

Leeds HC- Disciplinary Procedure

This procedure should be read in conjunction with the EHB Red Card & Match Day Misconduct Offence Regulations- September 2008.

The elected Club Disciplinary Office (CDO), currently Rob Anderson is responsible for implementing the procedure.

Prologue

The disciplinary code provides an outline of the formal action to be taken where a club member fails to meet the standards expected in respect of etiquette, behaviour and conduct. This applies both during matches and at all other times when representing the Club, or being seen to represent the Club.

The Club will keep general behaviour under review as necessary. All players, when representing the Club on and off the pitch shall act accordingly. Hockey is a social sport to be enjoyed by all so please use your common sense.

Captains are reminded that, under the rules of hockey, they are responsible for the behaviour of all their team players. Captains and Coaches are required to record the awarding of cards and the details of the offence committed. These details will be reported to the Disciplinary Officer, who will forward the information to the Disciplinary Committee as required.

Nothing in this code should prevent a captain or coach from making a selection decision on the basis of a player's conduct whether or not that conduct is dealt with under this procedure.

1. The Disciplinary Committee

The Disciplinary Committee which will comprise the CDO and any 2 of the following:-

- The Club Chairman;
- The relevant Club Captain;
- The player's Captain/Coach;
- The Chair of the selection committee;
- The Director of Coaching.

2. Matters to be considered

The Disciplinary Committee will take action in respect of any player who receives a red card or Match Day Misconduct Offence using the procedure outlined in section 3.

The Disciplinary Committee will consider taking action in respect of any player who:-

- i. Receives four yellow cards (three where the cards are for dissent) in a season;
- ii. Is involved in any other incident which the CDO considers brings the Club into disrepute;
- iii. Is Captain or Coach of a team which records 10 yellow cards or two red cards.

Cumulative Yellow Cards and other incidents will be dealt with by a Disciplinary Hearing as outlined in section 4.

3. Procedure On the award of a Red Card or of a Match Day Misconduct Offence (MMO)

If a player receives a red card or MMO the CDO will automatically ban the player from playing, coaching or umpiring in any hockey match for an initial period 16 days commencing on the day of the offence (The Initial Ban).

The Initial Ban will only be provisional until the Club receives the Red Card or MMO Report and Penalty Notification from either the Regional or County Discipline Administrator.

Save in exceptional circumstances (entirely at the discretion of the CDO) a player will not be prevented from training during the Initial Ban.

The CDO will inform the player in writing of the Initial Ban, its provisional nature and whether the player will be allowed to train.

On receipt of the Red Card or MMO Report and Penalty Notification the CDO will circulate the documents to the Discipline Committee.

Having considered the documents the Discipline Committee will decide to:-

1. Take no further action other than support the ban imposed by the Regional or County Discipline Administrator and inform the player in writing of the decision providing a copy of the relevant documents;
2. Consider taking further action and therefore hold a Disciplinary Hearing;
3. In exceptional circumstances appeal the ban imposed by the Regional or County Discipline Administrator.

(It is emphasised that it will be only in the most exceptional circumstances would the club consider this action and that under the EHB rules it is only the punishment that can be appealed not the award of a red card.)

4. Disciplinary Hearing

The procedures of the Disciplinary Hearing are:

- The member concerned will be advised of the matters or allegations in writing prior to the meeting.
- A player asked to appear may bring along another member to speak on their behalf or as an observer or to put any facts before the Disciplinary Committee.
- Both the player and the disciplinary committee may call witnesses as appropriate to attend the disciplinary hearing; any witnesses called may be cross examined by either party.
- The hearing will be adjourned to enable a decision to be reached.
- In making a decision the Discipline Committee should consider all the relevant circumstances including, but not limited to, the detail of Red Card or MMO Report and Penalty Notification; the nature of offence; the conduct of the player following the offence; the disciplinary record of the player.
- On the same date, wherever possible, the player will be informed verbally of the decision and reasons given on how the decision has been reached. The player will also be informed in writing within 5 days of the hearing.
- A written record of the decision and the reasoning of the committee will be kept by the CDO and made available to player.
- The decisions of the Disciplinary Committee will be final, subject to the right of appeal laid out in the England Hockey Disciplinary Code.

The Disciplinary Committee can impose any penalty that it considers appropriate including but not limited to:-

- Written warning
- Being dropped from a certain team or teams
- Suspension from playing
- Suspension from training
- Suspension of membership of the Club for a period to be defined
- Recommendation to the Club Committee of expulsion from the Club

Any penalty maybe suspended conditional upon the player's future behaviour. Any penalty may have conditions attached at the discretion of the Disciplinary Committee.