

## **ZONE REGULATORY AMENDMENT SCHEDULE**

### **DISCIPLINARY, INTEGRITY, COMPLAINTS AND APPEALS REGULATION**

#### *Football Mid North Coast*

#### **1. Purpose and Application**

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- 1.1 The purpose of these Regulations is to establish a uniform and coordinated Disciplinary, Integrity, Complaints and Appeals framework for Football conducted within the Zone. These Regulations form part of the Zone's Competition Regulations and apply to all Football activities administered by the Zone.
- 1.2 These Regulations apply to every Club and to all Participants associated with a Club, whether or not they are formally registered. It also applies to any person who participates in, attends, officiates, volunteers at or is otherwise involved in a Football activity administered by the Zone, regardless of whether that person is affiliated with a Club.
- 1.3 These Regulations must be read together with Football Australia's Statutes, the Football Australia National Disciplinary Regulations, the Football Australia National Code of Conduct and Ethics, the Football Australia National Grievance Procedure By-Law, the Football Australia Integrity Framework and all other applicable national policies. It must also be read together with all Northern NSW Football (NNSWF) Regulations, policies, directives and disciplinary frameworks as amended from time to time, as well as the Zone's own Competition Regulations.
- 1.4 Subject to applicable law, if there is an inconsistency between these Regulations and any other applicable rule or policy, the following order of priority applies:
  - (a) Football Australia Statutes, Regulations and Policies;
  - (b) NNSWF Regulations and Policies;
  - (c) these Regulations;
  - (d) the remainder of the Zone's Competition Regulations.
- 1.5 These Regulations replace any previous disciplinary, integrity or complaints provisions operating within the Zone Regulations to the extent they are inconsistent with the terms and requirements set out in these Regulations. Any disciplinary, Integrity or Complaint Matter already commenced under a previous provision may continue under that provision unless NNSWF directs that the matter be managed under these Regulations.

#### **Application to All Clubs, Participants and Persons Involved in Zone Football**

- 1.6 These Regulations apply to and are binding upon every Club, Participant, Team, Spectator and any other person who participates in, attends, officiates at, is involved in, or is otherwise connected with any Competition, Match or Football activity administered or sanctioned by the Zone.
- 1.7 By participating in, attending, officiating at, or being otherwise involved in Zone Football activities, each person referenced in **clause 1.6** agrees to be bound these Regulations, the Zone Regulations, all NNSWF Regulations, and all Football Australia statutes, regulations and policies identified in **clause 1.3**.

- 1.8 Clubs are responsible for ensuring that all Club Associates are made aware of, and comply with, the obligations imposed by these Regulations and must take reasonable steps to prevent and respond to any breach by their Club Associates.
- 1.9 A person's obligations under these Regulations apply regardless of whether they are formally registered, whether they are acting in a paid or volunteer capacity, or whether their involvement with Zone Football is occasional, incidental or ongoing.
- 1.10 These Regulations continue to apply to conduct occurring outside the physical Match environment where the conduct is reasonably connected to a Competition, Club, Match Official, Participant or Football activity, including (without limitation) training, Club activities, online conduct, social media interactions, or conduct that may bring Football into disrepute.

## 2. Definitions

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- 2.1 For the purpose of these Regulations, the following definitions apply. Unless otherwise specified, these terms carry the same meaning as in the NNSWF Premier Competition Regulations.

**Administrator:** any person (other than Staff) engaged by or acting on behalf of a Club, the Zone or NNSWF in a governance, committee, executive, operational or management role, including office bearers, committee members, board members and Competition administrators.

**Appeal:** a formal request made in accordance with the applicable Zone or NNSWF regulations, the Football Australia National Disciplinary Regulations or the Football Australia National Grievance Procedure seeking review of a disciplinary, Integrity, grievance or other Determination.

**Appeal Levy:** the fee payable on lodging an Appeal, as described in **Schedule 7**.

**Association Football / Football:** the form of the sport of Football (sometimes referred to as Soccer in Australia) governed worldwide by FIFA and domestically by Football Australia, including all formats administered by the Zone or NNSWF such as 11-a-side Football, small-sided Football, and any recognised variants or sanctioned Football activity.

**Auto / Automatic Match Suspension:** the automatic Suspension from participating in a Match or Matches in accordance with, and subject to, these Regulations.

**Business Day:** a day that is not a Saturday, Sunday or public holiday in New South Wales.

**Club:** any Football club affiliated with the Zone or participating in Competitions administered by the Zone.

**Club Associate:** Players, Team Officials, Club Officials, Members, Volunteers, Spectators and Supporters associated with a Club.

**Club Official:** a person holding an executive, management, administrative or elected position within a Club, including board members, committee members, directors, presidents, secretaries, treasurers and other office bearers.

**Complex Disciplinary Matter:** any disciplinary matter that falls outside a Routine Disciplinary Matter managed by the Zone. This includes, without limitation, administering Automatic Match Suspensions for standard Red Cards issued in

accordance with the Football Australia National Disciplinary Regulations, Red Card Accumulations; matters involving serious foul play or violent conduct that warrant more than an Automatic Match Suspension; attempted violence, conduct falling under the Football Australia Code of Conduct and Ethics; abuse or mistreatment of Match Officials; spitting, assault, repeated Misconduct, allegations of discrimination, vilification, harassment, bullying, or safeguarding concerns; conduct endangering welfare, any conduct potentially bringing Football into disrepute; matters requiring significant evidence gathering; incidents requiring witness management, or any matter referred to NNSWF for independent administration.

**Competition:** any Football league, competition, premiership, Finals Series, tournament, cup, Match, Fixture, program or Football activity that is conducted, administered, sanctioned or recognised by NNSWF, by the Zone, or by a Club under the authority of NNSWF or Football Australia. A Competition includes all Matches, training sessions, events, programs, and associated activities forming part of that Football activity, whether junior, youth, senior, amateur, community or elite.

**Competition Fixture:** any scheduled Match, round, final, Finals Series Match, tournament Match or other Football event forming part of a Competition administered or sanctioned by the Zone or NNSWF, including any re-scheduled, postponed, replayed or continuation Match.

**Competition Regulations:** the Zone's regulations (however described) governing Football Competitions administered by the Zone, as amended from time to time.

**Competition Season:** the Season applicable to a specific individual Competition.

**Complaint:** any expression of dissatisfaction, concern or allegation relating to behaviour, conduct, administration, welfare, Integrity or governance connected with Football activities, whether written, verbal or otherwise.

**Determination:** a formal decision made by the Zone, NNSWF or an Independent Panel under these Regulations that imposes, varies, withdraws or confirms a Sanction, or give directions necessary to implement or enforce a Sanction including a Minimum Mandatory Suspension or any other disciplinary outcome permitted under these Regulations. A Determination does not include routine administrative actions, Automatic Match Suspensions applied under **Schedule A**, or any operational decision that does not alter the rights, obligations or eligibility of a Participant, Team, Club or Spectator.

**FIFA:** Federation Internationale de Football Association who is the international governing body for the sport of Association Football.

**Field of Play:** At an enclosed pitch the entire area within the temporary or permanent perimeter fencing; or at an open pitch the entire area within 3 metres of the boundary line of the Football pitch.

**Finals Series:** the series of Competition Fixtures conducted after the conclusion of the Regular Season to determine final placings, champions, promotion or relegation outcomes for a Competition, as prescribed by these Regulations or the applicable Competition Rules.

**Football Australia:** Football Australia Limited (ACN 106 478 068) and includes its statutes, regulations, Policies and any successor governing body recognised as the national governing body for Football in Australia.

**Incident:** any conduct, act, omission, behaviour, allegation or event occurring during, arising from or in connection with a sanctioned Match, Competition or Football activity.

**Independent Panel:** a disciplinary, Integrity, grievance, Complaints or Appeal panel constituted or appointed by NNSWF in accordance with Football Australia regulations or NNSWF policies, including a First Instance Panel, Appeals Panel or any similar body convened to hear and determine a matter.

**Integrity:** means compliance with the Football Australia Integrity Framework and all related Integrity policies, including matters relating to safeguarding, discrimination, harassment, bullying, child welfare, anti-doping, corruption, wagering, Match manipulation, member protection, and any conduct that may bring Football into disrepute.

**Integrity Framework:** the Football Australia Integrity Framework and all associated guidelines, standards, policies and procedures dealing with Integrity, and any other Integrity-related obligations issued or endorsed by Football Australia.

