

Sanctions – infringements – misconduct – caution – expulsion – infringement notice – sanction notice

1. ESTABLISHMENT AND APPLICATION OF THE REGULATIONS:

- 1.1. The Griffith Sport Disciplinary Regulations (“Regulations”) are designed to ensure appropriate standards of behaviour are upheld at an *Activity*, and their surrounds, in a consistent manner.
- 1.2. The Regulations provide scope for managing infringements of the rules of an *Activity*, or breaches of either the [Social Sport Terms and Conditions](#) or [Griffith Sport Pride Code of Behaviour](#).
- 1.3. The Regulations:
 - a. apply at any *Activity* or where Griffith University students are participating in a representative capacity as part of a Griffith Sport team;
 - b. apply to *Participants*, spectators, *Group* and *Group Officials*.
- 1.4. The Regulations may be supplemented, but not altered by, *Activity Rules*. In the event of any inconsistency between the Regulations and the *Activity Rules*, the terms of these Regulations shall prevail.

2. AUTHORITIES AND JURISDICTION:

- 2.1. At any *Activity*, the *Activity Official* has full authority to enforce the rules of the *Activity* in the *Activity* to which they have been appointed. This includes the lead up to, during, and after the *Activity*.
- 2.2. The powers and duties of an *Activity Official* are specified in the rules of the *Activity*. The *Activity Official* has the authority to make disciplinary decisions in connection to both on-field and off-field events relating to the *Activity* they are overseeing. This may result in the issuing of sanctions relating to misconduct by a *Participant*, *Group*, *Group Official* or spectator.
- 2.3. Any disciplinary decision made by an *Activity Official* during an *Activity* is final.
- 2.4. Where the justification is present, disciplinary decisions for on-field or off-field incidents may also be imposed by a *Griffith Sport Administrator* at the location where the *Activity* is taking place.
- 2.5. Where the justification is present, an initial disciplinary decision may be upgraded. As a result, additional sanctions may be imposed including extended *Activity* suspensions, deduction of competition points and fines.

- 2.6. Where the justification is present, a *Griffith Sport Administrator* may escalate an infringement to Griffith University, in accordance with University Policies and Procedures (e.g. Code of Conduct).

3. DISCIPLINARY COMMITTEE:

- 3.1. From time-to-time, a *Disciplinary Committee* may need to convene to manage an incident requiring additional investigation. The outcome of these meetings will be dependent on the matter being discussed.
- 3.2. The *Disciplinary Committee* will be comprised of:
 - a. Manager, Sport & Recreation
 - b. A *Griffith Sport Administrator*
 - c. An additional third party, or representative
- 3.3. As part of its investigation, the *Disciplinary Committee* may consider:
 - the nature and severity of the infringement, including whether physical injuries were sustained;
 - the past record of the *Participant/s* being investigated, including whether this is a repeated offence;
 - the culpability and/or remorse of the *Participant/s* under investigation;
 - how the incident was initiated and whether retaliation was involved;
 - any relevant legal or legislative requirements (e.g. human rights, anti-discrimination related legislation);
- 3.4. All decisions of the *Disciplinary Committee* are final.
- 3.5. Where the *Disciplinary Committee* is seeking information relating to an incident, and a *Group* or *Participant/s* refuses to provide the detail requested relating to the original incident, the *Disciplinary Committee* may enforce the original sanction on the *Group*.

4. CITING A PARTICIPANT, GROUP OFFICIAL, OR SPECTATOR:

- 4.1. A *Participant*, *Group Official*, *Group* or spectator may be cited by an *Activity Official* or *Griffith Sport Administrator* under the caution and expulsion codes outlined in Section 5 – Infringement and Sanctions.
- 4.2. At the time of being cited, the cited party must provide the *Activity Official* or *Griffith Sport Administrator* with their full name/s. Failure to provide these details upon immediate request

may result in additional sanctions for the *Participant, Group Official* or *Group*.

