



# Discipline Policy

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This policy is not intended to replace any Rugby Alberta Discipline Guidelines. Where there is a conflict between the policies, the Rugby Alberta (RA) policy shall prevail.

This policy applies to:

- any member club team, any member club officer
- any player, match official, or spectator
- any officer of the Board of the Edmonton Rugby Union (ERU)
- any employee or individual member of the ERU
- any member of a visiting club or team playing against a member club of the ERU

This policy shall be applied regarding infringements of the ERU Bylaws, ERU Code of Conduct, ERU Referee Abuse Policy, ERU Field Use Agreement Policy, the World Rugby Union Laws of the Game, or any conduct that in the opinion of the Board is detrimental to the interests of the Edmonton Rugby Union or the game of rugby.

## **Sanctions**

The available sanctions are one or more of: restriction from play, suspension from play, monetary penalty, loss of points, and expulsion from the ERU. These sanctions can be applied to individuals, clubs, or both.

Any suspended person is not permitted to attend any rugby facility or organized rugby activity during the period of suspension.

## **Triggering circumstances**

The ordering off of a participant by a match official shall result in an immediate indefinite suspension of the participant and will require a discipline hearing.

The receipt of a Field Use Agreement violation notice will require a discipline hearing.

The receipt of a written report from anyone to whom this policy applies shall, if in the opinion of the Director of Discipline rises to the level that possible discipline action is required, result in a discipline hearing.

Any player, coach, match official, or club member registered with Rugby Alberta may be sanctioned under this policy if he or she brings the game of rugby, Rugby Alberta, hhhh or the ERU into



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disrepute. Determination of what may bring the game of rugby, Rugby Alberta or the ERU into disrepute is at the sole discretion of the Board.

## Discipline Process

The match official who orders a participant off, or who has any other concerns regarding a possible violation of this policy, shall complete a Disciplinary Report. The report should be submitted as soon as practicable after the match, and no later than 48 hours after the match.

Any person who wants to allege a possible breach of this policy must complete and submit a Disciplinary Report within 24 hours of the alleged breach.

Any club that wants to make a complaint under the Field Use Agreement must complete and submit a Disciplinary Report within 96 hours of discovering the breach.

All reports must be submitted electronically to the ERU President and ERU Director of Discipline, using the Disciplinary Report form found on the ERU website, or the Disciplinary Report form distributed to club Presidents.

Any person sent off the field by a match official shall be deemed to have been immediately notified of the incident. Notification of any other person (SU) subject to this policy shall be made by emailing the SU's club president, and the SU, if an email address for the person is known. Notification of the club president shall be deemed sufficient notification regarding the SU.

Within 48 hours of the receipt of a Match Official's Report, Interested Person's Report, or Field Use Agreement Violation Report, the Director of Discipline shall review the report and make any requests for additional information.

The person or persons who are the subject of the Match Official's Report, or Interested Person's Report, are entitled to review a copy of the report. A request to view the report must be made by emailing the Director of Discipline.

The SU as well as any club involved in the incident may make a brief written submission to the Director of Discipline regarding the incident. Submissions can be no more than two pages and must be submitted by email to the Director of Discipline within 48 hours of being notified of the incident.



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Regarding alleged violations of the Field Use Agreement, one representative from each club involved will be entitled to make representations to the Director of Discipline. Those representations may include written submissions up to five pages in length, as well as oral submissions at the hearing.

The Director of Discipline's decision will be based on, but is not limited to, the written reports and oral submissions received. Other evidence and submissions may be considered at the sole discretion of the Director of Discipline.

Within 96 hours of the receipt of the match official's report, the Director of Discipline shall advise by electronic means the SU, and all ERU club Presidents, of the decision regarding further sanctions. No reasons for the decision are required. The sanctioning decision will be posted on the Edmonton Rugby Union website.

Any sanctions imposed are at the sole discretion of the Director of Discipline. The sanctioning guidelines are only guidelines, and the Director of Discipline is not bound by the guidelines. Sanctions may be adjusted up or down to ensure they appropriately reflect the gravity of the offense and the past conduct of the SU and the club.

## **Appeal**

The decision of the Director of Discipline may be appealed to the ERU Board of Directors. It may be appealed by the SU, or any club involved in the incident. Any appeal must be commenced within 72 hours of the Director of Discipline's decision.

To commence an appeal, the appellant must provide a Notice of Appeal which must include a brief written submission outlining why the Director of Discipline's decision was not appropriate. In the case of an individual appealing, the Notice of Appeal must be accompanied by a \$250 deposit. In the case of a club appealing, the Notice of Appeal must be accompanied by a \$500 deposit. The Notice of Appeal must be submitted electronically to the President of the ERU. The deposit must be submitted to the ERU Treasurer.

The Board of Directors shall convene an appeal hearing within seven days of the Notice of Appeal. If a member of the Board of Directors is affiliated with the SU, or any club involved in the incident, that member shall not be entitled to participate in the appeal hearing. Otherwise, all members of the Board of Directors are entitled to participate in the appeal hearing, but are not required to participate. The Director of Discipline can participate in the meeting but cannot vote. Quorum for an appeal hearing will be three of the sitting Directors.



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At the appeal hearing, the Board of Directors shall look at the information that was available to the Director of Discipline and may also consider any other information it deems appropriate.

The Board of Directors may choose to hear oral submissions from involved parties. The Board of Directors shall make its decision immediately after the appeal hearing. A simple majority vote of the board members present shall be required to make the decision. If there is a tie, the decision of the President shall be determinative. The Board of Directors may uphold the decision of the Director of Discipline, or increase the sanction, or decrease the sanction. No reasons for the decision are required. If the sanction is decreased, the bond will be returned. Otherwise, the bond will be forfeited.

The decision of the Board of Directors shall be published on the ERU website.

The decision of the Board of Directors may be appealed to Rugby Alberta by following its procedures. The standard of review is reasonableness.

## Sanctioning Guidelines

		1 <sup>st</sup> offence	2 <sup>nd</sup> offence
Individuals			
	Dangerous play	1 game	3 games
	Abuse of an official	2 games	4 games
	Other offences	1 game	3 games
Clubs			
	Failure to comply with bylaws	\$500	\$1,000