**Integrity Information:** any information relating to alleged or actual breach of the Football Australia Integrity Framework or any Integrity obligation, including allegations of discrimination, harassment, bullying, abuse, Misconduct, child-protection concerns, safeguarding concerns, Match manipulation, Reportable Conduct, corruption, criminal conduct or behaviour that may bring Football into disrepute.

**Integrity Matter:** any matter falling within the scope of Integrity or the Integrity Framework, including allegations or concerns relating to discrimination, harassment, bullying, abuse, safeguarding or child-protection risks, anti-doping, corruption, wagering or gambling, Match manipulation, inappropriate conduct, criminal conduct, reportable conduct, or any behaviour that may bring Football into disrepute.

**Laws of the Game:** the official laws of the game of Association Football and the Futsal Laws of the Game as drafted by the International Football Association Board and adopted by FIFA from time to time.

**Match:** any single game of Football played between two Teams under the Laws of the Game and under the auspices of the Zone, NNSWF or otherwise under NNSWF's direction or control.

**Match Official:** a referee, assistant referee, fourth official, assessor, referee coach, referee mentor, Match commissioner, or any person appointed or authorised by NNSWF, Football Australia or the Zone to officiate, assess or supervise a Football Match or Match-day activity.

**Member Protection Policies:** all Football Australia and NNSWF child safeguarding, member protection and welfare-related policies, guidelines and procedures as amended or replaced from time to time.

**Minimum Mandatory Suspension:** the minimum period of Suspension that applies automatically to a specified Offence under **Schedule A** and which cannot be reduced except as expressly permitted under these Regulations or the National Disciplinary Regulations.

**Misconduct:** any behaviour, act or omission by a Club, Participant or Club Associate that breaches these Regulations, the Football Australia National Disciplinary Regulations, the National Code of Conduct and Ethics, the Integrity Framework, the Zone Regulations, or any directive or policy issued by NNSWF or the Zone. Misconduct includes, without limitation, conduct that is improper, unsporting, unsafe, abusive, discriminatory, dishonest, threatening, violent, or otherwise detrimental to the integrity, reputation or proper administration of Football.

**Mistaken Identity** has the same meaning as in the National Disciplinary Regulations.

**National Code of Conduct and Ethics:** the Football Australia National Code of Conduct and Ethics as amended or replaced from time to time.

**National Disciplinary Regulations:** the Football Australia National Disciplinary Regulations as amended or replaced from time to time.

**National Grievance Procedure:** the Football Australia National Grievance Procedure By-Law as amended or replaced from time to time.

**NNSWF: Northern NSW Football Limited** (ABN 80 001 887 467) being the governing body for Football in NSW outside the Football NSW geographic region and who is also a Member Federation of Football Australia.

**Obvious Error** has the same meaning as it does in the National Disciplinary Regulations.

**Participant:** any person who takes part in, is involved in, or is associated with Football activities conducted or sanctioned by a Club, the Zone or NNSWF, whether in a playing, officiating, coaching, administrative, employment, volunteer or support capacity. A Participant includes a Player, Team Official, Match Official, Volunteer, Administrator, Club Associate, Staff and any other person engaged in Football activities.

**Personal Information** has the meaning given in the Privacy Act 1988 (Cth) and includes any information or opinion about an identified individual, or an individual who is reasonably identifiable, whether true or not and whether recorded in a material form or not.

**Player:** any individual registered, or required to be registered, with a Club, the Zone or NNSWF for the purposes of participating in Football competitions, programs, training or Matches.

**Player Red Card:** the sending-off of a Player by the Referee for any offence classified as a sending-off offence under Law 12 of the Laws of the Game.

**Player Yellow Card:** the caution of a Player by the Referee for any offence classified as a cautionable offence under Law 12 of the Laws of the Game.

**Privacy Laws:** the Privacy Act 1988 (Cth), the Australian Privacy Principles, any mandatory data breach notification requirements, any applicable state or territory child-safeguarding or privacy legislation, and any other law governing the handling of Personal Information.

**Red Card:** a Player Red Card or Team Official Red Card, as the case may be.

**Regular Season:** the home and away Competition Fixtures conducted as part of a Competition, excluding any Finals Series Matches.

**Reportable Conduct:** conduct that must be notified under child-safeguarding, reportable conduct or mandatory reporting laws to government or oversight agencies (such as the NSW Office of the Children's Guardian, Police, or other statutory bodies).

**Routine Disciplinary Matter:** a disciplinary matter ordinarily handled by the Zone in the course of its Competition administration responsibilities, including Yellow Card accumulation, late team sheets, minor Match-day administration issues and low-level behavioural matters.

**Sanction:** any penalty, order or requirement imposed under these Regulations by the Zone, NNSWF or an Independent Panel, including (without limitation) a Suspension (including any Minimum Mandatory Suspension) and any other disciplinary measure set out in **Schedule C**, in **Article 25.5 of the FA Constitution**, or otherwise expressly permitted under these Regulations. A Sanction takes effect immediately unless otherwise directed.

**Season:** means the period determined by the Zone (or NNSWF, where applicable) during which a Competition is conducted, commencing on the date specified for that Competition and concluding at the end of the applicable Finals Series (if any), or such other date as determined by the Zone or NNSWF.

**Senior Match Official:** the most senior appointed Match Official for a Competition Fixture, usually the Referee.

**Sensitive Information** has the meaning given in the Privacy Act 1988 (Cth) and includes health, genetic or biometric information; disability information, information about an individual's racial or ethnic origin, political opinions, religious beliefs, philosophical beliefs, sexual orientation or gender identity, religious or philosophical beliefs, Working With Children status, information about criminal conduct, allegations, investigations or proceedings; child-related, safeguarding, welfare or reportable conduct information, any information relating to discrimination, harassment, abuse, safeguarding or child-safety matters and any information that could identify a complainant, witness, reporter or vulnerable person in a disciplinary, Integrity or Complaints matter.

**Spectator:** any person who attends, is present at, or views a Match, Competition Fixture or Football activity as an observer, supporter or attendee, whether or not they are a member of a Club, a parent or guardian of a Player, a supporter, guest or casual attendee, and regardless of whether an admission fee is paid, but excluding Match Officials, Players and persons participating in the Match in an official playing, coaching or officiating capacity at that time.

**Staff:** any individual employed, engaged, appointed or contracted by a Club, the Zone or NNSWF in a paid or remunerated capacity, whether full-time, part-time, casual or temporary, including administrative staff, operational staff, development staff, coaching staff, and any person who performs work for remuneration in connection with Football activities.

**Suspensions:** a Sanction imposed by the Zone, NNSWF or an Independent Panel that prohibits a Club, Team, Participant or Spectator from participating in or attending a Match, Venue and/or any Football activity for a specified number of Matches or period of time, including any Minimum Mandatory Suspension that applies under these Regulations or **Schedule A**. A Suspension takes effect immediately unless otherwise directed and must be served in accordance with the requirements set out in these Regulations.

**Team:** Players and/or Team Officials representative of a Club in a specific Zone Competition age group and/or grade.

**Team Official:** any individual engaged or appointed by a Club, whether paid or unpaid, who performs duties for a Team, including but not limited to a coach, assistant coach, team manager, trainer, physiotherapist, medical Staff, technical Staff or any person performing a support role for the Team before, during or after a Match.

**Team Official Red Card:** the dismissal of a Team Official by the Referee in accordance with Law 12 of the Laws of the Game and the Technical Area Guidelines, including any offence recognised as a sending-off offence for Team Officials.

**Team Official Yellow Card:** means the caution of a Team Official by the Referee in accordance with Law 12 of the IFAB Laws of the Game and the Technical Area Guidelines, including any offence recognised as a cautionable offence for Team Officials.

**Technical Area:** the designated area identified in the Laws of the Game adjacent to the Field of Play where Team Officials, substitutes and substituted Players are permitted to sit during a Match, including any marked technical zone, bench area, dugout, or other area determined by the Match Officials as the operational Technical Area for that Match.

**Venue:** the ground, stadium or facility at which a Competition Fixture is staged and includes the Field of Play, Technical Areas, change rooms, spectator areas, entrances, exits and any other area under the control of the Host Club or NNSWF for the purposes of the Competition Fixture.

**Volunteer:** any individual who performs duties or assists a Club, the Zone, NNSWF or Football activities without remuneration, whether formally engaged or informally assisting, including but not limited to duty officers, ground crew, canteen workers and event helpers.

**Yellow Card:** a caution issued by a Referee to a Player or Team Official accordance with Law 12 of the Laws of the Game.

**Zone Regulations:** the Competition Regulations and any other regulations, by-laws, rules or policies issued by the Zone that govern Clubs, Competitions or Participants.

