



Rules of Discipline

Foreword

Welcome to The Scottish Hockey Union Limited ("**Scottish Hockey**") Discipline Rules.

We are proud of our sport and the thousands of people that are involved with our sport across Scotland. For the vast majority of these participants they will never be involved with these Disciplinary Rules.

The objective of the Disciplinary Rules is to secure justice in hockey disciplinary proceedings and ensure that decisions are made in a fair, consistent, independent and expeditious manner.

My thanks go to all the volunteers and the Scottish Hockey team that have contributed so heavily to the construction of these Discipline Rules.



Scott Baird
Chair Scottish Hockey

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1 Definitions and Interpretation

1.1 In these Regulations:-

AGM	means the Annual General Meeting of Scottish Hockey.
Appeal Form	means the form set out in Annex D.
Appeal Panel	has the meaning given in Regulation 3.4.1.
Appeal Panel Hearing	has the meaning given in Regulation 3.4.1.
Appeal Panel Member	has the meaning given in Regulation 3.4.2.
Appellant	has the meaning given in Regulation 17.3.
BUCS	means British Universities and Colleges Sports.
Cards	means green cards, yellow cards or Red Cards.
Category 1 Red Card	means where a red card is issued to a Participant for violent conduct, for repeated or foul mouthed verbal abuse, persistent fouling or a single serious foul and which is also known as a "straight red" card.
Category 2 Red Card	means where an umpire issues a yellow card and determines that a red card be issued at the same time and is also known as a "yellow red" card.
CEM	has the meaning given in Regulation 3.1.1.
Chair of the Appeal Panel	has the meaning given in Regulation 3.4.5.
Chair of the Discipline Panel	has the meaning given in Regulation 3.3.7.
Close Season	means the period from the Friday before the AGM to the date of the first scheduled fixtures for the following season.
Club	means a club that is a full member of Scottish Hockey or is otherwise a recognised hockey body that falls within the jurisdiction of Scottish Hockey.
Complaint	means a complaint which the Chief Executive Officer or the President of Scottish Hockey refers, in accordance with the Ethics Manual, to the CEM to be determined by the DO under these Regulations.
Competition Rules	means the Competition Rules of Scottish Hockey as amended or updated from time to time.
DO	has the meaning given in Regulation 3.2.1.
Discipline Panel	has the meaning given in Regulation 3.3.1.

Discipline Panel Hearing	has the meaning given in Regulation 3.3.1.
Discipline Panel Member	has the meaning given in Regulation 3.3.2.
District Secretary	means a secretary of any Scottish Hockey District.
Ethics Manual	means the Scottish Hockey Ethics Manual as amended or updated from time to time.
Field of Play	means the confines of the pitch (including the dugouts).
In all competitions	means both indoor and outdoor competitions and all league and cup competitions.
Legal Taskforce	means the Legal Taskforce appointed by Scottish Hockey from time to time in accordance with the Ethics Manual.
Match Report Form	means the form set out in Annex A, as amended by Scottish Hockey from time to time.
Panel Pool	has the meaning given in Regulation 3.3.2.
Participant	means a player, coach, manager, umpire, technical official, Club or a member, director, official, officer, employee, contractor, worker, agent or representative of a Club and any other person involved in or connected to the sport of hockey.
Penalties Form	means the form set out in Annex B, as amended by Scottish Hockey from time to time.
Performance Manager	means the employee of Scottish Hockey responsible for High Performance.
Red Card	means either a Category 1 Red Card or Category 2 Red Card.
Rejection Form	means the form set out in Annex C, as amended by Scottish Hockey from time to time.
SSS	means Scottish Student Sport.
Suspension	means a period when a participant is not permitted to play, coach, manage, officiate, umpire or spectate within the confines of the field of play (including the dugouts) during any match within the jurisdiction of Scottish Hockey and at international level for Scotland.
Sanction Guidelines	means the guidelines for sanctions set out in Annex E, as amended by Scottish Hockey from time to time.
Working Days	means a day other than a Saturday, Sunday or public holiday when the banks in Scotland are open for business.

1.2 In these Regulations:-

- 1.2.1 the singular includes the plural and the masculine includes the feminine and vice versa;
- 1.2.2 Regulation headings herein are inserted for ease of reference only and shall not affect the construction or interpretation of these Regulations;
- 1.2.3 the outdoor leagues (including play-offs) and cups shall be counted as one competition and the indoor leagues (including play-offs) and cups shall be counted as a separate competition unless the Discipline Panel or Appeal Panel determine that any Suspension should apply to all competitions;
- 1.2.4 any reference in these Regulations to "**writing**" or "**written**" includes faxes and email; and
- 1.2.5 any reference in these Regulations to the service or intimation of documents or notification of a hearing or otherwise includes but is not restricted to postal service and communication by fax or email.

2 **Jurisdiction**

These Regulations apply to all Participants.

