

## **Tallaght Rugby Club Disciplinary Procedures**



### **INFORMAL ACTION**

In the case of a player's misconduct being reported in a match summary at selection meetings or in the case of a player receiving a number of yellow card warnings, then that player shall be cautioned verbally by the Head Coach and the Captain of the team in which he has been selected to play.

### **FORMAL ACTION**

Formal disciplinary action for misconduct will usually follow a referee's report (but it is not limited to) there may a need to take action where the matter is serious enough for an immediate hearing in order to suspend the player from further selection until the referee's report has been received and/or investigations are completed.

Examples of action which constitute misconduct are stated in the I.R.F.U's Discipline Regulations. The offences stated are only examples, given as a guide and are not intended to be exhaustive.

Further, if a player is found to be guilty of repeated offences of a nature set out in "Informal Action" above then such behaviour will be reported to the Club Disciplinary Panel. The player will be told the nature of the complaints and asked to make any comments. If the Panel believes it to be appropriate then the player will be issued with a Verbal Warning with regard to the behaviour. A record will be kept on file for the remainder of the season, giving details of the offence.

### **Disciplinary Hearing**

If following an investigation the player (or member) is required to attend a disciplinary hearing, this will take place as follows:-

- The Club President (or nominee) will form a Disciplinary Panel and meet formally to deal with the case.

- The Panel will consist of the Club's President (or nominee), Director of Rugby (or nominee), An Independent Non-playing Member and a Senior Player.
- The Player (or member) will by right have a representative present, should the player not choose one the Club Captain is obliged act as the player's representative.
- The Club's Director of Rugby (or nominee) will chair the Panel and will firstly introduce those present, explain the reason for calling the disciplinary hearing and then describe the way in which the hearing will be conducted.
- The player or his representative will then have the chance to state his or her case fully, question the referee and/or his report and any witnesses. The other Panel member(s) hearing the case may also ask questions.
- If witnesses are called, they will only attend to give their statement and answer any questions.
- At the end of the hearing, the Chairman of the Panel will summarise the main points of the case. The player (or member) will then be given an opportunity to summarise his or her main points.
- If no further questioning is required by either party, the Panel will adjourn the hearing to consider all the evidence provided and make a decision. (If further information is required the meeting can be suspended while further investigation takes place.)
- The meeting is then reconvened and the Panel's decision is communicated to the player, together with the disciplinary action, if any, which will be taken.

If formal action is being taken, the player will be advised of:-

- 1) The level of the action
- 2) The reasons for the action
- 3) Expected future conduct and likely action if this is not reached
- 4) The right of appeal

## APPEALS AGAINST FORMAL DISCIPLINARY ACTION

There is a right of appeal against all formal disciplinary action. An appeal can overturn, reduce or increase the original decision with some exceptions as outlined in appendix 1. If a player wishes to appeal against formal disciplinary action the player should do so in writing to the Club Secretary. This must be received within 3 days\* (with some exceptions as outlined in Appendix 1) of receiving written confirmation of the disciplinary hearing outcome.

The Secretary will reply to the request within five working days, giving details of who will be hearing the appeal and when it will be heard. A senior Officer of the Club will normally hear the appeal. Following the appeal, a written reply will be sent to the player within five days.

There is no further right of appeal.

### NOTES

- 1. Tallaght Rugby club cannot internally investigate or sanction any disciplinary actions in the event of an allegation of child abuse against any minor. This is the sole remit of the named child welfare officer *Louise Fitzsimons*. In the event of an allegation the child welfare is immediately notified by the person of first contact regardless of their club position. The protection of children is every member of the clubs explicit obligation.**
- 2. Any under 18yrs player being investigated and called before a disciplinary panel must be represented by both their parent (or guardian) and their representative.**
- 3. The Club Secretary is responsible for informing the I.R.F.U. of the out come of any proceedings**
- 4. In the below sanctions “ban” refers to both playing and sideline ban**
- 5. Tallaght Rugby Club does not discriminate against anybody on the grounds of gender, civil status, family status, age, disability, race, sexual orientation, religious belief, or membership of the Traveller Community**

## Appendix 1

Offence	Sanction	Appeal procedure	upheld	dismissed
violent conduct	1 - 52 week(s) ban and/or fine of no more than €175, suspension from club for up to 10 years	appeal must be made within 24 hours to club secretary	Sanction stands, or can be increased or reduced upon inspection of evidence	all sanctions dropped, member cannot be re investigated for this offence
Offensive behaviour	1 - 4 week(s) ban and/or fine of no more than €175, suspension from club for up to 10 years	appeal must be made within 3 working days to club secretary	Sanction stands, or can be increased or reduced upon inspection of evidence	all sanctions dropped, member cannot be re investigated for this offence
disrespect to a referee	2 - 4 week(s) ban and/or fine of no more than €175, suspension from club for up to 10 years	appeal must be made within 24 hours to club secretary	Sanction stands	all sanctions dropped, member cannot be re investigated for this offence
Un-gentlemanly behaviour	1 - 4 week(s) ban and/or fine of no more than €175, suspension from club for up to 1 year	appeal must be made within 3 working days to club secretary	Sanction stands, or can be increased or reduced upon inspection of evidence	all sanctions dropped, member cannot be re investigated for this offence
dissent	0 - 8 week(s) ban and/or fine of no more than €175, suspension from club for up to 1 year	appeal must be made within 3 working days to club secretary	Sanction stands, or can be increased or reduced upon inspection of evidence	all sanctions dropped, member cannot be re investigated for this offence
bullying	1 - 52 week(s) ban and/or fine of no more than €175, suspension from club for up to 1 year	appeal must be made within 3 working days to club secretary	Sanction stands, or can be increased or reduced upon inspection of evidence	all sanctions dropped, member cannot be re investigated for this offence
bringing the club into disrepute	Fine of no more than €175, suspension from club for up to 10 years	appeal must be made within 3 working days to club secretary	Sanction stands, or can be increased or reduced upon inspection of evidence	All sanctions removed.

<p>Child abuse in anyway as outlined by IRFU guidelines</p>	<p>Immediate suspension pending investigation. Non monetary Sanction unlimited. Authorities informed upto and including Gardaí</p>	<p>appeal must be made within 24 hours to club secretary and child welfare officer. Suspension remains in place until completely investigated by all authorities</p>	<p>expulsion and notification of IRFU child welfare officer</p>	<p>Upon fulsome exoneration all sanctions dropped in writing. Garda clearance must be aquired/required before returning to club for active duty</p>
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