## **PART 1 - GENERAL PRINCIPLES**

### **3. Delegation of Authority to NNSWF**

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- 3.1 The has Zone has formally delegated to NNSWF the authority to administer, manage and determine all Complex Disciplinary Matters, Integrity Matters, Complaints referred to NNSWF, Code of Conduct matters, Match Official abuse matters, and all Appeals and Grievances falling under the national frameworks.
- 3.2 NNSWF may issue notices, charges, correspondence and requests for information; gather, request and review evidence; conduct investigations and interviews; convene and administer Independent Panels; reach Determinations; and impose Sanctions.
- 3.3 NNSWF has the authority to issues directions to any Club to take actions necessary to implement or enforce a NNSWF Determination, including the enforcement of Suspensions and conditions imposed on Participants.

- 3.4 NNSWF performs these functions independently and is not subject to direction by the Zone.
- 3.5 All Determinations of NNSWF or an Independent Panel are final and binding on the Zone and all Clubs unless an Appeal is permitted and made in accordance with an applicable Football Australia Appeals process.

#### **4. Matters Retained by the Zone**

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- 4.1 The Zone retains responsibility for administering Routine Disciplinary Matters and for implementing Sanctions arising from such matters.
- 4.2 The Zone remains responsible for maintaining accurate disciplinary records, ensuring Clubs comply with all Zone-issued Sanctions, and liaising with Clubs and Match Officials to ensure Routine Disciplinary Matters are properly administered.
- 4.3 If the Zone is unsure whether it has jurisdiction, the matter will be referred to NNSWF for decision regarding jurisdiction.

#### **5. Referral to NNSWF**

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- 5.1 Except where expressly required under these Regulations, all Complaints and conduct matters arising in connection with Zone Competitions are to be received, assessed, administered and resolved by the Zone.
- 5.2 A matter will be referred to NNSWF only where:
- (a) determination by an Independent Panel is required;
  - (b) the matter requires referral to NNSWF or Football Australia constitutes under the Integrity Framework; or
  - (c) there is an actual or reasonably perceived conflict of interest affecting the Zone.
- 5.3 Nothing in this clause prevents the Zone from seeking guidance from NNSWF regarding the classification or handling of a matter prior to any referral.

#### **6. Return of Matters to the Zone**

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- 6.1 NNSWF may return a matter to the Zone where it determines that the matter is properly characterised as a Routine Disciplinary Matter and is therefore best handled by the Zone.
- 6.2 Clubs must act promptly and implement the required disciplinary or administrative outcome without delay with any Zone issued Sanction or direction after a matter is returned to the Zones jurisdiction.

#### **7. Mandatory Reporting by Club to Zone**

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- 7.1 Each Club must report to the Zone every Incident that involves, or appears to involve, any of the following categories of conduct:
- (a) conduct more serious than a Minimum Mandatory Sanction;

- (b) alleged breaches of the Football Australia National Code of Conduct and Ethics;
- (c) escalation or patterns of repeated Misconduct;
- (d) **serious foul play or violent conduct**, including but not limited to punching, kicking, head-butting, striking, charging, elbowing, violent challenges or any conduct that creates or contributes to risk of serious injury;
- (e) **Match Official abuse**, whether verbal, physical, intimidating, threatening or discriminatory;
- (f) **Discriminatory behaviour**, including racial, religious, ethnic, gender-based, disability-related, homophobic or transphobic conduct, language or gestures;
- (g) **any Integrity Matter** that requires escalation to NNSWF or Football Australia under the Integrity Framework or referral to an Independent Panel;
- (h) **Spectator Misconduct**, including violence, threats, discriminatory behaviour, pitch invasion, or behaviour that endangers a Participant or other Spectators;
- (i) **threats, intimidation or abusive conduct**, whether directed at a Participant or any other person associated with a Football activity; or
- (j) **any conduct likely to bring Football into disrepute**, whether occurring on or off the Field of Play, in person or online, including behaviour that damages the reputation, integrity or proper administration of Football.

- 7.2 A report under **clause 7.1** must be lodged with the Zone within one (1) Business Day of the Incident, unless exceptional circumstances prevent compliance.
- 7.3 Where the Club reasonably believes that an Integrity Matter exists, the Club must notify the Zone immediately and take reasonable interim steps to protect the safety or welfare of affected persons pending further direction from the Zone or NNSWF.
- 7.4 Failure to comply with this clause constitutes Misconduct and may result in disciplinary action against the Club, its Participants or its Club Associates.
- 7.5 Upon receiving a report under this clause, the Zone will determine whether the matter requires referral to NNSWF for independent administration.
- 7.6 Clubs must provide to the Zone all evidence, documentation, Match footage, witness details, reports, team sheets and any other material reasonably required to enable the Zone to determine jurisdiction and to manage any referral process to NNSWF.
- 7.7 If the Zone determines that a matter requires referral to NNSWF, the Zone will manage the referral process. Clubs must comply with any directions issued by the Zone in connection with referral to NNSWF.

## **8. Evidence Preservation**

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- 8.1 Immediately upon becoming aware of an Incident, a Complaint or any matter to which these Regulations applies, a Club must take all reasonable steps to preserve, secure and retain all evidence in its possession or control that may be relevant to the matter. This obligation applies regardless of whether the matter is ultimately dealt with by the Zone or NNSWF.

- 8.2 Without limitation, evidence includes:
- (a) Match footage;
  - (b) CCTV footage (where lawfully obtained and capable of lawful disclosure);
  - (c) referee and Match Official reports;
  - (d) team sheets and Match documentation;
  - (e) social media posts, messages, digital communications or online content;
  - (f) witness details, statements from witnesses and contact information;
  - (g) photographs, images or documents; and
  - (h) internal Club records, notes or communications relating to the matter.
- 8.3 Clubs must comply with all reasonable directions made by the Zone and/or NNSWF or an Independent Panel concerning the collection, preservation and provision of evidence.

## **9. Confidentiality and Privacy**

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### **Confidential Information**

- 9.1 All information relating to Charges, investigations, Complaints, Integrity Matters, Independent Panel hearings, Sanctions or Appeals is Confidential Information. This includes, without limitation, evidence, statements, interview notes, reports, internal communications, witness identities and hearing outcomes (other than the sanction itself).

### **Obligations of Clubs and Participants**

- 9.2 Each Club, Participant and Club Associate must keep all Confidential Information strictly confidential and must not:
- (a) publish, release or circulate any Confidential Information, including on social media;
  - (b) identify, or enable the identification of, any complainant, witness or informant;
  - (c) make any public comment regarding an ongoing or completed disciplinary, Integrity or Appeal Matter; or
  - (d) disclose Confidential Information to any third party unless expressly authorised in writing by the Zone or NNSWF.

### **Permitted Disclosure by Clubs**

- 9.3 A Club may disclose Confidential Information only to the limited extent reasonably necessary to:
- (a) (allow a Participant to respond to a Charge or Complaint (procedural fairness);
  - (b) implement or enforce a Sanction imposed under these Regulations; or
  - (c) comply with a legal obligation (including Reportable Conduct requirements).

For all other purposes, Clubs must seek written approval from NNSWF.

## **Protection of Witnesses, Complainants and Informants**

- 9.4 Clubs and Participants must not disclose the identity of any complainant, witness, reporter or informant, except where NNSWF determines disclosure is required for procedural fairness or where disclosure is required by law. Breaches of this clause constitute Misconduct.

## **Privacy Obligations**

- 9.5 Clubs must comply with any applicable provisions of the Privacy Act 1988 (Cth) and the Australian Privacy Principles when collecting, handling or disclosing Personal Information or Sensitive Information under these Regulations.

## **Misconduct**

- 9.6 A breach of this clause constitutes Misconduct and may result in disciplinary action against the Club or its Participants.

## **10. Application of Independent Panel and NNSWF Procedural Regulations**

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- 10.1 All disciplinary, Integrity, complaint, misconduct and Appeal matters arising under these Regulations that fall within the jurisdiction of NNSWF, or an Independent Panel must be administered, investigated and determined in accordance with the *Independent Panel and NNSWF Procedural Regulations* (the “**Procedural Regulations**”).
- 10.2 The Procedural Regulations apply to all matters referred to NNSWF for investigation, Determination or Appeal, including Complex Disciplinary Matters, Integrity Matters, Match Official Abuse matters, Complaints and any matter otherwise requiring independent oversight.
- 10.3 Where there is any inconsistency between these Regulations and the Procedural Regulations in respect of the conduct of an investigation, hearing, Determination or Appeal, the Procedural Regulations prevail to the extent of that inconsistency.
- 10.4 All Clubs and Participants are bound by, and must comply with, the Procedural Regulations whenever they apply to a matter involving that Club or Participant.
- 10.5 Nothing in these Regulations restricts the powers of NNSWF or an Independent Panel exercised under the Procedural Regulations, including the power to:
- (a) issue directions;
  - (b) request evidence or information;
  - (c) convene a hearing;
  - (d) impose a Sanction; or
  - (e) make any Determination permitted under the Procedural Regulations.
- 10.6 For clarity, the Procedural Regulations form part of the framework governing the administration of these Regulations, but they may only be amended by NNSWF and do not form part of the Zone’s Competition Regulations.