3 **Appointments**

3.1 Competition and Events Manager

- 3.1.1 Scottish Hockey shall from time to time appoint a Competition and Events Manager (the **CEM**) who shall have the duties and responsibilities set out in these Regulations and the Competitions Rules together with any additional duties and responsibilities as agreed by Scottish Hockey from time to time.
- 3.1.2 The CEM shall be entitled to appoint one or more assistants to:-
- 3.1.2.1 provide assistance to the CEM; and/or
- 3.1.2.2 fulfil the duties and responsibilities of the CEM in the absence of the CEM.
- 3.1.3 For the avoidance of doubt, any assistant appointed in terms of Regulation 3.1.2 shall be entitled to exercise all powers of the CEM.

3.2 Discipline Officer

- 3.2.1 Subject to the rest of this Regulation 3.2, at each AGM the Clubs shall elect a Discipline Officer (the **DO**) who shall be responsible for:-
- 3.2.1.1 initiating of disciplinary proceedings against Participants;
- 3.2.1.2 the investigation of Complaints including (without limitation) the gathering of all information considered relevant; and
- 3.2.1.3 issuing of offers of Suspension to Participants,

together with such other duties and responsibilities as shall be determined by Scottish Hockey from time to time.

3.2.2 The DO shall be entitled from time to time to appoint one or more assistants to:-

3.2.2.1 provide assistance to the DO; and/or

3.2.2.2 fulfil the duties and responsibilities of the DO in the absence of the DO.

3.2.3 For the avoidance of doubt, any assistant appointed in terms of Regulation 3.2.2 shall be entitled to exercise all powers of the DO.

3.2.4 The DO and, if applicable, their assistant(s) shall retire immediately prior to each AGM but may, subject to the process established by Scottish Hockey in accordance with Regulation 3.2.5, be re-appointed to their post(s).

3.2.5 The process for nomination and appointment of a DO (including any additional selection criteria) shall be established and amended by Scottish Hockey from time to time.

3.2.6 Scottish Hockey shall elect the DO for the season immediately following implementation of these Rules.

3.3 Discipline Panel

3.3.1 Scottish Hockey shall establish an independent panel (the **Discipline Panel**) which shall be responsible for determining:-

3.3.1.1 any rejection by a Participant of an offer of Suspension made by the DO in accordance with Regulations 9.2.3 and 10.1.2;

3.3.1.2 any allegation of misconduct which has been referred to the Discipline Panel by the DO in accordance with Regulation 12;

3.3.1.3 any other disciplinary matter referred to the Discipline Panel by the DO or Scottish Hockey in accordance with these Regulations,

at a hearing convened in accordance with these Rules (a **Discipline Panel Hearing**).

3.3.2 Scottish Hockey shall from time to time appoint the members of the Discipline Panel (each a **Discipline Panel Member**) from a pool comprising of former or current players nominated by the Scottish Hockey Districts or such other persons as Scottish Hockey deem appropriate (the **Panel Pool**).

3.3.3 The members of the Panel Pool shall not be:-

3.3.3.1 a director or employee of Scottish Hockey or a member of the Management Committee of Scottish Hockey; or

3.3.3.2 the DO or their assistant(s).

- 3.3.4 The process for nomination and appointment of Discipline Panel Members (including any additional selection criteria) shall be established and amended by the Scottish Hockey from time to time. If Scottish Hockey, in its sole discretion, believes that there is an insufficient number of members on the Panel Pool at any time, it shall be entitled to appoint further members of the Panel Pool provided that these members meet the selection criteria at that time.
- 3.3.5 The quorum for each Discipline Panel Hearing shall be three Discipline Panel Members.
- 3.3.6 All decisions of the Discipline Panel at a Discipline Panel Hearing shall be made by majority.
- 3.3.7 Each Discipline Panel shall have a chair appointed by the CEM from the Discipline Panel Members (**Chair of the Discipline Panel**). The Chair of the Discipline Panel shall ensure that notes are taken of any Discipline Panel Hearing. In the event of an equality of votes at a Discipline Panel Hearing, the Chair of the Discipline Panel shall have a casting vote.
- 3.3.8 Any Discipline Panel Member who has an interest in, or direct knowledge of, the subject matter of the Discipline Panel Hearing shall declare their interest or knowledge to the CEM (whom failing the Chair of the Discipline Panel) immediately and the CEM (whom failing the Chair of the Discipline Panel) shall decide whether or not to replace that Discipline Panel Member.
- 3.3.9 In the event that a Discipline Panel Hearing is inquorate for the purposes of Regulation 3.3.5, the Discipline Panel Hearing shall be adjourned and reconvened at a later date to be determined by the CEM.

