



2018 Disciplinary Regulations and Procedures

(Rugby NorCal, 1170 N. Lincoln St., Suite 107, Dixon, CA 95620)

Each team/organization and INDIVIDUAL in or associated with Rugby NorCal is subject to the following Disciplinary Regulations and Procedures:

It is to be used at all Rugby NorCal and visiting SRO matches/functions.

I. DISCIPLINARY COMMITTEE

1) Rugby NorCal has appointed a Disciplinary Chair, who shall appoint a committee of not less than four. The four members may consist of any appropriately qualified individuals handling discipline either regionally, or within their own conference or club. These committees are open to change for every individual hearing necessary. This committee is charged with fact finding and acting as a judge in handling disciplinary matters in connection with members who are charged with actions detrimental to the Spirit of the Game and its members.

2) Each Club/Organization should appoint a Disciplinary Panel charged with the responsibility of maintaining standards of discipline within the Club/Organization.

3) Any Member who is brought forth to the Committee on charges of misconduct prescribed by the By-Laws, and the current Laws of the Game of Rugby, or who is accused of physically harming a Member, Spectator or other individual, before, during or after a Rugby NorCal sanctioned match or function, shall face a Disciplinary Committee hearing. To facilitate the work, the Disciplinary Committee shall investigate and obtain witnesses and procure videotaped films for use as evidence in deliberation.

II. JUDGEMENT TIME FRAME

1) The Referee, Touch Judges, and the Club or Clubs involved must fulfill the following responsibilities:

a) Reports must be filed with the Executive Director no more than 48 hours (2 business days) after the incident by phone or written email.

b) The Executive Director will consult the Disciplinary committee and provide written follow-up in no more than 72 hours (3 business days). Such follow up may include communication via e-mail and/or fax.

c) The Disciplinary Committee will review the reports immediately and render a decision within 48 hours (2 business days) of receiving the written report. If there is no dispute noted, the Disciplinary Committee shall act according to the guidelines in Sections IV and V below. If there are questions, the Committee shall interview all those involved, and others at the Committee's discretion, and request additional information and/or documentation of the incident.

d) If necessary, or if requested by the Member "Red Carded (or yellow in the instance of section IV below)," a hearing will be convened prior to the end of the period of Automatic Suspension*



2018 Disciplinary Regulations and Procedures

(Rugby NorCal, 1170 N. Lincoln St., Suite 107, Dixon, CA 95620)

Prior to the hearing, the Member who is the subject of the disciplinary action shall be informed of the specific conduct that is at issue. At that hearing, which may be conducted by telephone, all involved may make statements relating to the incident and may be represented by counsel. The Member who is the subject of the disciplinary action shall have an opportunity to review all evidence, and the hearing shall be consistent with traditional notions of due process. The Disciplinary Committee shall render its written decision within 48 hours (2 business days) of the hearing. Such decisions may be communicated by web posting, fax or e-mail and followed up by regular mail as appropriate.

e) If a Club/Organization that is party to a “Red or Yellow Card,” does not file a report with the Disciplinary Chair, it will be treated as an undisputed send off.

* Any Member who receives a “Red Card” for any reason shall sit out for the remaining duration of the match, and will receive an Automatic Suspension pending a review by the Disciplinary Committee. The Member who was “Red or Double Yellow Carded” has the right to a timely appeal. The suspension time between send of and hearing will be taken into consideration as time served.

III. APPEALS

1) Appeals Procedure

a) An individual or club may, with an administrative fee*, appeal a decision they feel unjust. This does not apply to suspensions related to a player “Red Carded” if the initial report was not addressed by the individuals or the clubs deemed guilty.

b) A written notice of appeal and fee payment must be made within 10 days of receipt of the notice of suspension. The appeal must be made to the Rugby NorCal Disciplinary Chair. A copy of the appeal must also be sent to the Rugby NorCal President and Executive Director. The Appellate Officer shall initiate a hearing by contacting the appellant. The Appellant may retain counsel or have a club representative represent them at the appeals hearing.

c) The Appellate Officer shall copy and forward all information regarding the case to all members of the Disciplinary Committee to keep them abreast of proceedings. A hearing date, time and place shall be determined by the Appellate Officer and sent to each member of the appellant’s representation. Such details of the hearing shall be agreeable to all parties, subject to them not withholding consent unreasonably.

d) Decisions of the Appellate Officer may be appealed if it is felt evidence was not entered, or if extreme bias was present. The appellant must notify USA Rugby’s Appeals Officer, in writing within 10 days of receiving the Rugby NorCal’s Appellate Officer decision. USA Rugby shall handle the process from this point forward, and it is at their discretion for the length and process.