**PART 2**  
**ROUTINE DISCIPLINARY MATTERS**

**11. Administrative Infringements**

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- 11.1 Administrative infringements include, without limitation:
- (a) failure to submit Match Official reports on time;
  - (b) team sheet errors, including incorrect Player identification;
  - (c) late, incomplete or inaccurate Match documentation;
  - (d) breaches of Match-day operational requirements;
  - (e) failures relating to substitution rules; and
  - (f) administrative errors by Club Officials.
- 11.2 Sanctions for administrative infringements are determined by the Zone and may include:
- (a) administrative penalties;
  - (b) monetary fines;
  - (c) warnings or reprimands; and/or
  - (d) amendments to Match results only where permitted by the Competition Regulations.
- 11.3 Minimum administrative Sanctions are set out in **Schedule A – Table 1**.
- 11.4 Administrative infringements do not constitute a Complex Disciplinary Matter unless the conduct also breaches the Football Australia Code of Conduct and Ethics or these Regulations.

**Yellow Card Accumulation**

- 11.5 Accumulation of Yellow Cards is an administrative matter and is administered by the Zone.
- 11.6 The Zone is responsible for recording, monitoring and enforcing Yellow Card accumulations in accordance with **Schedule A – Table 2**.  
**Under special circumstances a player or team official may be referred to the disciplinary committee if they receive five or more yellow cards across competitions.**
- 11.7 Any Suspension arising from the accumulation of Yellow Cards applies automatically once the applicable threshold set out in **Schedule A – Table 2** is reached.
- 11.8 A Suspension imposed under this clause must be served in the Player's or Club Official's next Competition Fixture, unless otherwise expressly directed by the Zone.
- 11.9 Yellow Card accumulation Suspensions are not subject to Appeal, except where expressly permitted under the Football Australia National Disciplinary Regulations.
- 11.10 A Player or Club Official who participates in a Match while suspended as a result of Yellow Card accumulation commits Misconduct and may be subject to further Sanctions.

- 11.11 Failure by a Club to enforce a Suspension arising from Yellow Card accumulation constitutes Misconduct and may result in additional Sanctions against the Club including those set out in **Annexure A – Table 13 (Club Level Sanctions)**.

## PART 3

### AUTOMATIC MATCH SUSPENSION AND MINIMUM MANDATORY SANCTIONS

#### 12. Minimum Mandatory Sanctions

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##### Automatic Sanctions Following a Red Card

- 12.1 Where a Player or Team Official is issued with a Red Card during a Match, the applicable Minimum Mandatory Sanction prescribed in **Schedule A – Table 3** applies automatically and takes immediate effect, subject only to any limited rights of review or Appeal expressly permitted under these Regulations.

##### Serious Misconduct Where No Red Card Is Issued

- 12.2 Where conduct occurs in connection with a Match or other Football Activity that:
- (a) would ordinarily constitute a Red Card offence; or
  - (b) involves violence, discrimination, abuse, vilification or other serious Misconduct,

but no Red Card is issued during the Match, NNSWF may, irrespective of when the conduct is identified impose the applicable Minimum Mandatory Sanction prescribed in **Schedule A – Tables 8 and 9**; and refer the matter to an Independent Panel for determination as a Complex Disciplinary Matter regardless of whether the conduct was detected during the Match or is identified after the Match (including through video evidence or reports).

##### Effect and Application of Minimum Mandatory Sanctions

- 12.3 The grading and Minimum Mandatory Sanctions for a Red Card are set out in **Schedule A – Table 3**.
- 12.4 Minimum Mandatory Sanctions are automatic, non-negotiable and apply immediately upon the relevant Incident occurring or upon submission of the Match Official's report, whichever occurs first.

##### Enforcement Obligations of Clubs

- 12.5 Clubs must enforce all Red Card Minimum Mandatory Sanctions that apply under this **clause 12**, including Automatic Match Suspensions, without waiting for confirmation from the Zone or NNSWF.
- 12.6 On written request a Club must notify the Zone in writing of the steps taken to enforce each Minimum Mandatory Sanction, including confirmation that the suspended Player or Team Official did not participate in any Match or Football activity during the relevant period.

## Limited Grounds of Appeal

- 12.7 A Red Card Minimum Mandatory Sanction imposed under this **clause 12** may only be Appealed where:
- (a) the Club asserts Mistaken Identity; or
  - (b) the Club asserts an Obvious Error under the FA National Disciplinary Regulations; or
  - (c) an exceptional circumstance is established to the satisfaction of NNSWF.

## PART 4

### SUSPENSIONS

#### 13. Suspensions

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##### Suspension Takes Immediate Effect

- 13.1 A Red Card Suspension applies immediately upon the Red Card being issued unless otherwise directed by NNSWF.
- 13.2 A Red Card Suspension is calculated in accordance with **Schedule A – Table 3**.

##### Requirements Following a Red Card

- 13.3 Any Club Associate who is shown a Red Card during a Match must:
- (a) leave the Field of Play immediately;
  - (b) not communicate, directly or indirectly, with Players, Team Officials or Match Officials for the remainder of the Match;
  - (c) not enter, nor remain within, 25 metres of the Technical Area for the remainder of the Match; and
  - (d) comply with all restrictions applying to Suspended Club Associates under these Regulations.
- 13.4 Failure to comply with this **clause 13** constitutes Misconduct and will result in the imposition of an increased Sanction in addition to the Mandatory Minimum Suspension for the Red Card.

##### Restrictions Applying to Suspended Club Associates

- 13.5 Unless otherwise directed in writing by NNSWF, a Club Associate who is serving a Suspension arising from conduct that occurred in connection with a Match must not act in any capacity for a Club or Team on a Match Day and may attend Competition Fixtures only as a Spectator, or in accordance with **clause 13.4**.

### **What a Suspended Club Associate May NOT Do**

- 13.6 A Club Associate must not, at any time during a Suspension:
- (a) enter the Field of Play or any Match Official area at any time from 30 minutes prior to a Competition Fixture, during half time, and until 30 minutes after the Competition Fixture has concluded;
  - (b) enter any change rooms at any time from 30 minutes prior to a Competition Fixture, during half time, and until 30 minutes after the Competition Fixture has concluded.
  - (c) be within 25 metres of the Technical Area at any time from 30 minutes before kick-off until 30 minutes after the Competition Fixture;
  - (d) participate in, or be involved in, warm-ups, training sessions or Match-day preparation on Match Day;
  - (e) give instructions to Players, Team Officials or the Team, whether directly, indirectly or via a third party (encouragement or barracking as a Spectator is permitted);
  - (f) communicate with any Match Official regarding the Match;
  - (g) complete, sign or assist with Team Sheets, Match documentation or any Match-day administrative task;
  - (h) enter the Technical Area or approach the Senior Match Official for any purpose; or
  - (i) act, or hold themselves out, as having any official, coaching, managerial, administrative or representative authority for a Club or Team.

### **What a Suspended Club Associate May Do**

- 13.7 Unless specifically prohibited by NNSWF or an Independent Panel in the relevant Determination a Suspended Club Associate may:
- (a) attend training sessions that do not form part of Match-day preparation; and/or
  - (b) participate in Zone Summer Football Competitions unless the Suspension imposed under these Regulations exceeds four (4) weeks.

### **Failure to Comply**

- 13.8 A breach of any restriction in this **clause 13** constitutes Misconduct and may result in:
- (a) recommencement or extension of the Suspension from the date the breach occurred;
  - (b) additional Sanctions; and/or
  - (c) referral of the matter to NNSWF for further action and/or Determination or Misconduct.