- 4.3. Providing incorrect or incomplete information or failing to provide any information at all may result in additional sanctions.
- 4.4. Where a *Participant, Group Official, Group* or spectator has been cited during an *Activity*, the *Activity Official* will submit a report to the *Griffith Sport Administrator*, noting the cited *Participant/s, Group Officials* and/or *Group*, including name/s, identifying features and any other relevant information.
- 4.5. Upon receiving the *Activity Official's Report*, the *Griffith Sport Administrator* will determine if additional action needs to be taken in accordance with clause 8.
- 4.6. Except in the circumstance where a clear error is identified, the decision of an *Activity Official* is considered absolute and may not be disputed. An example of a clear error is mistaken identity.
- 4.7. An *Activity Official* can use their discretion when citing a *Participant, Group Official, Group* or spectator. These decisions cannot be contested under any circumstances
- 4.8. In addition to decisions made by the *Activity Official*, a *Participant, Group Official, Group* or spectator may also be cited by a *Griffith Sport Administrator* for any infringement.
- 4.9. For the avoidance of doubt, neither a *Griffith Sport Administrator* nor a *Disciplinary Committee* can change an *Activity official's* decision to issue a caution or an expulsion.

5. INFRINGEMENT AND SANCTIONS

5.1. CAUTIONS

- 5.1.1. A caution is issued for a minor infringement of the *Activity Rules*. A caution can be issued to a *Participant, Group Official* or spectator.
- 5.1.2. The application of cautions as they relate to an *Activity* are outlined in the *Activity Rules*.
- 5.1.3. A *Participant* who accumulates a certain number of cautions may be required to serve mandatory *Activity* suspensions.
- 5.1.4. If a *Participant, Group Official* or spectator receives multiple cautions during the same *Activity*, the sanction may be upgraded to an expulsion.
- 5.1.5. If a *Participant, Group Official* or spectator receives a caution and then a direct expulsion then the caution will be considered as additional in the relevant party's accumulation of caution notices.

- 5.1.6. A caution issued during an abandoned *Activity* may still be sanctionable.

5.2. EXPULSIONS

- 5.2.1. An expulsion is issued for a serious infringement of the rules of the *Activity* and is the order given by the *Activity official* to any *Participant, Group Official* or spectator to leave the vicinity of the *Activity* and the technical area (including substitute's bench), for the remainder of the *Activity*. Refer to a program's terms and conditions for examples of Expulsions.
- 5.2.2. The application of expulsions as they relate to an *Activity* are outlined in the *Activity Rules*.
- 5.2.3. An expulsion may also be issued by any *Griffith Sport Administrator* during any *Activity*.
- 5.2.4. An expulsion is regarded as direct if it sanctions serious unsportsmanlike behaviour.
- 5.2.5. An expulsion is regarded as indirect if it is the result of the accumulation of two cautions in the same *Activity* as outlined in 5.1.3.
- 5.2.6. A *Griffith Sport Administrator* may determine that the actions of a *Participant, Group Official* or spectator were of a nature serious enough to warrant a sanction greater than the mandatory *Activity* suspension. This may include additional *Activity* suspensions, deduction of competition points and/or a fine.
- 5.2.7. Where a *Participant, Group Official* or spectator accumulates a certain number of expulsions over any period additional *Activity* suspensions may be issued at the discretion of the *Disciplinary Committee*.
- 5.2.8. Any *Participant, Group Official* or spectator who has been issued with an expulsion will receive a request to provide a copy of their photo ID. They must send a copy image of their photo ID to the *Griffith Sport Administrators* at socialsport@griffith.edu.au within 7 days of receiving the sanction, or prior to participating in the next *Activity* (whichever occurs first).
- 5.2.9. Regardless of any mandatory or additional sanction or suspension, any *Participant, Group Official* or spectator who has been issued with an expulsion is restricted from participation in any *Activity* until they have presented a copy of their photo ID.

5.2.10. An expulsion issued during an abandoned *Activity* will be upheld, regardless of whether the *Activity* is replayed or not.