3.4 Appeal Panel

- 3.4.1 Scottish Hockey shall establish an independent appeal panel (the **Appeal Panel**) which shall be responsible for determining any appeal made by a Participant against a decision of the Discipline Panel (an **Appeal Hearing**).
- 3.4.2 Scottish Hockey shall from time to time appoint the members of the Appeal Panel (each an **Appeal Panel Member**) from the Panel Pool provided always that at least one Appeal Panel Member must be legally qualified and a member of the Legal Taskforce.
- 3.4.3 The quorum for each Appeal Hearing shall be three Appeal Panel Members.
- 3.4.4 All decisions of the Appeal Panel shall be made by majority.
- 3.4.5 Each Appeal Panel shall have a chair who shall be a member of the Legal Taskforce (the **Chair of the Appeal Panel**). The Chair of the Appeal Panel shall ensure notes are taken of any Appeal Hearing. In the event of an equality of votes at an Appeal Hearing, the Chair of the Appeal Panel shall have a casting vote.
- 3.4.6 Any Appeal Panel Member who has an interest in, or direct knowledge of, the subject matter of the Appeal Hearing shall declare their interest or knowledge to the CEM (whom failing the Chair of the Appeal Panel)

immediately and the CEM (whom failing the Chair of the Appeal Panel) shall decide whether or not to replace that Appeal Panel Member.

3.4.7 The CEM shall not appoint any member of the Pool Panel as an Appeal Panel Member if the member in question was a Discipline Panel Member on the Discipline Panel which initially determined the disciplinary matter in question.

3.4.8 In the event that an Appeal Hearing is inquorate for the purposes of Regulation 3.4.3, the Appeal Hearing shall be adjourned and reconvened at a later date to be determined by the CEM.

4 **Match Report Form**

4.1 For each match, the Umpires or, if appointed, the Technical Officials, shall complete a Match Report Form. The Match Report Form must be signed by each Umpire and, if applicable, each Technical Official, and by the captain or manager of each team.

4.2 Once completed and fully signed, the home team (or first named team) or, if appointed, the Technical Officials must:-

4.2.1 email the Match Report Form to the CEM, at the email address(es) set out on the Match Report Form or at such other email address(es) as Scottish Hockey may notify from time to time, to be received by the CEM within two days (not Working Days) of the date of the relevant match; and

4.2.2 send the principal copy of the Match Report Form to the CEM, at the postal address set out on the Match Report Form or at such other postal address as Scottish Hockey may notify from time to time, by first class post within three Working Days of the date of the relevant match.

5 **Penalties Form**

5.1 Where a Red Card has been issued in connection with a match, the Umpires or, if appointed, the Technical Officials shall, in addition to their responsibility to complete a Match Report Form in accordance with Regulation 4.1, complete a Penalties Form.

5.2 The Penalties Form must be submitted by each Umpire and, if applicable, the appointed Technical Official by email to the CEM and DO, at the email address(es) set out on the Penalties Form or at such other email address(es) as Scottish Hockey may notify from time to time, to be received by the CEM and DO within 24 hours of the end of the relevant match.

5.3 The CEM shall keep a record, by whatever means, of all cards issued to Participants in a match.

6 **Yellow cards**

6.1 Subject to Regulation 6.2, where a Participant accumulates four yellow cards in the same competition within any 12 month period, the Participant will be issued with an automatic two match Suspension by the DO.

6.2 If the Participant who has accumulated four yellow cards has served a Suspension (or any part thereof) within the previous three years, the DO shall be entitled to increase the two match Suspension by up to two additional matches.

- 6.3 The CEM shall be responsible for nominating the matches of Suspension and shall nominate matches which:-
- 6.3.1 are within the same competition as the match in which the yellow cards were issued; and
 - 6.3.2 were scheduled prior to the date of the match in which the fourth yellow card was issued or are to be scheduled where the Suspension extends to the next season.
- 6.4 The CEM shall communicate the nominated matches of Suspension to the Participant's Club, the relevant District Secretary and, where possible, to the Participant. If a nominated match of Suspension is postponed, the Suspension will apply to the rescheduled match.
- 6.5 There shall be no appeal against any suspension issued under this Regulation 6 save for mistaken identity. In the event that a case of mistaken identity is made, the DO, at their sole discretion, shall be entitled to rescind the yellow card and then issue a yellow card to the Participant who the DO decides was responsible for the misconduct giving rise to the issuing of the yellow card. For the purposes of the accumulation of four yellow cards, this yellow card shall be treated as having been issued on the date of the match giving rise to the mistaken identity.
- 6.6 For the avoidance of doubt, where a Participant receives a Category 2 Red Card in a match, the yellow cards issued to the Participant immediately prior to the issuing of the Red Card shall be recorded by the CEM in accordance with Regulation 5.3 but only the first yellow card shall be counted for the purposes of the accumulated yellow card suspension issued in accordance with this Regulation 6.

7 Receipt of a Red Card

- 7.1 Subject to Regulations 7.2 and 7.3, any Participant issued with a Red Card must immediately leave the Field of Play and, unless otherwise authorised by the Umpires, shall not be permitted to return for the duration of the match or matches on that day.
- 7.2 Where a Participant under the age of 16 is issued with a Red Card, the Participant's Club shall be responsible for ensuring that the Participant is accompanied by a parent, guardian or other representative until the end of the match or matches on that day.
- 7.3 Where a Participant aged between 16 and 18 is issued with a Red Card, the Participant's Club is advised to arrange for the Participant to be accompanied by a parent, guardian or other representative until the end of the match or matches on that day.
- 7.4 For the avoidance of doubt, the responsibility for ensuring that a Participant under the age of 18 is accompanied by a parent, guardian or other representative in accordance with Regulations 7.2 and 7.3 shall rest solely with the Participant's Club.

