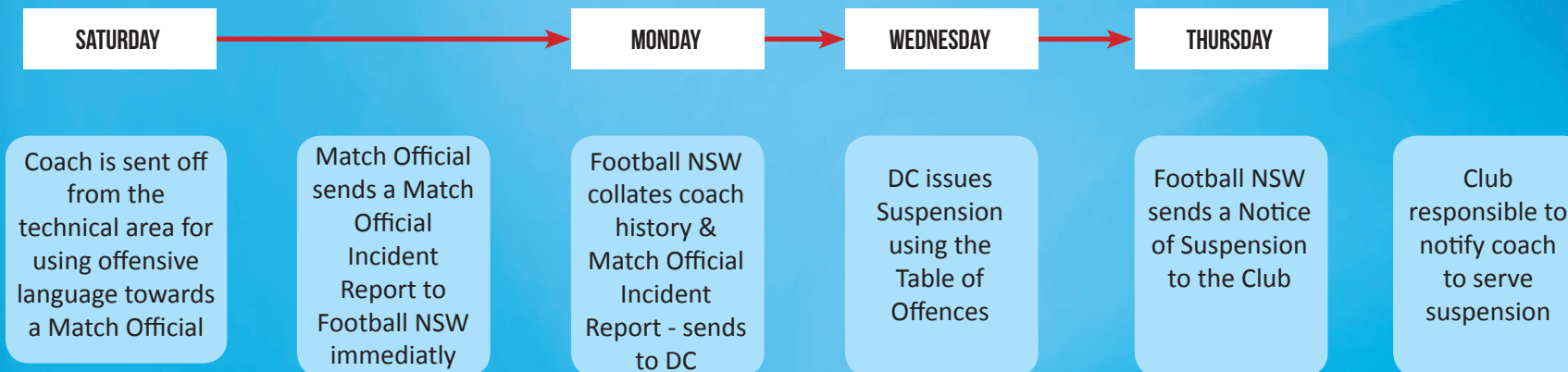
EXAMPLE 1: ON-FIELD DISCIPLINARY MATTER



NOTES

1. A player is required to stand down the minimum Fixture Suspension irrespective of whether a Notice of Suspension has been issued by Football NSW.
2. A Notice of Suspension will not be issued to a Club where a player is handed with an R7 (second caution).
3. A Club is responsible to ensure its players are stood down for the mandatory one (1) Fixture Suspension in the next applicable Fixture.

EXAMPLE 2: OFF-FIELD DISCIPLINARY MATTER



NOTES

A Coach or any Team Official sent-off from the technical area by a Match Official must immediatly stand down the next applicable Fixture. This will be in addition to any further Suspensions issued by a Body.