### **Serving a Suspension**

- 13.9 A Club Associate must serve a Suspension without delay. A Suspension remains in effect until it has been served in full, regardless of any change in the Club Associate's status, league, level, Club, or age group.
- 13.10 Until a Suspension is served in full, a Club Associate must not participate in any Match at any level within NNSWF/FMNC Competitions, whether as a Player, Coach, Manager or Team Official. This restriction applies to Suspensions that are not fully served within a Competition Season, and which are carried over into future or subsequent Seasons.
- 13.11 A Suspension arising from a Finals Series that is not served in full during that Finals Series will be carried over to the following Competition Season in which the Club Associate participates.

### **Carry-Over of Suspensions**

- 13.12 Suspensions not fully served in one Competition Season carry over to the next Competition Season as provided for in the Football Australia National Disciplinary Regulations.

### **Postponed, Abandoned, or Forfeited Matches**

- 13.13 If a Match is postponed prior to its commencement, the postponed Match will not be classified as a Match served under a Suspension for the purpose of calculating the number of Matches remaining to be served.
- 13.14 A Match that is Abandoned after commencement, or Forfeited prior to commencement, will be classified as a Match served under a Suspension unless one or more of the following apply:
- (a) the Club or Team to which the Suspended Club Associate belongs was responsible for the facts or circumstances that resulted in the Abandonment or Forfeit;
  - (b) the incident that caused the Abandonment or Forfeit is referred to the Disciplinary Committee; or
  - (c) the Match is subsequently re-played.
- 13.15 For the avoidance of doubt, where an Abandoned or Forfeited Match is rescheduled and replayed, the original Abandoned or Forfeited Match will not be counted as a Match served under the Suspension, and the Club Associate must serve the Suspension in the next available Match.

### **Byes do not count**

- 13.16 A bye round never counts toward serving a Suspension.

### **Completion of Conditions Attached to a Suspension**

- 13.17 Where a Suspension is imposed subject to conditions such as the completion of education or behavioural training, the provision of a written apology, or any other corrective requirement, the Club Associate remains Suspended until **all** conditions in the Determination have been completed to the satisfaction of the Zone or NNSWF (whichever body imposed the Sanction). A Suspension does not expire while any

required condition remains outstanding.

### **Additional Suspension for Players or Club Officials with Prior Yellow Card Accumulation Sanctions**

- 13.18 Where a Player or Club Official has already served a Suspension for accumulation of Yellow Cards during the same Competition Season and subsequently receives a Red Card:
- (a) an additional one (1) Match Suspension will be imposed in addition to the Minimum Mandatory Suspension for the Red Card; and
  - (b) the additional Match Suspension under **clause 13.14 (a)** may be applied only once per Competition Season, regardless of the number of Red Cards received after the accumulation Suspension.
- 13.19 For the avoidance of doubt, any Player or Team Official dismissed from a Match is subject to all applicable suspension rules and restrictions set out in these Regulations, including the restrictions applying to Suspended Club Associates.
- 13.20 Additional Minimum Mandatory Sanctions for Team Officials are outlined in **Schedule A – Table 4**.

### **Grand Final and Cup Final – Post-Match Presentation Restrictions**

- 13.21 Any Team Official who the Referee issues a Red Card during a Grand Final must not enter the Field of Play or any presentation area for post-match ceremonies or award presentations.

### **Publication of Suspensions**

- 13.22 Suspensions imposed in Zone Competitions may be published on the Zone and/or NNSWF website. Publication does not limit any obligation of confidentiality under these Regulations.

## **14. Accumulation of Red Cards**

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- 14.1 A Player or Club Official who accumulates the number of Red Cards specified in **Schedule A – Table 5 (Accumulation of Red Cards)** during a Competition Season must serve the Minimum Mandatory Match Suspensions set out in that Table, as determined and confirmed by NNSWF.
- 14.2 A Player or Club Official who is stood down by a Club will not be regarded as having served any part of a Suspension unless and until NNSWF confirms the Suspension in writing.
- 14.3 Each Club is responsible for recording, monitoring and enforcing all Red Card offences, accumulations and related Suspensions as determined and confirmed in writing by NNSWF in respect of its Players and Club Officials.
- 14.4 Red Cards received in any Competition, including Cup, League or Finals Series Fixtures, will count toward the accumulation totals specified in **Schedule A – Table 5**, regardless of the Competition in which the Red Card was issued.

- 14.5 Suspensions arising from the accumulation of Red Cards must be served in the Player's or Club Official's next Competition Match, irrespective of the Competition in which the Red Cards were received.
- 14.6 A Club Official who receives three (3) Red Cards in a Competition Season must be referred to an Independent Panel for consideration of any further Sanction.
- 14.7 Each Club must ensure compliance with all Suspensions confirmed by NNSWF and must not permit any Player or Club Official to participate in a Match while under Suspension.

## PART 5

### TEAM MISCONDUCT

#### 15. Team Misconduct

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- 15.1 Team Misconduct occurs where a Team, in a single Match:
- (a) receives five (5) or more cautions issued to Players and/or Team Officials;
  - (b) receives three (3) or more Red Cards issued to Players and/or Team Officials;
  - (c) engages in mass confrontation, collective dissent or group behaviour directed at a Match Official or opposing Team; or
  - (d) engages in collective conduct that brings Football into disrepute, whether on or off the Field of Play.

#### Mandatory Minimum Sanction

- 15.2 A Team found to have committed Team Misconduct will be issued with the mandatory minimum fine prescribed in **Schedule B – Fines**. This Minimum Sanction applies regardless of the circumstances of the offence. The offences and corresponding Sanctions for Team Misconduct are listed in **Schedule A – Table 6**.

#### Escalation

- 15.3 Where a Team commits repeated Team Misconduct during a Competition Season, NNSWF may impose any one or more of the following additional Sanctions:
- (a) further fines as specified in **Schedule B – Fines**;
  - (b) compulsory education or behavioural training sessions for Players, Team Officials or the Club;
  - (c) probationary conditions, including monitoring requirements or Matchday operational directives; and
  - (d) Competition Sanctions, including point deductions, suspended penalties, venue restrictions or other conditions considered necessary to protect the integrity and orderly administration of Football.

## Club Responsibility

- 15.4 A Club is responsible for the conduct of its Team, Players and Team Officials. A Club may not avoid liability for Team Misconduct on the basis that individual offences were committed by different persons.

## PART 6

### MATCH OFFICIAL ABUSE FRAMEWORK

#### 16. Sanctions for Match Official Abuse

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##### Match Official Abuse

- 16.1 In line with NNSWF Match Official Support Policy – Zero Tolerance, the following additional Sanctions will be applied for any incidents of Match Official Abuse:
- (a) Any Player or Team Official found guilty of a second (2<sup>nd</sup>) Offence will receive a minimum added 4 Match Suspension, to the Sanction given for the underlying second offence.
  - (b) If a Player or Team Official commits more than two (2) offences of Match Official Abuse, they will be required to appear before an Independent Panel for further sanction.
  - (c) If a Player or Team Official is sanctioned by Suspension for offences against a Match Official, they will not be permitted to attend Club Matches during the Suspension.
  - (d) Any Player, Team or Club Official within a Team who is sanctioned for Match Official Abuse, will cause that team to incur a three (3) Competition points deduction for that Team, wholly suspended for the remainder of the Regular Season.
- 16.2 Should a Team, already subject to the suspended three (3) Competition point deduction, have a Player, Team or Club Official subject to a further sanction for Match Official abuse, the Team will be deducted a further three (3) Competition points in addition to the previously suspended three (3) points, totalling an immediate deduction of six (6) Competition points for this second offence within the Team.
- 16.3 Any subsequent instance of Match Official abuse will incur an immediate Sanction of a further three (3) Competitions points for that Team, and the Club will be required to attend a hearing with an Independent Panel.
- 16.4 A Club is jointly and severally liable for a fine imposed on one of its Participants (even if that participant subsequently leaves the Club).
- 16.5 Any Participant or Spectator found guilty of Match Official abuse towards a Senior Match Official will be suspended for a minimum of thirty (30) days.
- 16.6 Any Participant or Spectator found guilty of abuse toward any Match Official under the age of 18, will be suspended for a minimum of twelve (12) months.
- 16.7 Mandatory Minimum Sanctions will be set out in **Schedule A – Tables 7 and 8**.
- 16.8 An Independent Panel may impose higher Sanctions where aggravating factors exist.

- 16.9 Where Match Official abuse involves Match Officials under the age of 18, discrimination, or physical contact, the Sanction must reflect the seriousness and protective obligations owed to Match Officials.