8 Category 2 Red Cards

- 8.1 Subject to Regulation 8.2, where a Participant has been issued with a Category 2 Red Card in a match, the Participant shall be the subject of an automatic two match Suspension with immediate effect regardless of when intimation of the automatic two match Suspension is given to the Participant or the Participant's Club.
- 8.2 If a Participant who is issued with a Category 2 Red Card in a match has served a Suspension (or any part thereof) within the previous three years, the DO shall be entitled to increase the two match Suspension by up to two additional matches.

- 8.3 The CEM shall be responsible for confirming the matches of Suspension which shall be the next two matches:-
- 8.3.1 within the same competition (as defined in Regulation 1.2.3) as the match in which the Category 2 Red Card was issued;
 - 8.3.2 scheduled prior to the date of the match in which the Category 2 Red Card was issued; and
 - 8.3.3 to be scheduled where the Suspension extends to a future season.
- 8.4 The CEM shall communicate the nominated matches of Suspension to the Participant's Club, the relevant District Secretary and, where possible, to the Participant. If a match of Suspension is postponed, the Suspension will apply to the rescheduled match.
- 8.5 There shall be no appeal against any Category 2 Red Card, save for mistaken identity. In the event that a case of mistaken identity is made, the DO, at their sole discretion, shall be entitled to rescind the Category 2 Red Card and then issue a Category 2 Red Card to the Participant who the DO decides was responsible for the conduct giving rise to the issuing of the Category 2 Red Card. For the purposes of the accumulation of Red Cards, this Category 2 Red Card shall be treated as having been issued on the date of the match giving rise to the mistaken identity.

9 **Category 1 Red Cards**

- 9.1 Subject to Regulation 19, or unless the DO in their sole discretion decides otherwise, any Participant who has been issued with a Category 1 Red Card shall be suspended automatically and is not permitted to play, coach, manage, officiate, umpire or spectate within the Field of Play during any match within the jurisdiction of Scottish Hockey and at international level for Scotland until their disciplinary case has been finally determined in accordance with these Regulations
- 9.2 As soon as reasonably practicable, and in any event no later than three days (not Working Days) following receipt of a Penalties Form, the DO shall decide to:-
- 9.2.1 rescind the Category 1 Red Card;
 - 9.2.2 rescind the Category 1 Red Card and replace this with either a yellow card or a Category 2 Red Card;
 - 9.2.3 issue the Participant with an offer of Suspension of up to four matches which shall be consistent with the Sanction Guidelines; or
 - 9.2.4 refer the matter to the Discipline Panel for determination in accordance with Regulation 12.
- 9.3 The DO shall be entitled to request such further information or evidence as they see fit before making their decision in accordance with Regulation 9.2.
- 9.4 The CEM shall be responsible for notifying the Participant's Club, the relevant District Secretary and/or the Performance Manager and BUCS and, where possible, the Participant, of the decision made by the DO in Regulation 9.2.

10 **Complaints**

- 10.1 Upon receipt of a Complaint made or referred by the Chief Executive Officer or President of Scottish Hockey in accordance with the Ethics Manual, the CEM shall refer the Complaint to the DO to investigate and determine the Complaint. Following conclusion of their investigation, the DO shall decide to:-

- 10.1.1 take no action against the Participant;
 - 10.1.2 issue the Participant with an offer of Suspension of up to four matches which shall be consistent with the Sanction Guidelines;
 - 10.1.3 refer the Complaint to the Discipline Panel for determination in accordance with Regulation 12; or
 - 10.1.4 refer the Complaint back to the Chief Executive Officer or President of Scottish Hockey if the DO does not believe that they have the jurisdiction to deal with the Complaint under these Regulations.
- 10.2 Where a Complaint is withdrawn by a complainer at any point prior to a final determination being made, the DO, at their sole discretion, shall be entitled to terminate the investigation and take no action against the Participant or proceed as outlined in Regulation 10.1.

11 Offer of Suspension

A Participant shall have five Working Days from the date of receipt of an offer of Suspension in which to notify the CEM that they wish to reject the offer by completing the Rejection Form and submitting this, together with the appropriate fee (as shall be set by Scottish Hockey from time to time), to the CEM, failing which the Participant shall be deemed to have accepted the offer of Suspension issued by the DO.

12 Referral to Discipline Panel

Where the DO considers that a Participant's alleged misconduct is of such gravity or complexity that the matter cannot be dealt with by an offer of Suspension of up to four matches in accordance with Regulations 9.2.3 or 10.1.2, they shall refer the matter to the Discipline Panel for determination.