5.2.11. If, in the case of a group of people involved in violent conduct, it is not possible to identify the instigators, the *Griffith Sport Administrator* or the *Disciplinary Committee* may sanction the *Group* to which the people involved, belong.

5.3. A *Griffith Sport Administrator* or a *Disciplinary Committee*:

- a. May impose sanctions;
- b. May impose a sanction outside of the range of recommended sanctions;
 - a. Must determine the scope and duration of each sanction in accordance with the recommended sanctions.

6. GROUP MISCONDUCT:

6.1. A *Griffith Sport Administrator* or *Disciplinary Committee* may impose disciplinary sanctions on a *Group* for misconduct. These sanctions are to be served in addition to any individual sanctions. Sanctions may be imposed for *Group* misconduct including but not limited to:

- a. multiple *Participants* are cautioned during a single *Activity*;
- b. multiple *Participants* are sent off during a single *Activity*;
- c. multiple *Participants* are involved in a brawl;
- d. multiple *Participants* make threats or show force against an *Activity Official* or Griffith staff; or
- e. any accumulation of multiple infringements, cautions or expulsions that have occurred over any period. This is not limited to one *Activity*, day or competition period.

6.2. When the misconduct is of such a nature that it impinges on the health and safety of *Participants* and/or Griffith Sport staff, the *Griffith Sport administrator* can override the need to take matters of misconduct to the *Disciplinary Committee* and independently impose disciplinary sanctions on a *Group* or *Participant*.

7. IMPLEMENTATION OF SANCTIONS:

7.1. An *Activity* suspension means a ban from taking part in an *Activity* or to attend the venue where the *Activity* is played. In the case of a venue ban the *Participants*, supporters or *Group Officials* are not to be at the competition venue for the duration of the *Activity* for which they were sanctioned.

7.2. Unless otherwise specified by a *Griffith Sport Administrator* or a *Disciplinary Committee*, a *Participant* who receives a suspension for an offence in an *Activity* must serve that suspension in the following *Activity*(ies) in which his or her group participates.

7.3. Where a suspension has not been served by the end of a season, it will carry over to the following season.

7.4. Where a *Participant* participates in multiple sports and is serving an *Activity* suspension, the suspension only applies to participation in the sport in which they received the suspension. This includes where a suspended *Participant* transfers to a new group.

7.5. Only those *Activity* played count towards a suspension being completed. If an *Activity* is abandoned, cancelled or forfeited, a suspension is only considered to be served if the group to which the suspended *Participant* belongs is not responsible for the facts that led to the abandonment, cancellation or forfeiture.

7.6. Where a *Participant* participates in multiple sports and is serving a time-based suspension, the suspensions applies to participation in any *Sporting Activity*.

8. ADDITIONAL SANCTIONS

8.1. If a *Griffith Sport Administrator* has determined under clause 2.5 that an offence by a *Participant* or a *Group* warrants a sanction in addition to the mandatory *Activity* suspension, a *Disciplinary Infringement Notice* will be emailed, notifying the *Participant* or group of the details of the offence and of the disciplinary sanction imposed. This is to occur within seven (7) days of the date of initial infringement.

The notice must provide:

- a. a summary detail of the alleged offence;
- b. details of imposed sanctions;
- c. details of the available appeals process as outlined in the *Griffith Sport Disciplinary Appeals Process*.

9. DEFINITIONS AND INTERPRETATION:

Activity means any sporting activity such as an event, match, competition, tournament or league that is conducted by Griffith Sport.

Activity Official means a referee, umpire, assistant referee, fourth official, *Activity* commissioner, referee inspector, selector, or any other individual in charge of an *Activity* or any other individual appointed by Griffith University

Activity

Official's Report means the report to be completed by a referee at the end of the *Activity* and submitted to the *Griffith Sport Administrator*

Activity Rules mean the official rules and regulations governing the administration and conduct of an *Activity*. These can be obtained from the *Griffith Sport Administrator* and are available on the Griffith Sport website.