2018 Disciplinary Regulations and Procedures

(Rugby NorCal, 1170 N. Lincoln St., Suite 107, Dixon, CA 95620)

* Appeals by Clubs or Individuals come with a \$100 administrative fee that will be repurposed by the Union for the benefit of youth development and coach/referee education.

The Hearing

1) All parties involved shall be given an opportunity to present all pertinent information, and counsel may represent the appellant.

2) Upon completion of the hearing, the Appellate Officer shall reach a decision. A written copy of the decision shall be sent to the appellant and to the members of the Disciplinary Committee, and Operational Board within 48 hours of the hearing.

IV. INFRACTIONS AND CONSEQUENCES (offenses against a referee or touch judge by coach or spectator)

1) When a Non-Playing Member imposes offense against a referee or touch judge, the following consequences will ensue. Because of the seriousness of these offenses, these consequences must be STRICTLY adhered to. These consequences will be a direct result of a yellow or red card issued to a coach or sideline by the referee or touch judge/AR:

For all of the below, first offence suspensions are automatic without the need for a hearing. Should the individual wish to appeal the suspension, a hearing will take place within one week of the appeal's submission, but the individual will remain suspended until the time of the hearing.

a) Persistent Criticism / Disputing of Calls (Players of Referees)

- i) First Offense: 2 match Automatic Suspension in addition to the match removed from
- ii) Second Offense (within one year): 4 – 6 match suspension in addition to the match removed from
- iii) Third Offense (within one year): Formal Hearing*

b) Persistent Criticism / Disputing of Calls (Coaches of Referees)

- i) First Offense: 2 match Automatic Suspension in addition to the match removed from
- ii) Second Offense (within one year): 4 – 8 match suspension in addition to the match removed from
- iii) Third Offense (within one year): Formal Hearing*



2018 Disciplinary Regulations and Procedures
(Rugby NorCal, 1170 N. Lincoln St., Suite 107, Dixon, CA 95620)

c) Persistent Criticism / Disputing of Calls (Spectators of Referees)

- i) First Offense: 2 match Automatic Suspension in addition to the match removed from
- ii) Second Offense (within one year): 4 – 8 match suspension in addition to the match removed from
- iii) Third Offense (within one year): Formal Hearing*

d) Verbal Abuse and/or Threatening a Referee or Touch Judge (Players, Coaches and Spectators of Referees)

- i) First Offense: 3 match Automatic Suspension in addition to the match removed from
- ii) Second Offense (within one year): 7 – 12 match suspension in addition to the match removed from
- iii) Third Offense (within one year): Formal Hearing*

*A Formal Hearing shall be defined as a meeting of the Rugby NorCal Disciplinary Committee, plus 2 USA Rugby Officers.

2) Continuation of #a or #b above, and/or nonviolent contact with a Referee or Touch Judge after a “Red or Yellow Card,” or at the end of the match

- i) First Offense: 10 match Automatic Suspension in addition to the match removed from
- ii) Repeat Offense: 6 months or up to 2 years in addition to the match removed from

3) Physical or Attempted Physical Assault of a Referee or Touch Judge on or off the field during or after a match

- i) Coach/Player/Spectator is suspended immediately.
- ii) A Formal Hearing must be held within 2 weeks of the incident. The hearing must include the representation from the Disciplinary Committee at the highest level of rugby administration. If the event, match or incident occurs at a USA Rugby event, then a representative of the accused individual’s LAU Disciplinary Committee must be included in the hearing.
- iii) Unless overwhelming evidence is presented that would mitigate the situation, a MINIMUM 2 YEAR SUSPENSION will be assessed to the guilty party.



2018 Disciplinary Regulations and Procedures

(Rugby NorCal, 1170 N. Lincoln St., Suite 107, Dixon, CA 95620)

V. ENTRANCE TO FIELD OF PLAY BY RESERVE PLAYER, COACH, OR SPECTATOR

- 1) When an act of foul play occurs and causes a member of either team's sideline, whether it be a player, coach or spectator to enter the field of play to do one of the following, that person or persons shall be subject to strict disciplinary procedure.
 - i. To fight an opposing team player
 - ii. To accost a referee or touch judge

For the below, first offence suspensions are automatic without the need for a hearing. Should the individual wish to appeal the suspension, a hearing will take place within one week of the appeal's submission, but the individual will remain suspended until the time of the hearing.