13 Discipline Panel Hearing

- 13.1 In the event that either:-
- 13.1.1 a Participant rejects an offer of Suspension within the five Working Day period referred to in Regulation 11; or
 - 13.1.2 the DO decides to refer a Participant's alleged misconduct in accordance with Regulation 12,
 - 13.1.3 any other disciplinary matter which is referred to the Discipline Panel by Scottish Hockey to be dealt with under these Regulations;
- Scottish Hockey shall establish a Discipline Panel to convene a Discipline Panel Hearing in accordance with Regulation 3.3.
- 13.2 As soon as reasonably practicable following the establishment of the Discipline Panel, the CEM shall:-
- 13.2.1 notify the Participant of the date, place and time of the Discipline Panel Hearing and, where possible, who the Discipline Panel Members are to be;
 - 13.2.2 supply copies of the Penalties Form (if applicable) and any other reports or statements provided to the DO in connection with the issuing of the offer of Suspension; and

13.2.3 communicate the right of the Participant to be represented.

14 **Attendance at Discipline Panel Hearing**

- 14.1 Scottish Hockey and the Participant who is the subject of the Discipline Panel Hearing may be represented at the Discipline Panel Hearing.
- 14.2 It shall be the sole responsibility of the Participant to notify and arrange the attendance at the Discipline Panel Hearing of any witnesses in support of their arguments.
- 14.3 The Participant must notify the CEM of all persons who are to be in attendance at the Discipline Panel Hearing (including witnesses, legal and other representatives etc.) and their capacity no later than two Working Days prior to the Discipline Panel Hearing.
- 14.4 The Discipline Panel shall be entitled to invite such other person(s) as they deem appropriate to give evidence at the Discipline Panel Hearing by whatever means the Discipline Panel shall decide in its sole discretion.
- 14.5 Where any person required to attend a Discipline Panel Hearing (including the Participant) is under the age of 16, they are required to be accompanied by a parent, guardian or other representative and where aged between 16 and 18, they are advised to be accompanied by a parent, guardian or other representative.
- 14.6 If a Participant, or any person required by the Discipline Panel to attend a Discipline Panel Hearing, is unable to attend a Discipline Panel Hearing, they shall notify the CEM of this in writing as soon as possible specifying why they are unable to attend. The Discipline Panel shall have sole discretion in deciding whether or not to adjourn or postpone the Discipline Panel Hearing. Nothing shall preclude the Discipline Panel from convening a Discipline Panel Hearing without the Participant being present or being accompanied by a representative.
- 14.7 The Discipline Panel shall have sole discretion in deciding whether to allow or refuse (in part or whole) the evidence of any person at a Discipline Panel Hearing.

15 **Procedure of Discipline Panel Hearing**

- 15.1 The Discipline Panel may require a Participant to supply full particulars of the case which they will be presenting at the Discipline Panel Hearing at least two Working Days prior to the Discipline Panel Hearing.
- 15.2 Subject to Regulation 15.4, the procedure of a Discipline Panel Hearing shall be as follows:-
- 15.2.1 The Participant shall be entitled to be present throughout the Discipline Panel Hearing save for deliberations of the Discipline Panel which shall be conducted in private.
- 15.2.2 At the commencement of the Discipline Panel Hearing, the Chair of the Discipline Panel shall introduce the Discipline Panel Members and establish the identities and purposes of those others who are present. The Chair of the Discipline Panel shall also outline the procedure to be allowed during the Discipline Panel Hearing.
- 15.2.3 Evidence will be heard from the Participant, if they elect to give evidence, and from any witnesses called by the Participant and/or the Discipline Panel. Such evidence may be given in any form (e.g. orally, in writing or by audio/visual aid) as the Discipline Panel may agree.

- 15.2.4 Where evidence is given before the Discipline Panel, there shall be no questioning other than by the Discipline Panel Members, except with the permission of the Chair of the Discipline Panel.
- 15.2.5 No witness shall be present at any time until called to give evidence and thereafter the witness must retire from the Discipline Panel Hearing.
- 15.2.6 The Chair of the Discipline Panel will then invite all persons other than the Discipline Panel Members to retire whilst the Discipline Panel considers its decision.
- 15.2.7 The previous disciplinary record of the Participant may be considered by the Discipline Panel when making its decision.
- 15.2.8 A Discipline Panel shall have due regard to natural justice when establishing the procedure to be followed at the Discipline Panel Hearing and when making its decision.
- 15.2.9 The standard of proof in all matters for determination by the Discipline Panel shall be proof on the balance of probabilities.
- 15.2.10 The Discipline Panel shall not make any decision which is contrary to an Umpire or Technical Official's decision unless it is satisfied that the decision was wrong.
- 15.3 The disciplinary record of a Participant shall be made available to the Discipline Panel but shall only be relevant to the level of any Suspension to be imposed by the Discipline Panel and not to the merits of the disciplinary case before the Discipline Panel Hearing.
- 15.4 The Discipline Panel shall have the power to regulate its own procedure for any Discipline Panel Hearing and in so doing may waive any requirement of and/or extend any time period provided for in these Regulations.

