

Player/team report policy

Player/team report

After the occurrence of an incident (verbal or physical), an official (including an umpire or referee) or staff member may report an individual, or team, if they deem the displayed behaviour to be unreasonable and excessive.

Behaviour is unreasonable and excessive if it exceeds what a typical/reasonable member of the community would have done in similar circumstances. If so, then a player/team report form should be completed.

The player/team report form should be filled out with as much detail as possible, signed and given to Lords management for investigation.

Review of the report

After receiving the completed player/team report form, Lords management will investigate the incident. This will generally involve contacting any persons involved in the incident to determine the most likely version of events. Once all information has been collected, Lords management will use the physical offences guidelines and the non-physical offences guidelines in this policy to determine the severity of an incident and if a penalty is warranted.

Natural Justice - The Lords investigation process should be fair in how it deals with an accused player/team. The team captain must be informed as to why their player was reported, and the player must be allowed to answer to the charges (preferably done via email through team captain). Failure to respond within seven days will result in the maximum penalty being applied.

Outcome of investigation

Once the investigation has been completed, the team captain will be informed in writing of the outcome for the player/team. Penalties can include a warning, player/team suspension or expulsion from the competition. If deemed necessary the player/team can be referred to a tribunal.

Tribunal process

If a tribunal is deemed necessary then the following process must be followed:

1. The team captain/s will be sent a notice indicating the details of the tribunal, including the date and time of the hearing, names of tribunal members and details of the offence.
2. The team captain/s must inform Lords management of who will be attending the tribunal hearing on behalf of the team. Multiple witnesses are allowed.
3. Lords management will invite any official/staff member involved in the incident to make a verbal statement to the tribunal.
4. If any person cannot attend then they may present a written statement to the tribunal.
5. On the day on the tribunal hearing all persons will be given the opportunity to present their version of events individually to the tribunal.
6. Once all evidence has been heard, the tribunal members will meet and discuss the incident and determine the outcome.
7. Team captain/s will receive written advice of the tribunal outcome and the player/team must adhere to any penalty that is handed down by the tribunal.

Physical Offences guidelines

Physical offences include any action which involves an application of force by one individual to another. The application of force can be indirect or direct, and must be done without consent. All players give implied consent to contact which is reasonable given the situation.

Assessment

Physical offences will be assessed by considering four factors; conduct, impact, contact and identity of the victim.

As part of the assessment of these factors, activation points will be allocated depending on the nature of the conduct, the extent of the impact, the area of the body affected and the identity of the victim. These points will then be used to grade the offence, and allow for an appropriate punishment to be determined.

It is not necessary for all factors to be satisfied, and a penalty can be imposed if only one factor is met.

Factors

1. Impact

The impact of an individual's actions will be assessed based upon the extent of any injuries that are sustained from those actions. The impact is to be classified as being severe, high, medium, low or negligible.

- Severe: A severe level injury, is an injury that is of such a nature that it endangers, or is likely to endanger, a person's life. The injury is determined as if untreated, so there is to be no regard to the possible results of medical treatment. (Five activation points)
- High: A high level injury, is an injury which has the potential to cause a permanent injury to a person's health. The injury is determined as if untreated, so there is to be no regard to the possible results of medical treatment. (Four activation points)
- Medium: A medium level injury, is an injury which interferes with the health or comfort of a person. It must be more than the mere sensation of pain; there must be some form of injury. (Three activation points)
- Low: A low level injury, is one that merely causes a sensation of pain to a person. There will be no presence of an actual injury. (Two activation points)
- Negligible: A negligible level injury, is one where there is no injury or pain present, but there has been an application of force. (One activation point)

2. Contact

The contact of the incident will be assessed by examining which area of the body was affected. There are certain areas of the body which require high levels of protection, and this is reflected in the allocation of points.

- Head: Is defined as the area of the body above the shoulders, but not including the shoulders. (Five activation points)
- Groin: Is defined as the area of the body above the two creases at the junction of the torso with the legs, but below the navel. (Three activation points)
- Torso: Is defined as the thorax, abdomen, and buttocks and back region. (Three activation points)

- Upper limb: Is defined as being the structure from the shoulder to the end of the fingers. It encompasses everything that falls between these two points. (Two activation points)
- Lower limb: Is defined as being the structure from the bottom of the groin, to the end of the toes. It encompasses everything that falls between these two points. (Two activation points)

3. Conduct

An individual's conduct will be assessed as being wilful, reckless, negligent, or incidental.