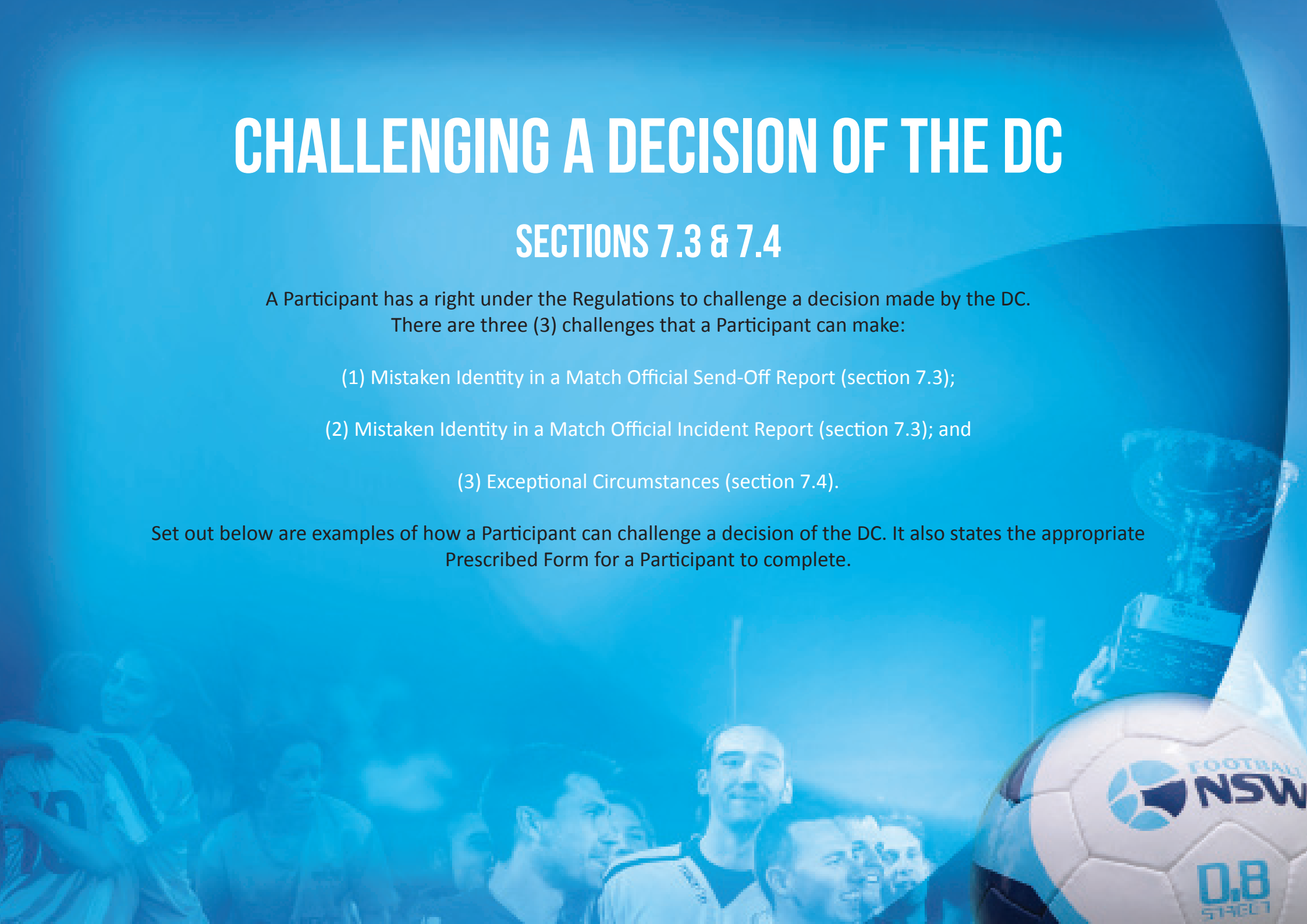
CHALLENGING A DECISION OF THE DC

SECTIONS 7.3 & 7.4

A Participant has a right under the Regulations to challenge a decision made by the DC. There are three (3) challenges that a Participant can make:

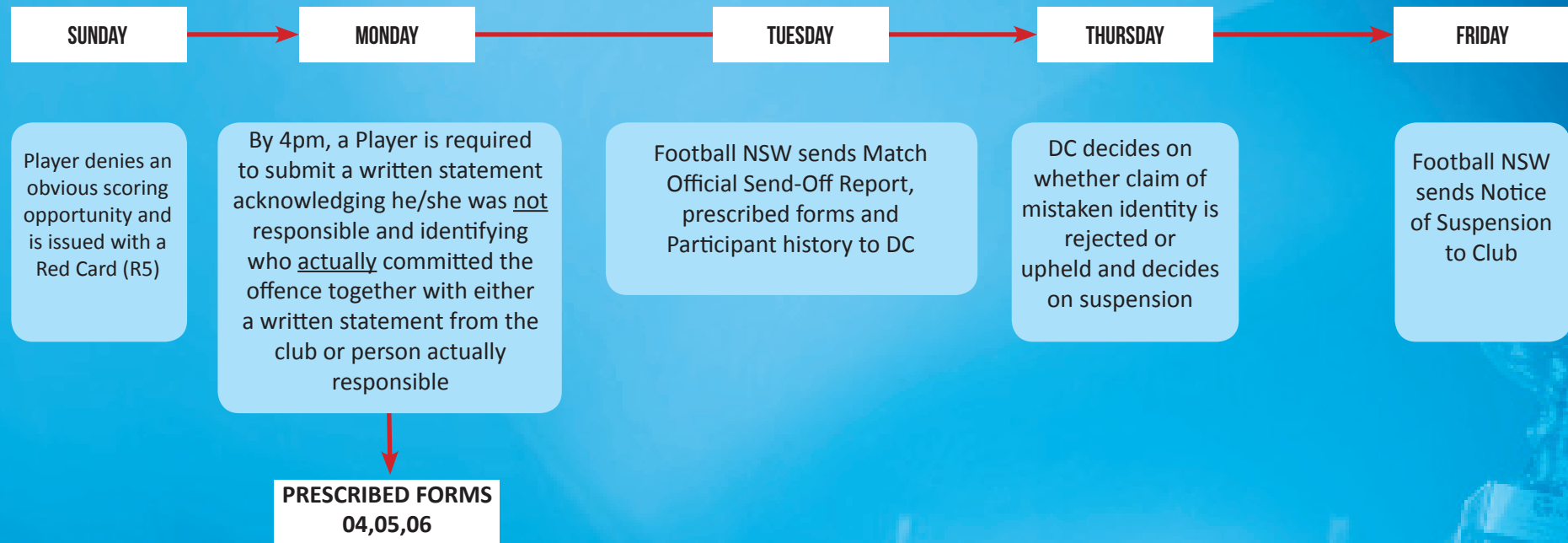
- (1) Mistaken Identity in a Match Official Send-Off Report (section 7.3);
- (2) Mistaken Identity in a Match Official Incident Report (section 7.3); and
- (3) Exceptional Circumstances (section 7.4).