16 Decision of Discipline Panel

- 16.1 Following conclusion of the Discipline Panel Hearing, the Discipline Panel shall decide:-
- 16.1.1 in respect of a Discipline Panel Hearing concerning a Category 1 Red Card:-
- 16.1.1.1 to uphold the Category 1 Red Card (in whole or in part) and impose such Suspension (if any) as it thinks fit (including a determination that any Suspension shall apply in all competitions where deemed appropriate) provided always that it follows the Sanction Guidelines;
- 16.1.1.2 to rescind the Category 1 Red Card and substitute this for a lesser penalty (e.g. a Category 2 Red Card or yellow card) provided that the penalty is in respect of the same incident or incidents as that referred to in the Match Report Form / Penalties Form and that the Participant shall not, in the opinion of the Discipline Panel, be unfairly prejudiced by the same;
- 16.1.1.3 to rescind the Category 1 Red Card; or

- 16.1.1.4 if the Discipline Panel is satisfied that there has been a case of mistaken identity, to rescind the Category 1 Red Card and issue a Category 1 Red Card to the Participant who they deem was responsible for the conduct giving rise to the issuing of the Category 1 Red Card. For the purposes of the accumulation of Red Cards, this Category 1 Red Card shall be treated as having been issued on the date of the match giving rise to the mistaken identity; and
- 16.1.2 in respect of a Discipline Panel Hearing concerning a Complaint:-
- 16.1.2.1 to uphold the Complaint (in whole or in part) and impose such Suspension (if any) and/or other sanction as it thinks fit provided always that in respect of a Suspension it follows the Sanction Guidelines; or
- 16.1.2.2 to reject the Complaint in full.
- 16.2 As part of its decision in Regulation 16.1, the Discipline Panel may decide to return to the Participant all or part of the fee paid by the Participant in accordance with Regulation 11.
- 16.3 Subject to Regulation 16.4, the Discipline Panel shall have five Working Days in which to make and issue its decision. The decision shall be in writing and shall summarise the evidence and arguments put before the Discipline Panel as well as the reasons for its decisions and the sanction (if any) imposed. The written decision shall be sent to the CEM by letter, email or any other means agreed with the CEM. The CEM shall then have responsibility for intimating a copy of the written decision to the Participant and any other person that the CEM believes, in their sole discretion, should be intimated a copy.
- 16.4 The Discipline Panel may extend the five Working Day period referred to in Regulation 16.3 by such period as it may agree with Scottish Hockey if the Discipline Panel require further information, evidence or clarification from any person in order to make its decision.

17 **Appealing a decision of the Discipline Panel**

- 17.1 A Participant shall have five Working Days from the date of receipt of the decision of the Discipline Panel in which to notify the CEM that they wish to appeal the decision by completing the Appeal Form and submitting this, together with the appropriate fee (as shall be set by Scottish Hockey from time to time), to the CEM.
- 17.2 An appeal shall only be heard by the Appeal Panel if there are sufficient grounds for the appeal. The sufficient grounds of appeal are that the Discipline Panel:-
- 17.2.1 has made a decision which it did not have authority or jurisdiction to make;
- 17.2.2 has made a substantial error in procedure;
- 17.2.3 has made a decision in the absence of material evidence which was not available at the time of the original decision;
- 17.2.4 has made an unreasonable decision; or
- 17.2.5 has made a decision which carries unreasonable punishment.

- 17.3 In the event that a Participant (the **Appellant**) appeals the decision of the Discipline Panel in accordance with Regulations 17.1 and 17.2, Scottish Hockey shall establish an Appeal Panel to convene an Appeal Hearing in accordance with Regulation 3.4.
- 17.4 As soon as reasonably practicable following the establishment of the Appeal Panel, the CEM shall:-
- 17.4.1 notify the Appellant of the date, place and time of the Appeal Hearing and, where possible, who the Appeal Panel Members are to be; and
- 17.4.2 supply a copy of the written Discipline Panel Hearing decision to the Appeal Panel and the Appellant.
- 17.5 The procedure of a Discipline Panel Hearing set out in Regulations 14 and 15 shall apply in the same way to an Appeal Hearing except that:-
- 17.5.1 A re-hearing of the case considered at the Discipline Panel Hearing or admission of any new evidence not considered at the Discipline Panel Hearing shall only be permitted at the discretion of the Appeal Panel and upon cause shown by the Appellant.
- 17.5.2 Where the Appellant wishes to present at the Appeal Hearing evidence not laid before the Discipline Panel, the Appellant shall provide to the CEM no later than two Working Days prior to the date of the Appeal Hearing a written outline of the evidence in question and an explanation as to why it could not have been presented at the Discipline Panel Hearing. The CEM shall then notify any other parties to the appeal of the nature of the further evidence proposed to be given. The Appeal Panel shall only consider the evidence if it is satisfied that the evidence could not have reasonably been provided at the Discipline Panel Hearing.