- 2) Sanctions for the above are as follows:
 - i. First offence: 6 match Automatic Suspension in addition to the match removed from
 - ii. Second offence: 6 months in addition to the match removed from
 - iii. Third offence: Formal hearing*

*A Formal Hearing shall be defined as a meeting of the Rugby NorCal Disciplinary Committee, plus 2 USA Rugby Officers.

- 3) No spectator should be on the playing field at any time before or during the match. This includes but is not limited to; (1) medical assistance by unauthorized medical personnel, unless requested to do so by the assigned medical personnel, (2) crossing through try zones to offer a shortcut to the opposite side of the field, (3), team celebrations after scoring points.

For the below, first offence suspensions are automatic without the need for a hearing. Should the individual wish to appeal the suspension, a hearing will take place within one week of the appeal's submission, but the individual will remain suspended until the time of the hearing.

- 4) Sanctions for the above are as follows:



2018 Disciplinary Regulations and Procedures
(Rugby NorCal, 1170 N. Lincoln St., Suite 107, Dixon, CA 95620)

- i. First offence: 1 match Automatic Suspension in addition to the match removed from
- ii. Second offence: 4 matches in addition to the match removed from
- iii. Third offence: Formal hearing*

*A Formal Hearing shall be defined as a meeting of the Rugby NorCal Disciplinary Committee, plus 2 USA Rugby Officers.

VI. TEAM SANCTIONS DUE TO REPEAT DISCIPLINARY INCIDENTS

- 1) Should any one club receive any more than two red cards or five yellow cards in a season in any one age group, the club opens themselves up for team/club sanctions which could include any of the following, not in any particular order:
 - i. Monetary fines issued to the Club
 - ii. Suspension of the coach in question for between 2-6 weeks
 - iii. Requirement of coaching education courses from Positive Coaching Alliance
 - iv. Forfeiture of league points
 - v. Forfeiture of match wins
 - vi. Forfeiture of playoff spots
 - vii. Suspension of the team for up to a year
 - viii. Removal of the team from the league
 - ix. Removal of the Club from the league

The process for these hearings will follow the guidelines in Section II, (1). c & d.



2018 Disciplinary Regulations and Procedures

(Rugby NorCal, 1170 N. Lincoln St., Suite 107, Dixon, CA 95620)

VII. UNDETECTED FOUL PLAY / OFF FIELD MISCONDUCT

1) When an act of foul play occurs but is undetected by the Referee or Touch Judges it is the responsibility of the witness(es) to report it to the Referee as soon as practical after the incident. If it is not practical to report the incident to the Referee, it is the responsibility of the witness(es) to send a written report of the alleged act of foul play to the Disciplinary Chair, or Rugby NorCal Executive Director within the time limits noted in Section II above. Where more than one Union is involved, the report should be addressed to the Disciplinary Chair of USA Rugby. Likewise, off field behavior that is detrimental to the image of the game of rugby should be reported to the appropriate Disciplinary Chair in the same timely manner.

2) Upon receipt of these reports, the Disciplinary Chair must contact the accused within one week. After receipt of the comments of the accused, the Disciplinary Chair will follow the procedures established in Sections II.

3) From this point forward, the procedures of Section I, II, and III should be followed including the opportunity for a hearing and for the individual subject to the disciplinary action to review all the evidence prior to such a hearing.

4) Foul play incidents not involve playing players, if found to be true, should be penalized as in Sections IV, V, VI and VII.

5) Off field incidents will be reviewed on a case by case basis. Proven allegations of misconduct that tend to place the game in disrepute are to be dealt with in the strongest manner.

6) Clubs/Organizations are responsible for the activities of their members and supporters, as they relate to the image of the game. Clubs/Organizations are expected to provide for the discipline of their members and supporters who bring the game into disrepute.

* PARTICIPATION IN RUGBY DOES NOT PERMIT CRIMINAL ACTIVITY. THOSE FOUND GUILTY OF NON-RUGBY RELATED PHYSICAL OFFENSE(S), WILL BE TURNED OVER TO THE AUTHORITIES FOR CRIMINAL CHARGES AND PROSECUTION.