Set out below are examples of how a Participant can challenge a decision of the DC. It also states the appropriate Prescribed Form for a Participant to complete.



EXAMPLE 1: MISTAKEN IDENTITY IN A MATCH

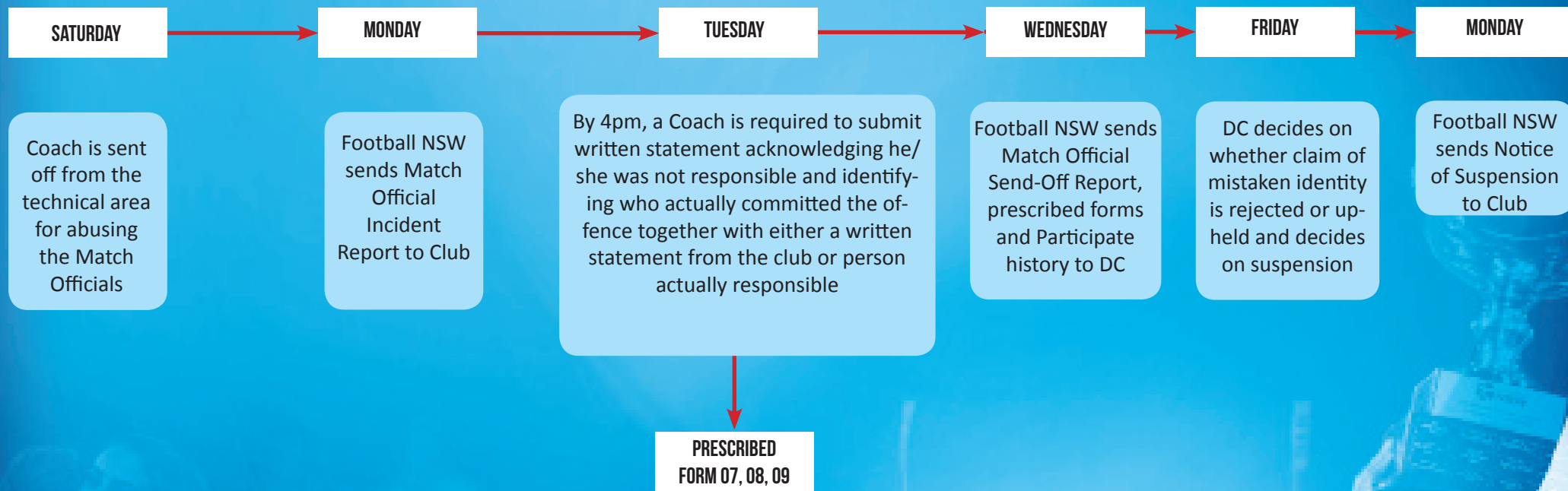
OFFICIAL SEND-OFF REPORT



NOTES

Unless a Participant has been successful in a claim of mistaken identity, he/she must continue to serve that suspension