18 **Decision of Appeal Panel**

- 18.1 Following conclusion of the Appeal Hearing, the Appeal Panel shall decide to:-
- 18.1.1 uphold or annul the decision of the Discipline Panel in full; or
- 18.1.2 substitute the decision of the Discipline Panel in part and/or reduce or increase the sanction imposed by the Discipline Panel as it thinks fit (including a determination that any Suspension shall apply in all competitions where deemed appropriate) provided always that it follows the Sanction Guidelines.
- 18.1.3 defer consideration of the appeal pending receipt of information, evidence or clarification from the Discipline Panel or the CEM or from a person not present at the Appeal Hearing; or
- 18.1.4 take any step which in the exercise of its discretion, the Appeal Panel considers it would be appropriate to take in order to deal justly with the appeal.
- 18.2 As part of its decision in Regulation 18.1, the Appeal Panel may decide to return to the Participant all or part of the fees paid by the Participant in accordance with Regulations 11 and 17.1.
- 18.3 Subject to Regulation 18.4, the Appeal Panel shall have five Working Days in which to make and issue its decision. The decision shall be in writing and shall summarise the evidence and arguments put before the Appeal Panel as well as the reasons for

its decisions and any sanction imposed. The written decision shall be sent to the CEM by letter, email or any other means agreed with the CEM. The CEM shall then have responsibility for intimating a copy of the written decision to the Participant and any other person that the CEM believes, in their sole discretion, should be intimated a copy.

18.4 The Appeal Panel may extend the five Working Days period referred to in Regulation 18.3 by such period as it may agree with Scottish Hockey if the Discipline Panel require further information, evidence or clarification from any person in order to make its decision.

18.5 The decision of the Appeal Panel shall be final and binding.

19 **Ancillary provisions regarding Suspension**

19.1 If an offer of Suspension has been rejected in accordance with Regulation 11, the DO may on written cause shown, and in consultation with the Chair of the Discipline Panel or, if applicable, the Appeal Panel, defer a period of Suspension pending a decision of the Discipline Panel or, if applicable, the Appeal Panel.

19.2 The CEM shall be responsible for nominating the matches of any Suspension finally determined under these Regulations and in the event that the Suspension relates to a Category 1 Red Card, shall nominate matches which:-

19.2.1 are within the same competition as the match in which the Category 1 Red Card was issued unless the Discipline Panel or Appeal Panel determine that any Suspension should apply in all competitions;

19.2.2 were scheduled prior to the date of the match in which the Category 1 Red Card was issued; and

19.2.3 to be scheduled where the Suspension extends to the next season or future seasons.

19.3 Where a Suspension relates to a Category 1 Red Card, the CEM shall communicate the nominated matches of Suspension to the Participant's Club, the relevant District Secretary and/or the Performance Manager and BUCS and, where possible, the Participant. If a nominated match of Suspension is postponed, the Suspension will apply to the rescheduled match.

19.4 Where a Suspension relates to a Category 2 Red Card, the CEM shall communicate the matches of Suspension referred to in Regulation 8 to the Participant's Club, the relevant District Secretary and further, where possible, the Participant, as soon as reasonably practicable but not necessarily prior to commencement of the Suspension. If a nominated match of Suspension is postponed, the Suspension will apply to the rescheduled match.

20 **Rescinding of a Card**

The rescinding of any Card and the removal or reduction of any Suspension shall not affect the result of the match in which the Card was issued.

21 **Publicity**

Scottish Hockey shall publish any Suspensions imposed or rescinded under these Regulations on the Scottish Hockey website and any decision of a Discipline Panel or Appeal Hearing and shall do so in such manner and in such form as Scottish Hockey thinks fit.

22 Sanction Guidelines

- 22.1 The Sanction Guidelines which were in force at the time of a disciplinary offence shall be the version applied when determining what Suspension (if any) to impose in respect of the offence.
- 22.2 Any period of Suspension imposed under these Regulations may include any part of the Close Season.

23 Additional provisions

- 23.1 Procedures or proceedings under these Regulations or any decision under these Regulations shall not be quashed or held invalid by reason only of any defect, irregularity, omission or technicality unless such results in a miscarriage of justice.
- 23.2 Where an employee of Scottish Hockey is the subject of a Complaint or is issued with a Category 1 Red Card, any disciplinary proceedings which would otherwise be addressed by these Regulations shall instead be addressed by Scottish Hockey in accordance with the Staff Handbook and in a manner which includes consistency with the terms of these Regulations.

ANNEX B
PENALTIES FORM

Date of Game	Game Details		Player Details	
		v		Name
	Venue			Club

Your Name and role in match		Name(s) of other Umpire and Technical Official(s) (if any)	
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Game Time of Red Card	Description of Red Card (i.e. "straight red" or "yellow red")

Please describe the general atmosphere of the game up to the point the Red Card was issued

Please describe the general attitude of the player before the Red Card was issued

In your opinion, was the player provoked in any way (e.g. repeatedly pushed, shoved, stick tacked, etc:

Please describe the incident in detail which led to the red card

**Did the other Umpire
and Technical
Official(s) (if any)
witness the incident?**

**Did you inform the
Team Captain and/or
Team Manager?**

Return of this Penalties Form

You must email this Form to the Competitions and Events Manager (competitions@scottish-hockey.org.uk) and the Discipline Officer (discipline@scottish-hockey.org.uk) within 24 hours of the end of the match.

For the avoidance of doubt, each Umpire and any Technical Official(s) appointed for a match must each complete and email a copy of this Form it within the timescale noted above.