- Wilful: is characterised by an act which is clearly intentional, and the consequence of that act could be considered as being reasonably foreseeable. (Three activation points)
- Reckless: is characterized by an act which is clearly intentional, but the consequence was not considered to be reasonably foreseeable. (Two activation points)
- Negligent: is characterized by the lack of consideration of an action's consequence, and a lack of consideration regarding the act itself. It must be likely that the individual did not comprehend the act and its accompanying consequence. (One activation point)
- Incidental: is characterized by conduct which is commonplace, intentional, but is non-hostile given the nature of the accompanying context. The surrounding context of the event should be considered to determine if the conduct is deemed commonplace. If an act is deemed incidental, it can be allocated one activation point at the discretion of the tribunal.

4. Identity

The identity of the victim will be considered when making a determination on the incident.

- Umpire or referee: Is defined as any person who is employed as a match official at Lords. To be applicable, the physical offence must have occurred whilst the individual is actively officiating during a match. If the physical contact is directed at a person of this nature, then six activation points will be allocated.
- Lords staff: Is defined as any person who is employed by Lords. To be applicable, the physical offence must have occurred whilst the individual is rostered on shift.

- If the physical contact is directed at a person of this nature, then five activation points will be allocated.
- Spectator or patron: Is defined as any person who is a spectator of a match, or a patron of the centre. If the physical contact is directed at a person of this nature, then three activation points will be allocated.

Conversion of points

Points of activation are then converted to an offence level.

ACTIVATION POINTS	OFFENCE LEVEL	SUSPENSION PERIOD
1-2 Activation Points	Offence Level 1	Minimum 1 week - Maximum 2 weeks.
3-4 Activation Points	Offence Level 2	Minimum 2 weeks - Maximum 4 weeks.
5-6 Activation Points	Offence Level 3	Minimum 3 weeks - Maximum 6 weeks.
7-8 Activation Points	Offence Level 4	Minimum 4 weeks - Maximum 8 weeks.
9-10 Activation Points	Offence Level 5	Minimum 5 weeks - Maximum 10 weeks.
11-12 Activation Points	Offence Level 6	Minimum 6 weeks - Maximum 13 weeks.
12+ Activation Points	Ungraded Offence	Sanction is at the discretion of the centre management, but can include permanent expulsion of team/individual from all Lords' competitions.

Exacerbating and mitigating circumstances

If there are mitigating or exacerbating circumstances that are operative during the incident, Lords' may consider them when making a decision. The presence of these circumstances may lead to an increase or reduction in the penalties listed above.

Non-physical offences guidelines

Non-physical offences include any action which involves verbal abuse, unsportsmanlike conduct or use of threats towards an opponent, an official or any other person.

Non-physical offences fall into three categories; threats of violence, unsportsmanlike conduct or abusive language.

Types of offences

1. Threats of violence

- Using threatening and violent language
- With an intent to intimidate an individual.

To be found guilty of this offence, both the above elements must be satisfied. If found guilty of this offence, then a penalty of not more than six (6) weeks shall be imposed.

Aggravating factors

- If an immediacy to the threat exists.
- If the threat mentions the use of weapons.
- If the threat specifies a particular location.
- If any of these factors are present, then Lords may increase the penalty to what it deems sufficient.

2. Abusive language

- Using abusive and/or offensive language;
- That is directed towards an individual; and
- the language is reasonably likely to offend.

To be found guilty of this offence, both of the above elements must be satisfied. If found guilty of this offence, then a penalty of not more than six (6) weeks shall be imposed.

Aggravating factors

- If the abuse is racially discriminatory.
- If the abuse is religiously discriminatory.
- If the abuse is of a personal nature which is likely to cause reasonable distress.
- If any of these factors are present, then Lords may increase the penalty to what it deems sufficient.

3. Unsportsmanlike conduct

- An action that contravenes the Lords spirit of competition or player code of behaviour; and
- This action is reasonably likely to be defined as unsportsmanlike conduct.



Unsportsmanlike conduct is defined as a behaviour that violates the sport's generally accepted rules of sportsmanship and/or participant conduct. Penalties for unsportsmanlike conduct are at the discretion of Lords.

Special category

If any of these non-physical offences are directed at Lords' official or staff, then Lords may increase the penalty to what it deems to be appropriate.