## PART 7

### Application of Tables Where No Red Card Issued

- 16.10 Where conduct described in **Schedule A – Table 7** (Violence Against Players, Match Officials or Others) or **Schedule A – Table 8** (Discrimination, Abuse and Vilification) occurs and no Red Card is issued during the Match, the conduct:
- (a) is deemed to constitute serious Misconduct; and
  - (b) must be referred to NNSWF by the Zone for Determination.
- 16.11 Where a Red Card **is** issued for the same conduct, the applicable Red Card sanction under **Schedule A – Table 3** applies automatically, without prejudice to any referral or further Sanction under these Regulations.

### 17. Sanctions for Violence and Serious Physical Misconduct

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- 17.1 Any act of violence, attempted violence or serious physical misconduct by a Participant or Spectator directed toward a Player, Team Official, Match Official, Spectator or any other person, where the conduct occurs in connection with a Football activity, constitutes Serious Misconduct.
- 17.2 Conduct under **clause 17.1** shall be dealt with as a Complex Disciplinary Matter and will be referred to NNSWF by the Zone. Where no Red Card was issued for the conduct, NNSWF may issue an interim Suspension or Sanction in line with the NNSWF Procedural Regulations. If Participant is found guilty of violence and / or serious physical Misconduct the Sanctions set out in **Schedule A – Table 8** apply.
- 17.3 Where violent conduct results in injury, involves the use of a weapon or object, targets a Match Official or Spectator, or presents a serious risk to safety, higher Sanctions may be imposed in accordance with these Regulations, the Schedule, or applicable NNSWF or Football Australia regulation or policy.

### 18. Sanctions for Discrimination, Abuse and Vilification

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- 18.1 Any act of discrimination, vilification, harassment or abuse by a Participant or Spectator on the basis of race, colour, religion, ethnic origin, gender, sexual orientation, disability or any other protected attribute constitutes serious Misconduct and an Integrity Matter.
- 18.2 Conduct under **clause 18.1** is prohibited whether it occurs on or off the Field of Play, in person, online, or otherwise in connection with a Football activity.
- 18.3 All allegations of discrimination, abuse or vilification must be referred to the Zone and may be dealt with under the Integrity Framework, the National Code of Conduct and Ethics and these Regulations. Where no Red Card was issued for the conduct, NNSWF may issue an interim Suspension or Sanction in line with the NNSWF Procedural Regulations. If a Participant or Spectator is found guilty of discrimination, vilification, harassment or abuse the Sanctions set out in **Schedule A – Table 8** apply.

## PART 8

### SPECTATOR AND CLUB RESPONSIBILITY

#### 19. Spectator Misconduct

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- 19.1 A Club is responsible for the conduct of all Spectators at any Match connected with that Club. This responsibility applies regardless of whether the Spectator is a Member, parent, supporter, casual attendee or any other person present at the venue.
- 19.2 Spectator Misconduct includes, without limitation any of the following conduct:
- (a) offensive, abusive or discriminatory language or behaviour;
  - (b) threats, intimidation or harassment of Participants or other Spectators;
  - (c) unauthorised entry to the Field of Play;
  - (d) throwing objects or engaging in unsafe behaviour;
  - (e) alcohol-related disorder;
  - (f) possession, ignition or discharge of flares or fireworks;
  - (g) vandalism or damage to facilities; and
  - (h) behaviour bringing Football into disrepute.

#### Strict Liability Standard

- 19.3 Spectator Misconduct is attributed to the Club unless the Club proves both of the following:
- (a) the Club took all reasonable steps before and during the Match to prevent the Misconduct; and
  - (b) the Club took immediate and appropriate action in response to the Misconduct once it occurred.
- 19.4 Sanctions for Spectator Misconduct include, but are not limited to:
- (a) warnings;
  - (b) monetary fines;
  - (c) Matches played behind closed doors;
  - (d) requirements to implement security, crowd-control or Match Official Support Officer measures;
  - (e) partial or full venue Suspension;
  - (f) point deductions in serious or repeated cases; and/or
  - (g) any other Sanction available under these Regulations.

## **Minimum Mandatory Sanctions**

- 19.5 The minimum sanctions applying to Spectator Misconduct are set out in **Schedule A – Table 9**.
- 19.6 Spectator Misconduct may also constitute Misconduct by a Club Associate or Participant where applicable and may result in Sanctions for the Clubs Associate or Participant under these Regulations or referral to NNSWF.

## **20. Club Responsibility and Sanctions**

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- 20.1 Clubs are responsible for the conduct of their Participants in connection with Zone Competitions and Football activities.
- 20.2 A Club is jointly and severally liable for a fine imposed on one of its Participants (even if that Participant subsequently leaves the Club).
- 20.3 Where a Club is found responsible for Misconduct, including but not limited to Spectator Misconduct, Team Misconduct, failure to comply with NNSWF or Zone directions, or conduct bringing Football into disrepute, Sanctions may be imposed against the Club in addition to any Sanction imposed on an individual.
- 20.4 Sanctions that may be imposed on a Club include fines, suspended sanctions, probation, venue restrictions, Competition point deductions and any other Sanction permitted under these Regulations, the Schedule, NNSWF or Football Australia frameworks.
- 20.5 A summary of Club-level sanction exposure is set out in **Annexure A – Table 10**.
- 20.6 **Table 10** is indicative only and does not limit the power of the Zone, NNSWF or an Independent Panel to impose any Sanction authorised under these Regulations.

## **PART 8**

### **MISTAKEN IDENTITY AND OBVIOUS ERROR**

## **21. Mistaken Identity**

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- 21.1 A Minimum Mandatory Sanction or Automatic Suspension may be withdrawn or amended on the basis of Mistaken Identity, as defined in the National Disciplinary Regulations.
- 21.2 Where Mistaken Identity is established under the Independent Panel and Procedural Regulations, the Sanction will be applied to the correct Participant and removed from the incorrectly identified Participant.
- 21.3 A Participant is not eligible to participate in any Match until the Zone or NNSWF has confirmed that the correction has been made.

## 22. Obvious Error

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- 22.1 A Minimum Mandatory Sanction or Automatic Suspension may be withdrawn or amended where an Independent Panel determines that an Obvious Error occurred, as defined in the National Disciplinary Regulations.
- 22.2 An Obvious Error may only affect:
- (a) whether a Red Card is upheld or rescinded, and
  - (b) whether the applicable Minimum Mandatory Suspension applies.
- 22.3 Until a Determination is made, the Sanction remains in force unless a stay is expressly granted under the Independent Panel and Procedural Regulations.

## 23. Referral to Independent Process

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- 23.1 All applications, submissions, reviews, evidence requirements, timeframes and fees relating to Mistaken Identity or Obvious Error are governed exclusively by the Independent Panel and Procedural Regulations.
- 23.2 Nothing in these Regulations affects the authority of NNSWF to refer a matter to an Independent Panel for consideration under the applicable procedural framework.

## 24. Allegations of Misconduct

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- 24.1 Any allegation of Misconduct by a Club must be submitted in writing to NNSWF and FMNC by a Club Official **within fourteen (14) days** of the alleged Incident.

# PART 9

## FINANCIAL SANCTIONS

## 25. Club and Participant Fines

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### Power to Impose Fines

- 25.1 The Zone or NNSWF (as applicable to their jurisdiction under these Regulations) may impose financial penalties ("**Fines**") on a Club or Participant where a breach of these Regulations, the National Disciplinary Regulations, the National Code of Conduct and Ethics, the Integrity Framework, or any directive issued by NNSWF is established.

### Grounds for Fines

- 25.2 Without limiting **clause 25.1**, a Fine may be imposed in relation to:
- (a) **Spectator Misconduct**, including conduct attributable to the Club under the strict-liability principles set out in **Part 10**;
  - (b) **Team Misconduct**, including excessive cautions, multiple dismissals, mass confrontation or collective dissent;
  - (c) **Failure to Cooperate**, including any refusal, delay or obstruction of an investigation or information request as described in **Part 13**;

- (d) **Breach of these Regulations** or any directive issued under it, including failure to enforce Suspensions, failure to produce documents, failure to meet reporting obligations or improper dealing with evidence;
- (e) **Breach of Competition Regulations**, where the matter is referred to be dealt with under these Regulations; and
- (f) **any other circumstance** where a Fine is considered appropriate to uphold Integrity, discipline or the orderly administration of Football.

#### **Determination of Fine Amount**

25.3 The amount of any Fine must be proportionate to the seriousness of the conduct, any aggravating or mitigating factors, the level of responsibility of the Club, and whether the conduct posed any risk to safety, Integrity or competition administration. Minimum or recommended Fine levels may be included in **Schedule B**. The applicable Club administrative sanctions are set out in **Schedule A – Table 10**. Any Fine imposed on a Club will be invoiced by NNSWF and once received, paid by NNSWF to the Zone to which the Club is affiliated within thirty (30) Business Days.