ANNEX C
REJECTION FORM

(Insert date)

Scottish Hockey

Glasgow National Hockey Centre
8 King's Drive
Glasgow
G40 1HB

Dear Competitions and Events Manager,

Rejection of offer of suspension

Further to the offer of suspension issued to me/us by the Discipline Officer dated, I/we reject the offer of suspension and I/we request that a Panel Hearing be convened in accordance with Scottish Hockey's Rules of Discipline at which I/we wish the undernoted matters to be considered.

I/We look forward to receiving confirmation of the date, place and time of the Panel Hearing.

Yours sincerely

Matters referred to:

[Please narrate in detail the matters which you wish to be considered at the Panel Hearing]

ANNEX D
APPEAL FORM

(Insert date)

Scottish Hockey

Glasgow National Hockey Centre
8 King's Drive
Glasgow
G40 1HB

Dear Competitions and Events Manager,

Appeal against decision of the Discipline Panel

I/we wish to appeal against the decision of the Discipline Panel dated and I/we request that an Appeal Hearing be convened in accordance with Scottish Hockey's Rules of Discipline on the following grounds:-

[Please state the grounds of your appeal]

I/we confirm that I/we do not intend to present any new evidence to the Appeal Panel OR I/we intend to present the additional undernoted evidence at the Appeal Hearing (*delete as appropriate*).

I/we look forward to receiving confirmation of the date, place and time of the Appeal Hearing.

Yours sincerely

Additional evidence to be presented:

[Please narrate in detail the additional evidence which you intend to present at the Appeal Hearing]

ANNEX E

SANCTION GUIDELINES

Level 1

Breach or Misconduct	Number of Match Suspensions		
	1 Match	2 to 3 Matches	3 to 4 Matches
Verbal abuse, protesting, charging, advancing, appealing, stick throwing, rude language and gestures, harassment, equipment abuse, unsporting behaviours	N/A	Unprovoked without responsibility and with no care about impact on other people	Intentional with malice, intended to cause harm, be hurtful or offensive. Coming from a distance repeating words and gestures.
Spitting, or urinating at the side of the pitch	N/A	Careless and irresponsible	With intent to spit on another person but unsuccessful
Inappropriate conduct with regards to Managers responsibilities, public statements, social media activities and postings	"Honest" Mistake, no harm intended, evidence of naivety or lack of understanding	Without responsibility and with no care about impact on other people	Malicious negligence and unwilling to accept responsibility. Intention to be hurtful or demeaning

Level 2

Breach or Misconduct	Number of Match Suspensions		
	4 to 5 Matches	5-6 Matches	7-8 Matches
Threatening, dangerous or intimidating behaviour	Provoked, related to a close contest between opposition players and ball Excessive. Relentless	Unprovoked Coming from a distance to incite violence. Actions result in escalation of incident	Intentional with malice. Actions start a brawl or nasty, objectionable scene
Verbal abuse or gestures	NA	Threatening or verbal abuse of an official, volunteer, Staff Member or player	Extreme and/or sustained verbal abuse of an official, volunteer, Staff Member or player
Striking physical assault (without injury)	Evidence of frustration or provocation	Unprovoked Strike to mid/lower body region such as stomach or legs	Deliberate with intent to harm Strike to head region with stick or fist
Inappropriate conduct with regard to betting and/or gaming	Honest mistake Evidence of naivety or lack of understanding	Deliberate act Irresponsible and negligent	Involved in organised money making activities

Level 3

Breach or Misconduct	Number of Match Suspensions		
	8 - 11Matches	12-16 Matches	17 plus Matches
Act of violence	Provoked, triggered by on field incident. Action result in escalation of incident	Unprovoked Actions start a brawl or nasty objectionable scene	Intentional with malice. Hostile, brutal, vicious, inhumane. Incident off field or after being shown red card
Spitting	Deliberately Spitting on an Individual	Deliberately spitting on an individual including sustained abusive Language	Deliberately spitting on an individual including sustained abusive language, physical threats or the striking of an individual or individuals.
Striking, physical assault (Causing injury)	Evidence of frustration or provocation	Unprovoked. Strike to mid/lower body region such as stomach or legs	Deliberate with intent to harm. Strike to the head region with stick or fist. Significant injury caused by strike to mid/lower body section
Match fixing involvement or activities	Evidence of naivety or provocation or pressure to partake	Choices made to partake without pressuring other to also partake	Involved in organised cartel with intent to influence and/or pressure other to partake
racial abuse	Single use of racially abusive language	Sustained abusive language including sustained racially abusive language.	Sustained threatening abusive Language including racially abusive Language. Including Physical threats, and or the Striking of an individual or individuals.
sexual harassment	NA	Sustained use of Sexual Language, and or gestures designed to intimidate or harass an individual.	Sustained threatening sexual Language and or gestures, including physical contact with individual or individuals

Additional Sanctions

In addition to the Match Suspensions, The Discipline Officer, Discipline Panel or Appeal Panel may impose additional sanctioning including but not limited to; A Letter of Apology, Anger Management classes, or any other additional sanctions that they see fit.