

From: President, PNRFU

To: Distribution,

Subj.: MISCONDUCT BY PLAYERS AND CLUBS POLICY

1. The purpose of this memorandum is to establish Pacific Northwest Rugby Football Union (PNRFU) policy relating to player and team misconduct. The scope of this policy includes whenever a player's behavior, as a representative of the Union, brings discredit upon the Union. This includes behavior on and in the area of the playing field, other Union sanctioned events, and conduct towards other players, coaches, officials and spectators. For the purposes of this memorandum, the following differentiation will be used: A team is an active single entity that plays within a unique organization as separate unit (Senior Men's 1st Division B-side, Youth, Collegiate women's A-side, etc.). A club is an administrative body that is made up of one or more teams that maintains control of them (insurance, CIPP, etc.). It is possible for a club to field one or more teams, and by the same token, for an independent team to be a club.

2. Player misconduct shall not be tolerated. It is appreciated that a club's "culture" influences the behavior of both the players and spectators. As such, organizational misconduct shall not be tolerated either. When required, PNRFU shall discipline players, coaches, and clubs. That encourage, allow or permit, participate or initiate misconduct, broadly defined as "unsportsmanlike conduct" or flagrant disregard for the laws of rugby.

3. Generally after a player, coach, or club, has demonstrated a flagrant disregard for the laws of the game or "unsportsmanlike" conduct, Policy Memorandum #3 requirements for Disciplinary Committee action shall be initiated.

4. A significant example of "misconduct" is the failure of a player to be enrolled in the Club and Individual Participation Program (CIPP). A common reason for this is the inability to obtain health insurance. The player that is not enrolled in CIPP is not considered a rugby player in good standing in the USA and is ineligible to play, including representative side teams, and in championship and tournament fixtures. In addition, the club is at fault for allowing a non-CIPP player to play. This has major ramifications in terms of standings and insurance liability.

a. The general disciplinary action for playing a non-CIPP player in a Union sanctioned fixture, including social games, is a fine of \$50.00 levied against the club for each non-CIPP who takes to the field.

b. This \$50.00 will be used to enroll the player in CIPP. This fine will not be used to defray any of the dues owed by the player to PNRFU, and PCRFU. The completed application must accompany the \$50.00 for registration.

c. Fines for non-CIPP players increase for each incident: first incident - \$50.00, second incident for the same player-\$100.00, etc. Three repetitive fines for the same player shall subject the Club to suspension per Policy Memorandum #3 and forfeiture of League Standing.

d. Clubs found not to comply with Union Policies and playing non-union non-CIPP players continuously throughout the season or year are subject to action by the Union.

5. Another significant example of "misconduct" is "unsportsmanlike conduct" by both the players on the field and the coaching staff, as well as the spectators on the sidelines. It is recognized that Rugby is a full contact sport where intimidation is an accepted tactic. The line is crossed when intimidation becomes assault, verbal or physical (assault consummated by battery). Assault is a crime perceived by the victim as having a legitimate fear of life or limb. A good solid arm tackle is intimidation; a clothesline tackle is misconduct. The limits of behavior are defined by the Laws of the Game of Rugby. Referees have the authority and responsibility to police the game. Minor instances of misconduct can be taken care of using the "sin bin," the expanded use of the "unsportsmanlike behavior penalty," and tighter adherence to the laws. More major instances shall result in a player or coach being ejected from the game and suspension action initiated per Policy Memorandum #3

6. When "misconduct" by a player, coach, or club is construed, the offended party (player, coach, or club) shall submit the full name, club, contact information (home address, phone number, e-mail address, etc.), and CIPP number of the party or parties involved with a description of behavior or action to the Vice President of the Union within one week of the incident. This is in addition to the official referee report of the game were the misconduct is also noted. Additionally, any official or player, coach, may report incidents of misconduct to the Union through their club officials. Initial notification may be via electronic means (facsimile, electronic mail, telephone call, etc.), but the Disciplinary Committee will not be convened without an original signed request. This requirement is in addition to the requirement for the referees to note any player, coach, being sent off the field on their game reports to the President of the Referees Society.

7. Parties shall be notified by the Vice President of the report (request for disciplinary action) and the basis of the request prior the convening and deliberation of the Disciplinary Committee. When the Club does not have valid contact information (club address, telephone number, and e-mail) listed with the Secretary of the Union, it forfeits the privilege of prior notification. Individual players and coaches shall be notified through their club.

8. Parties involved (individuals, teams or clubs) that are involved are encouraged to participate in the deliberation process, but they have no vote. Parties being considered for adverse action may have representation at the proceedings. It is the intent of the Disciplinary Committee to have an open hearing of the session. The parties involved may request a closed (personal) hearing and the Committee shall attempt to make reasonable effort to accommodate the request. As required, the Vice President may have committee meet in executive session to discuss the issues and merits of the case.

9. Once a disciplinary action recommendation has been forwarded to President, the affected parties may appeal the recommendation to the President within thirty days. Facts, extenuating circumstances, and mitigating conditions shall be submitted in writing and sent to the President of the Union. Based on the information provided, the President shall make the determination to impose, or not impose, a disciplinary action. In the event that the President is not available, the appeal shall go the next higher level being either the Pacific Coast or USA Rugby with a PNRFU endorsement for decision and appeal.

10. When an individual is disciplined, the player's Club shall be notified. It is the responsibility of the Clubs to notify the individual and implement the disciplinary action.

11. Clubs with subordinate Teams shall be notified of Team disciplinary actions. It is the responsibility of the Club to notify the team officers, and oversee the implementation of the disciplinary action.

12. Disciplinary action reports shall be disseminated throughout the Union. Currently electronic mail shall be used. The Union web site will be the ultimate location to announce disciplinary actions.

13. This Memorandum describes administrative policy actions within PNRFU. These actions do not prevent the clubs from imposing disciplinary action on their own player, or initiate legal action for gross misconduct.

14. Referee misconduct shall be reported to the President of the Referee Society. The Referee Society will develop and implement a disciplinary policy and process for resolving alleged referee misconduct. The alleged referee misconduct will be resolved by the Referee Society as well as the imposition of disciplinary action.

15. Point of Contact is Mike Ferris, PNRFU Secretary,
E-mail pnrfusecretary@yahoo.com

16. Revisions:

A: Revision A: Updates the President's signature, the union webpage, and the point of contact E-mail. Additionally this revision:

- (1) Adds coaches to the scope of the policy memorandum.
- (2) Reserves the resolution of alleged referee misconduct to the Referee Society.
- (3) Mandates the establishment of a Referee Society Disciplinary Process.

B. Revision B: Updates the President's signature, the union webpage, and the point of contact E-mail.

J. Shelton
PNRFU President
Copy to: Union Website & Executive Committee

Policy Memo #4
Rev B
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