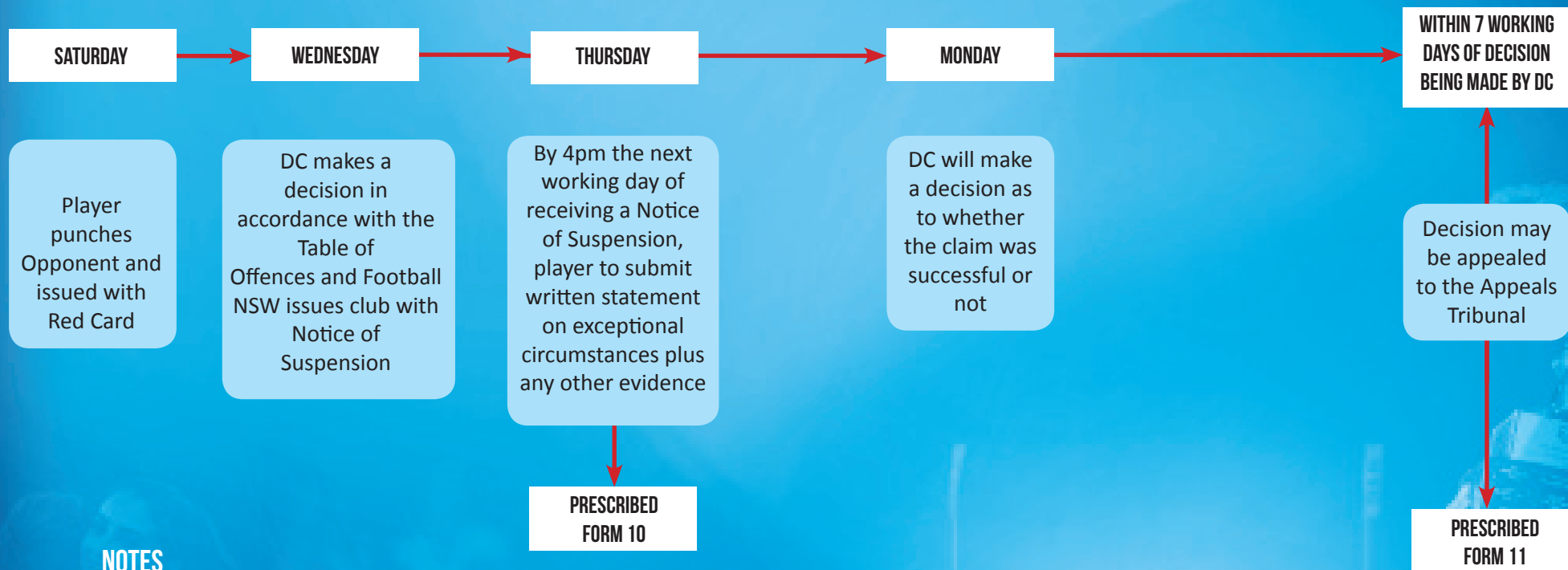
EXAMPLE 2: MISTAKEN IDENTITY IN A MATCH OFFICIAL INCIDENT REPORT



NOTES

Unless a Participant has been successful in a claim of mistaken identity, he/she must continue to serve that suspension

EXAMPLE 3: EXCEPTIONAL CIRCUMSTANCES



NOTES

1. A Participant is not eligible to challenge a Suspension where the DC has issued the minimum Suspension
2. Unless a Participant has been successful in a claim of Exceptional Circumstances, he/she must continue to serve that suspension