#### **Cumulative Sanctions**

25.4 A Fine may be imposed in addition to, and not in substitution for, any other Sanction available under these Regulations, including Suspension, conditions, reprimands, probations or exclusion from venues.

## **PART 10**

### **FINAL PROVISIONS**

#### **26. Enforcement by Clubs**

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- 26.1 Clubs must comply with and enforce all NNSWF Determinations, Independent Panel decisions and Determinations and Zone-issued Sanctions.
- 26.2 A Club must ensure that any Player, Team Official or Club Associate subject to Suspension does not participate in any Match-day role, Match Day training activity or official capacity contrary to the terms of the Determination.
- 26.3 Clubs must confirm with the Zone when a Suspension has been served.
- 26.4 Failure to properly enforce a Sanction is itself a disciplinary offence and may attract additional Sanction.
- 26.5 A summary of Club-level Sanctions is set out in **Schedule A – Table 10**.

#### **Failure to Cooperate and Abuse of Process**

- 26.6 A Club or Participant must cooperate fully, honestly and promptly with any disciplinary, Integrity, Complaint, investigation or hearing process conducted under these Regulations, the Schedule, or any NNSWF or Football Australia regulation or policy.

- 26.7 Without limitation, a failure to cooperate includes:
- (a) refusing or failing, without reasonable excuse, to provide information, documents or evidence when requested;
  - (b) providing information that is false, misleading or materially incomplete;
  - (c) refusing or failing, without reasonable excuse, to attend an interview or hearing;
  - (d) interfering with, influencing, intimidating or coaching a witness;
  - (e) obstructing, delaying, concealing or destroying evidence;
  - (f) lodging a frivolous, vexatious or knowingly false complaint; or
  - (g) misuse of the complaints or disciplinary process for an improper purpose.
- 26.8 Conduct constituting a failure to cooperate or abuse of process is Misconduct and may be sanctioned independently of, or in addition to, any Sanction imposed for the underlying matter.
- 26.9 Minimum indicative Sanctions for failure to cooperate or abuse of process are set out in **Annexure A – Table 11**.

## **27. Appeals**

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- 27.1 Appeals may only be made in accordance with these Regulations and the applicable provisions of the Football Australia National Disciplinary Regulations or the Football Australia National Grievance Procedure.
- 27.2 No Appeal may be made to the Zone in relation to any NNSWF Determination or Independent Panel decision.
- 27.3 A Sanction remains in force throughout the Appeal process and continues to apply until the Appeals Panel issues its Determination unless NNSWF expressly grants a stay in writing.
- 27.4 An Appeal is not validly lodged unless it is accompanied by payment of the applicable Appeal Fee.
- 27.5 The applicable Appeal Fee is the fee prescribed by Football Australia or NNSWF in its Independent Panel and Procedural Regulations, schedules or directives in force at the time the Appeal is lodged.
- 27.6 The Appeal Fee is payable in the manner and within the timeframe determined by NNSWF.
- 27.7 The Zone has no discretion to waive, reduce or vary an Appeal Fee.

## 28. Authority of NNSWF

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### Interpretation and Oversight

- 28.1 NNSWF is the final authority responsible for:
- (a) interpreting these Regulations and resolving any ambiguity;
  - (b) determining the proper classification of any matter as Routine, Complex, Integrity-related or otherwise;
  - (c) issuing directions necessary for the consistent and fair application of these Regulations; and
  - (d) hearing or facilitating any final Appeals permitted under the National Disciplinary Regulations or National Grievance Procedure.

### Binding Nature

- 28.2 All Clubs, Participants and Zone Officers are bound by interpretations, directives and decisions issued by NNSWF under **clause 28.1**.

## 29. Amendment Process

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### Amendment by Direction of NNSWF

- 29.1 These Regulations may be amended by the Zone at any time upon written direction from NNSWF. Such amendments take effect from the date specified by NNSWF.

### Publication of Amendments

- 29.2 The Zone will publish updated versions of these Regulations promptly upon receiving approval or direction from NNSWF and will notify Clubs as soon as reasonably practicable.

## Schedule A

### MANDATORY MINIMUM SANCTION TABLES

#### 1 MINIMUM SANCTIONS

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1.1 Minimum Mandatory Sanctions apply to all Matches, Competitions and Football activities administered or sanctioned by the Zone.

#### 1.2 ADMINISTRATIVE SANCTIONS

**Table 1.**

<b>Offence</b>	<b>Minimum Mandatory Sanction</b>
Late Match sheets	Fine
Incorrect team sheet	Fine
Failure to upload footage	Fine (repeat = greater Sanction)
Late payment of fines	Additional Sanction

#### 1.3 YELLOW CARD ACCUMULATION

**Table 2.**

<b>Accumulation</b>	<b>Minimum Mandatory Sanction</b>
2x Yellow Cards during pre-season	Auto
5x Yellow Cards during season	Auto
7x Yellow cards in season	Auto plus 1
9x Yellow cards in season	Auto plus 1
11x Yellow cards in season	Auto plus 1
2x yellow cards during final series	Auto

Note: Two (2) Yellow Cards in a Match that result in a Red Card (R7) are expunged from Yellow Card accumulation.

## 1.4 RED CARDS

Table 3.

Minimum Mandatory Suspensions			
CODE	OFFENCE	GRADING GUIDELINES	MINIMUM MANDATORY SUSPENSION
R1	<b>Serious Foul Play</b> (Typically, but not limited to, when the ball is in play)	1. Careless or reckless tackle	Auto
		2. Attempting to gain possession of the ball using excessive force	Auto Auto + 1 Match Suspension
		3. Conduct that endangers the safety of an opponent in. contents for the ball or has the potential to cause serious injury.	Auto + 1 Match Suspension
		4. Conduct causing serious injury.	Auto + 2 Match Suspension
R2	<b>Violent Conduct</b> (Typically, but not limited to, when the ball is not in play and /or playing distance)	1. Minimal contact with an opponent or Club Associate.	Auto + 1 Match Suspension
		2. Violent conduct and/or attempted violent conduct towards an opponent or Club Associate.	Auto + 1 Match Suspension
		3. Serious and/or premeditated violent conduct towards an opponent, Club Associate or cause malicious damage to property.	Auto + 2 Match Suspension
		4. Serious violent conduct that has caused minor bodily harm.	Auto + 3 Match Suspension
		5. Serious violent conduct causing, or with the potential to cause, serious injury.	Auto + 6 Match Suspension
R3	Biting or Spitting	1. Spitting at anyone.	Auto + 6 Match Suspension
		2. Biting or spitting on anyone.	Auto + 8 Match Suspension
R4	Denying the opposing Team a goal or an obvious goal-scoring opportunity by deliberately handling the ball (this does not apply to a Goalkeeper within his own penalty area).		Auto

R5	Otherwise denying a goal or an obvious goal-scoring opportunity to an opponent as prescribed by Law 12 of the Laws of the Game.		Auto
R6	Using offensive, insulting, or abusive language and / or gestures.	1. Using language and/or gestures in frustration.	Auto
		2. Using language and /or gestures directed at anyone.	Auto + 1 Match Suspension
		3. Incitement to violence, or repeated use of offensive language and/or gestures, to anyone.	Auto + 2 Match Suspension
		4. Use of discriminatory, homophobic, racist, religious, ethnic or sexist language and/or gestures.	Auto + 6 Match Suspension
R7	Receiving a second Yellow Card in the same Match.		Auto
R8	Offences Against Match Officials	1. Unsporting conduct	Auto + 4 Match Suspension
		2. Using offensive language and/or gestures.	Auto + 5 Match Suspension
		3. Repeated use of offensive language and/or gestures.	Auto + 7 Match Suspension
		4. Unwarranted contact with and/or conduct with a Match Official.	Auto + 7* Match Suspension
		5. Threatening or intimidating language and/or conduct towards a Match Official or conduct reasonably perceived as a threat of physical violence towards a Match official or their family or property.	Auto + 10* Match Suspension
		6. Biting, spitting at or on a Match Official	Auto + 12 Month Suspension
		7. Violence towards a Match Official and/or their family or property.	Auto + referral to Independent Panel
		8. Violence towards a Match Official who is under the age of 18 or their family or property.	Auto + referral to Independent Panel
		9. Use of offensive language and/or violence by a Club, Team Official or Club Official aged 18 or over towards a Match Official under 18 years	Minimum 12-month Suspension

		of age.	
R9	<b>Team Official Specific Offences (not covered in R1-R8)</b>	1. Delaying the restart of play for the opposition.	Auto
		2. Deliberately throwing / kicking an object onto the Field of Play.	Auto
		3. Physical aggressive behaviour towards any person other than a Match Official.	Auto + 2 Match Suspension
		4. Entering the Field of Play to confront a Match Official at half time or full time of a Match.	Auto + 5 Match Suspension
		5. Entering the opposing Technical Area in an aggressive or confrontational manner.	Auto + 2 Match Suspension
		6. Entering the Field of Play to interfere with play or an opposing Player.	Auto + 3 Match Suspension
		7. Entering the Field of Play to confront a Match Official during a Match.	Auto +10*

\* NNSWF will assess these charges and may also refer them to the Independent Panel to be dealt with under the Code of Conduct and Ethics for additional Sanction.