Disciplinary Committee means the committee that has jurisdiction over an *Activity*.

Disciplinary Infringement Notice means the notice issued by a *Griffith Sport Administrator* to a *Participant* or a *Group official* providing notice of the disciplinary *Sanction* imposed for the offence committed by that *Participant* or *Group Official*.

Field of play refers to a field, court or other surface on which an *Activity* is played.

Griffith Sport Administrator is responsible for the conduct and staging of a competition. The role of Griffith Sport Administrator may be assumed by any of the following people:

Social Sport Convenor or Sport Officer

Social Sport Coordinator or Programs Manager

Operations Manager or Manager, Sport and Recreation

Any other Griffith Sport management staff.

Group (synonymous with 'team') means the group to which a *Participant* or *Group Official* is a member.

Group Official refers to any individual directly involved with a *Group*, including coaches, managers, medical staff (including *Group* or *Activity* doctor), physiotherapists, gear individuals and other support staff.

Participant means any individual playing in an *Activity*, or any student representing Griffith Sport at an *Activity*. *Participant* also includes substitutes who may or may not take to the *Field of play* during an *Activity*. *Participants* means more than one *Participant*.

Rules

of the Activity mean the official rules of an *Activity*. These can be obtained from the *Griffith Sport Administrator* and are available on the Griffith Sport website.

Sanction means a penalty in the form of *Activity* or time suspensions, deduction of competition points and/or a fine that is applied to a *Participant(s)*, *Group Official*, *Group* or spectator.

Supporter means a

person who attends an appeals meeting in support of a sanctioned *Participant* or *Group*.

Suspension means a ban from taking part in any Griffith Sport *Activity* or to attend the area immediately surrounding the *Activity* venue for the duration of the *Activity* as specified by the *Sanction*, that is served either over a period (i.e. weeks, months or years), or as a specific number of occurrences.

10. Recommended sanctions for suspensions are as specified in the table below. These suspensions are in addition to any mandatory suspension served as part of an expulsion. The Disciplinary Committee may impose sanctions and suspensions outside of the recommendations, using the criteria outlined in 3.3 as a guide:

Code	Offence	Explanation	Examples (including but not limited to)	Recommended minimum suspensions	Recommended maximum suspensions
E1	Breach of <i>Activity</i> Rules or Guidelines	Breaking the rules set forth under the terms and conditions of the <i>Activity</i> that is being conducted or participated in.	Breaches of the rules of a game in a sports match. Repeated failure to follow directions or guidelines whether it be the same or multiple different offences.	1 week	6 weeks

E2	Violent conduct	Excessive force or brutality when outside of the <i>Activity</i> rules or guidelines.	Striking, kicking, elbowing, grabbing, pushing, throwing or head- butting against any other individual.	1 week	3 Months
E3	Serious act of violent conduct	Conduct of the most serious nature that intends to cause or causes significant bodily harm to any <i>Participant</i> .	Involvement in a brawl. Extreme acts of Violent Conduct. Use of weapons, items or devices with the intent to harm.	6 weeks	Life ban
E4	Use of offensive, insulting, discriminatory or abusive language and/or gestures, including racist, religious, ethnic, cultural, gendered or sexist	Discriminatory behaviour is inclusive of heterophobia, homophobia, biphobia, transphobia, queerphobia and interphobia as outlined in the Griffiths Sport Pride Code of Conduct.	Use of foul or inappropriate language. Can include the wearing of symbols, political messages or written expression. Calls to action against a particular individual or group including incitement to violence.	1 - 6 weeks	6 weeks - 12 months
E5	Any expulsion offence that is directed towards an <i>Activity Official</i> , staff member or organiser.	Harassment either verbal or physical.	Use of foul language directed towards staff. Violent Conduct or physical harm towards staff. Intimidation to pressure an <i>Activity Official</i> , staff member or organizer to take or omit to take certain action	Recommend Suspension Increased by: x2 – x 4 in length	Recommend Suspension increased by: x2 – x 4 in length