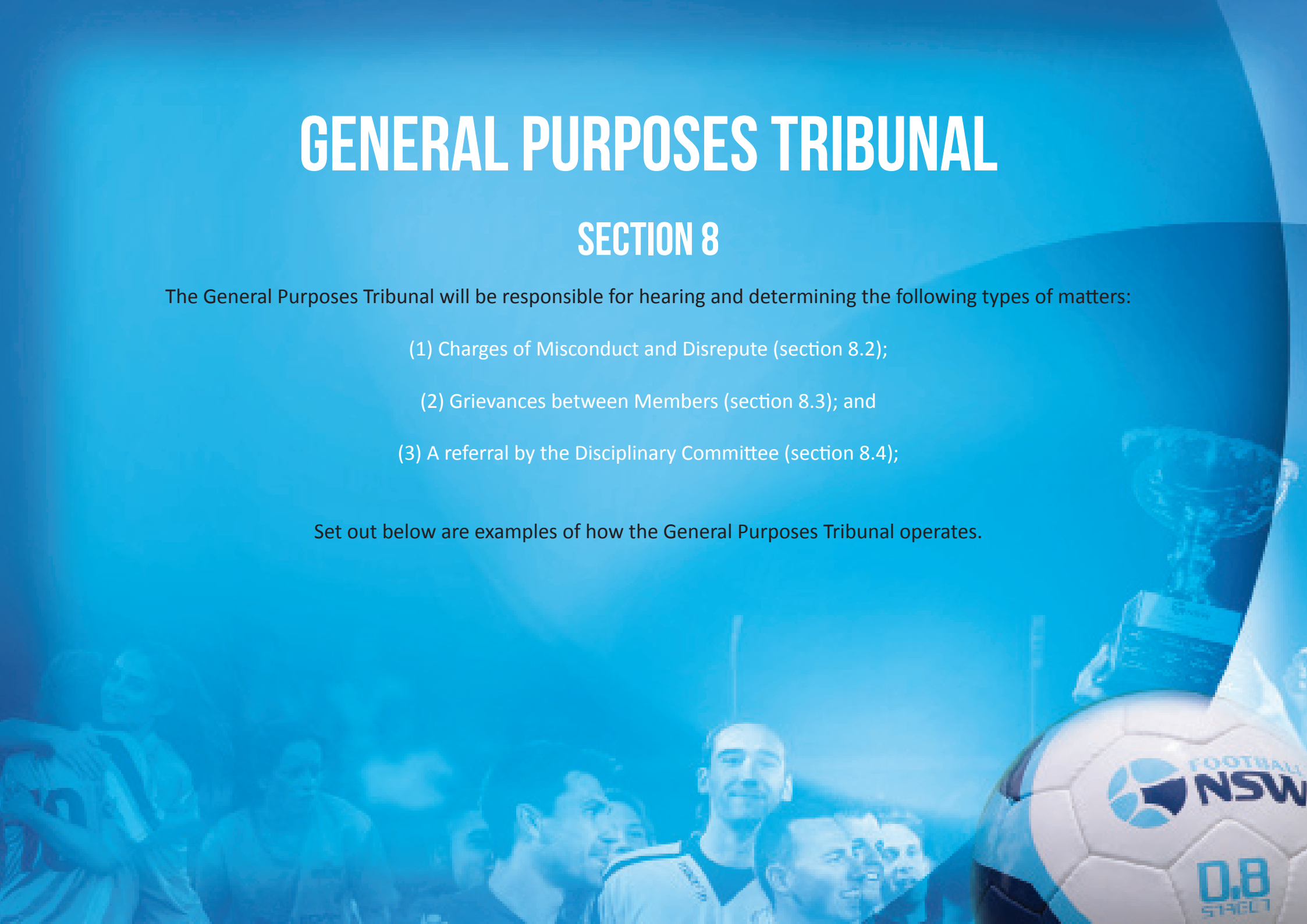
GENERAL PURPOSES TRIBUNAL

SECTION 8

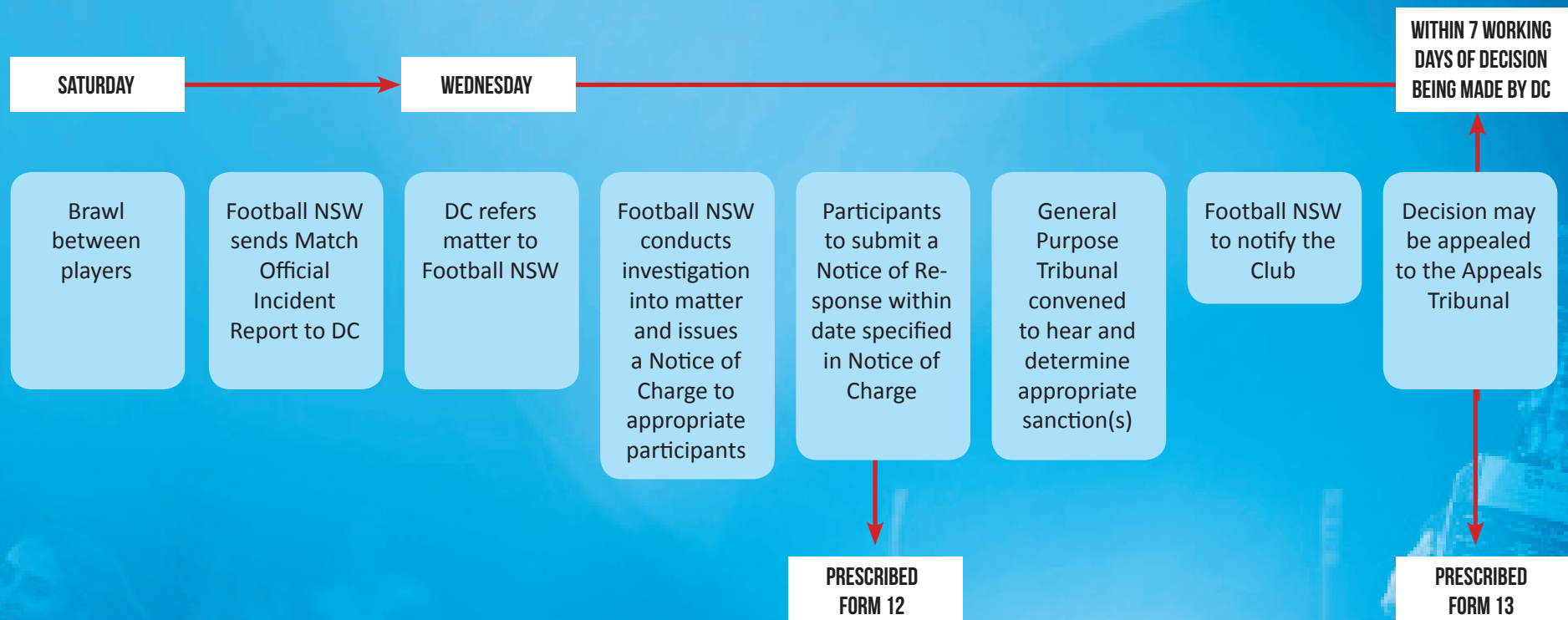
The General Purposes Tribunal will be responsible for hearing and determining the following types of matters:

- (1) Charges of Misconduct and Disrepute (section 8.2);