1.5 In addition to any Minimum Mandatory Suspension imposed on a Player or Team Official for an R8 Offence, the Club associated with that Participant will be subject to the fine prescribed for R8 Offences in **Appendix B (Fines)**.

1.6 In addition to the Minimum Mandatory Suspension applicable to the underlying Red Card Offence, any Player or Team Official who fails to leave the Field of Play or Technical Area immediately following a Player Red Card or Team Official Red Card will receive a Minimum Mandatory 2-Match Suspension, inclusive of the Automatic Match Suspension.

#### 1.7 TEAM OFFICIAL SANCTIONS

**Table 4**

<b>Conduct</b>	<b>Minimum Mandatory Sanction</b>
Abusive language towards Match Official	3–6 Match Suspension
Entering Field of Play to confront Match Official	4–8 Match Suspension
Encouraging violence or Misconduct	12 Months Suspension
Misconduct in Technical Area	1–3 Match Suspension

## 1.8 ACCUMULATION OF RED CARDS

**Table 5**

<b>Accumulation of Red Cards</b>			
	<b>Competition</b>	<b>Number of Red Cards</b>	<b>Minimum Mandatory Suspension</b>
Player	Premiership	2	As per initial Suspension + 1 Match Suspension As per initial Suspension
		3	As per initial Suspension + 2 Match Suspension
	Finals Series	2	+ As per initial Suspension 1 Match Suspension
Club Official	Premiership	1	As per initial Suspension
		2	As per initial Suspension + 1 Match Suspension
		3	As per initial Suspension + 1 Match Suspension and referral to Independent Panel
	Finals Series	2	As per initial Suspension + 1 Match Suspension

## 1.9 TEAM MISCONDUCT

**Table 6.**

<b>Offence</b>	<b>Minimum Mandatory Sanction</b>	<b>Notes</b>
5 or more Yellow Cards in one Match	Official warning	Repeat = fine
3 Red Cards in one Match	Fine + possible Competition point deduction	
Mass confrontation	2 Match Suspension for involved Participants + fine for Club	

## 1.10 VIOLENCE AGAINST PLAYERS, MATCH OFFICIALS OR OTHERS BY A PARTICIPANT OR SPECTATOR

**Table 7**

<b>Conduct</b>	<b>Minimum Mandatory Suspension</b>	<b>Notes</b>
Attempted assault	<b>2 years</b>	Swinging arm, charge, kick without landing
Violence causing injury	<b>3–6 Months</b>	Depending on severity
Intentional contact with a Match Official (push, bump, grab)	<b>12 months</b>	Non violent
Assault on Spectator	<b>6–12 Months</b>	Depending on severity
Assault involving weapon or object	<b>2 Years</b>	
Assault	<b>5 Years to life</b>	Forces causing pain, injury or fear

## 1.11 DISCRIMINATION, ABUSE & VILIFICATION BY A PARTICIPANT OR SPECTATOR

**Table 8**

<b>Conduct</b>	<b>Minimum Suspension</b>	<b>Notes</b>
Discriminatory language (race, gender, sexual orientation, disability, etc.)	2 Months	
Serious or targeted discrimination	3 Months	
Discriminatory physical aggression	<b>12 Months</b>	If assault → Section 5 also applies
Vilification / hate speech	<b>2 Years</b>	
Abuse of Match Official	<b>30 days</b>	
Abuse of Match Official under the age of 18	<b>12 months</b>	

## 1.12 SPECTATOR MISCONDUCT – Sanctions for Clubs and Spectators

**Table 9**

<b>Conduct</b>	<b>Minimum Mandatory Sanction</b>
Offensive language	Club warning or fine
Threats / intimidation	Fine + requirement for security
Entering Field of Play or Technical Area without permission	Fine + possible venue Sanction
Throwing objects	Fine + probation
Violence	Competition point deduction + suspended Sanctions. Severe cases → venue ban
Flares, fireworks, weapons	Point deduction or Competition Match behind closed doors

## 1.13 CLUB ADMINISTRATIVE SANCTIONS

**Table 10**

<b>Conduct</b>	<b>Minimum Mandatory Sanction</b>
Failure to enforce Sanctions or comply with NNSWF directives	Fine + Competition points deduction
Playing an ineligible / suspended Player	Competition Match forfeit + fine
Repeated Team Misconduct	Progressive fines → Competition point deductions
Serious breach of these Regulations	Probation, fines, Competition Sanctions
Bringing Football into disrepute	Broad Sanctions including Competition point deductions, probation, venue bans

## 1.14 PROCESS-RELATED SANCTIONS

**Table 11**

<b>Conduct</b>	<b>Minimum Mandatory Sanction</b>
Frivolous or vexatious Complaint	Fine or 1–3 Match Suspension
Misuse of Complaints process	Fine or Suspension
False allegation made knowingly	3–6 Month Suspension

## Schedule B

### FINES

<b>5. Code of Conduct and Ethics</b>			
1.1	Breach of Code of Conduct and Ethics by Player or Team Official	\$500	Per offence
1.2	Breach of Code of Conduct and Ethics / Spectator Code of Behaviour by Player or Club Associate	\$500	Per offence
1.3	Team Misconduct	\$500	Per offence

<b>6. Match Official Abuse</b>			
2.1	First Offence of Match Official Abuse for a Club during a calendar year	\$500	Per offence
2.2	Second Offence of Match Official Abuse for a Club during a calendar year	\$1,000 fine	Per offence
2.3	Third and subsequent offence of Match Official abuse for a Club during a calendar year	\$2,500 fine	Per offence
2.4	Serious offences of Match Official Abuse	\$5,000 fine	Per offence

\*Refer to FMNC Competition Rules for full list of fines.

### Schedule C - Sanction Types

Number	Type of sanction, order or measure	Can be imposed against natural persons	Can be imposed against legal persons (including Clubs)
1	a warning, caution or reprimand	Yes	Yes
2	a suspended sanction <b>Error! Reference source not found.</b>	Yes	Yes
3	a fine, bond or costs	Yes	Yes
4	a deduction or loss of competition points or a ban on accruing competition points for a specified period of time or number of Matches or Matches	-	Yes
5	a ban on the registration or transfer of Players for a specified period of time	-	Yes
6	ban on registration of Participant with any Club for a specified period of time	Yes	-
7	replaying of a Match	-	Yes
8	termination of registration or playing contract	Yes	-
9	annulment of registration of a Participant	Yes	Yes
10	suspension from participation in a Match or Match	Yes	Yes
11	exclusion, suspension or expulsion from a Competition, Event, Tournament or Competition	Yes	Yes
12	a ban on playing in a particular stadium, venue, ground or centre	-	Yes
13	full or partial closure of a stadium, venue, ground or centre	-	Yes
14	order to play a Match without Spectators or on neutral territory	-	Yes
15	annulment of the result of any Match or forfeiture of any Match	-	Yes
16	relegation to a lower division	-	Yes
17	the return of an award	Yes	Yes
18	a ban from the dressing rooms and/or the substitutes' bench	Yes	-
19	a ban from entering any stadium, venue, ground or centre	Yes	-
20	a ban on taking part in any or all Football related activity	Yes	-
21	the cost to NNSWF and/or Zone of providing security at a stadium, venue, ground or centre for a specified period of time or number of Matches or Matches	-	Yes
22	the successful completion of a referee's course and/or the requirement to officiate a number of Matches	Yes	-
23	the compulsory attendance at a course(s) of education or rehabilitation (for example, an anger management course)	Yes	-
24	order to repair, or pay the cost of the repair (or replacement), of property or equipment	Yes	Yes
25	such other disciplinary sanctions or measures as are appropriate in all the circumstances, including as prescribed in the FIFA statutes, Football Australia rules and regulations, NNSWF rules and regulations and Zone rules and regulations	Yes	Yes