- (2) Grievances between Members (section 8.3); and
- (3) A referral by the Disciplinary Committee (section 8.4);

Set out below are examples of how the General Purposes Tribunal operates.



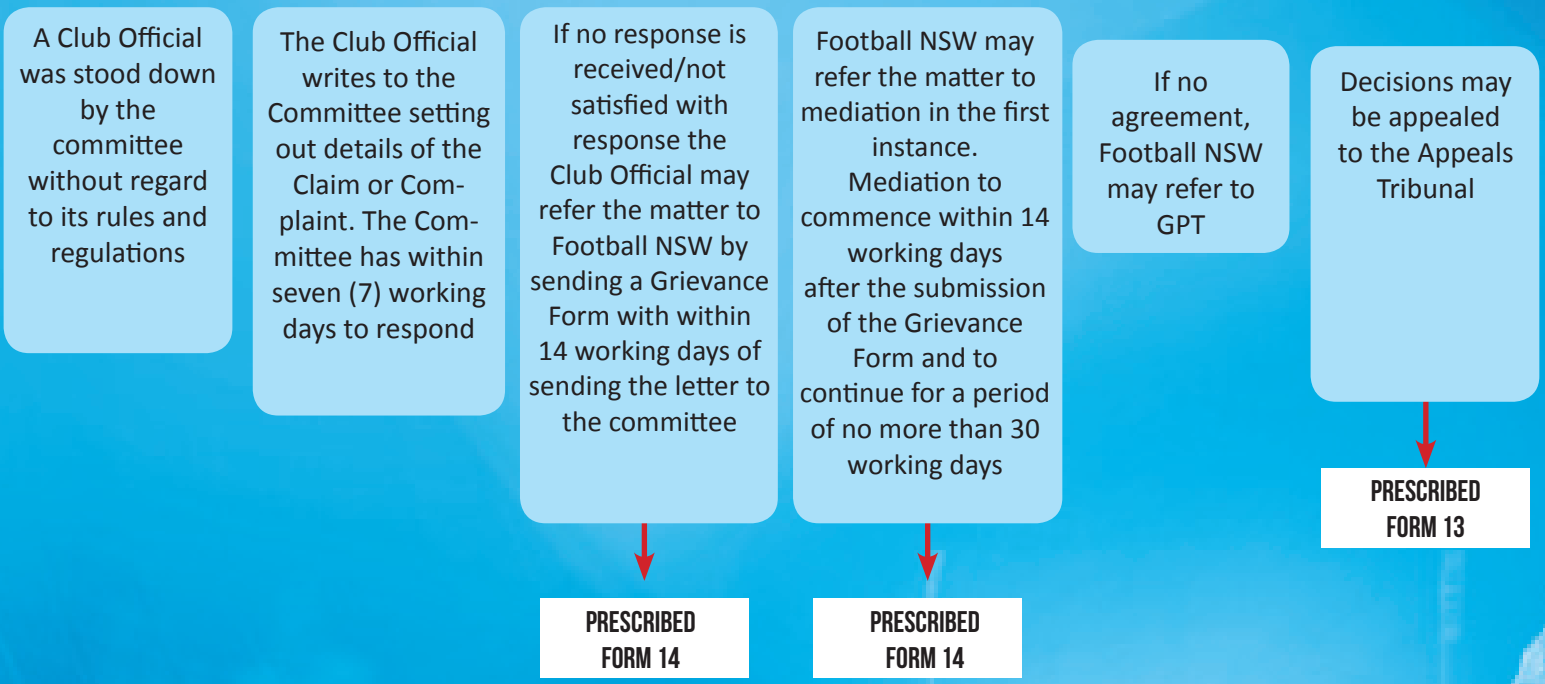
EXAMPLE 1: BREACH OF MISCONDUCT — REFERRAL BY THE DC



NOTES

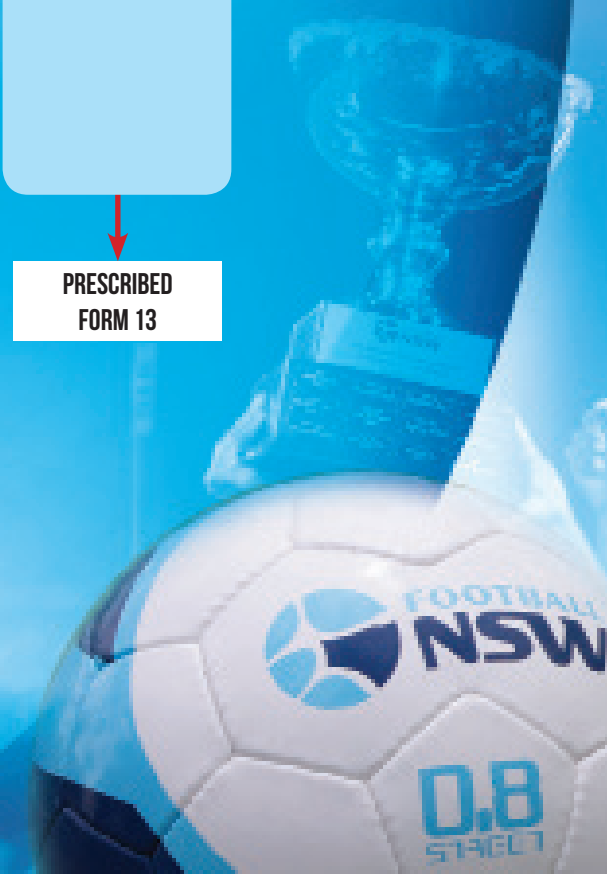
Please refer to sections 8 (General Purposes Tribunal) and 12 (Administrative Procedures of Tribunals) if you have been issued with a Notice of Charge

EXAMPLE 2: GRIEVANCE BETWEEN MEMBERS



NOTES

Please refer to sections 8.3 and 11 (Mediation) in dealing with Grievances



APPEALS TRIBUNAL

SECTION 9

The Appeals Tribunal will be responsible for hearing and determining appeals as follows:

- (1) A Disciplinary Committee decision in relation to mistaken identity in a Match Official Send-Off Report and Incident Report (section 7.5);
- (2) Disciplinary Committee decision in relation to exceptional circumstances (section 7.5);
- (3) A General Purposes Tribunal decision in relation to Grievances (section 8.3) and Misconduct and Disrepute (section 8.2); and
- (4) Appeals against a decision made by an Associations' Appeals Committee (section 9.5)

Set out below is an illustrative overview of how the Appeals Tribunal operates.



**APPEALS TRIBUNAL
(AT)**

Disciplinary Committee
Decision

Mistaken Identity in a Match
Official Report

Exceptional Circumstances

General Purpose
Tribunal Decision

Grievances between Members

Charges of Misconduct and
Disrepute

Associations Appeals
Committee

