



GRIEVANCE AND DISCIPLINARY REGULATIONS

**Implemented March 2016
Updated April 2016**

CONTENT

1. INTRODUCTION AND OBJECTIVES	4
1.1 Application	4
1.2 Scope	4
1.3 Objectives	4
1.4 Reference	4
2. AUTHORITY TO ESTABLISH COMMITTEES	4
3. MEMBERSHIP AND COMPOSITION OF COMMITTEES	5
4. QUALIFICATION OF DISCIPLINARY AND APPEAL COMMITTEE	5
5. TERM	5
6. RESIGNATION AND REMOVAL OF DISCIPLINARY AND APPEAL COMMITTEE MEMBERS	5
7. CODE OF CONDUCT FOR DISCIPLINARY AND APPEAL COMMITTEE MEMBERS	6
8. COMPETITION DISCIPLINARY COMMITTEE	6
8.1 Jurisdiction	6
8.2 Determination	6
8.3 Contesting a Decision Based on Mistaken Identity	7
8.4 Contesting a Notice of Suspension – Exceptional Circumstances	7
8.5 Appealing a Decision of the Competition Disciplinary Committee	9
9. DISCIPLINARY AND APPEAL COMMITTEE	9
9.1 Jurisdiction	9
9.2 Matters Referred by Competition Disciplinary Committee or FFSA	9
9.3 Disciplinary Committee Process	10
9.4 Attendance at a Hearing	10
9.5 Witnesses	11
9.6 Evidence	11
9.7 Completion of Evidence	11
10. APPEAL COMMITTEE	12
10.1 Jurisdiction	12
10.2 Grounds of Appeal	12
10.3 Composition for Appeal Hearing	12
10.4 Notice of Appeal by Person	13
10.5 Lodgment of Notice of Appeal	13
10.6 Time for Hearing of Appeal	13
10.7 Attendance	13
10.8 Procedure and Evidence	13
10.9 Obligations of Appeal Committee	14
10.10 Adjournment and Stay of Sanction	14
10.11 Representation	14
10.12 Decision of the Appeal Committee	14
11. NO RECOURSE TO COURTS	15

12. ADMINISTRATIVE PROCEDURES	15
12.1 Dissemination of Documents Electronically	15
12.2 Submissions by a Party	15
12.3 Affected Party	15
12.4 Legal Representation	15
12.5 Attendance of a Parent/Carer	16
12.6 General Conduct of Disciplinary and Appeal Hearings	16
12.7 Disclosure of Disciplinary and Appeal Committee	16
12.8 Standard of Proof	16
12.9 Costs	16
12.10 Contempt of Disciplinary and Appeal Committee	17
12.11 Hearing of a Proceeding Pending Criminal or Disciplinary Action	17
12.12 Publication and Confidentiality	17
13. SOCIAL MEDIA AND PUBLIC COMMENT	18
14. SPECTATORS	18
15. MANDATORY MATCH SUSPENSIONS FOR YELLOW CARD OFFENCES	18
16. EXPULSION OF TEAM OFFICIALS	20
17. MANDATORY MATCH SUSPENSIONS FOR RED CARD OFFENCES	20
SCHEDULE 1: DEFINITIONS	22
SCHEDULE 2: TABLE OF SANCTIONS - RED CARD OFFENCES	24

1. INTRODUCTION AND OBJECTIVES

1.1 Application

These Grievance and Disciplinary Regulations are to be implemented in conjunction with the FFA Statutes and Regulations and FFSA Competition Rules and Regulations.

In the event of inconsistency between these regulations and any other FFA or FFSA regulations, the interpretation will prevail in the following order;

- i) FFA Statutes
- ii) National Registration Regulations
- iii) National Grievance Regulations
- iv) FFSA Competition Rules and Regulations
- v) These Regulations

1.2 Scope

These regulations:

- i) apply to all players, club officials and match officials that participate in the FFSA Competitions;
- ii) apply to all players, club officials and match officials that participate in affiliated associations;
- iii) apply to spectators that attend FFSA sanctioned games or events.

1.3 Objectives of these regulations are to:

- a) Ensure that all Club Associates and Match Officials observe the Laws of the Game, FFA Statutes and Regulations, FFSA Constitution, Competition Rules and Regulations and policies;
- b) Ensure that Football is played competitively and in the spirit of fair play in accordance with the Laws;
- c) Encourage participation in Football and to improve and advance Football as a spectator sport, and to provide a safe and secure playing and spectating environment;
- d) To provide an independent, fair and effective system that sets out procedures for the administration and determination of all grievances, incidents, disciplinary, dispute and conduct matters involving Members;
- e) To ensure consistency and transparency in the handling of all grievances, incidents, disciplinary, dispute and conduct matters involving Members under these Regulations.

1.4 The Grievance and Disciplinary Regulations are referred to as the **GDR**.

2. AUTHORITY TO ESTABLISH COMMITTEES

- (a) The authority to establish committees and tribunals is vested in the Board of Football Federation SA.
- (b) These Regulations confirm the establishment of the following Bodies:

- i. Competition Disciplinary Committee (**CDC**);
- ii. Disciplinary and Appeals Committee (**DAC**)

3. MEMBERSHIP AND COMPOSITION OF COMMITTEES

- (a) Competition Disciplinary Committee (CDC) will comprise of FFSA Competition Staff.
- (b) To determine a matter the committee must consist of minimum of three (3) and a maximum of six (6) of Competition Staff.
- (c) Disciplinary and Appeals Committee (DAC) will be appointed by FFSA. The Chair and Deputy Chair must have legal qualifications.
- (d) To determine a matter the committee must consist of a minimum of two (2) committee members.
- (e) Each member of the DAC has and must exercise a single vote. Where the committee comprises of two sitting members, the chair will have a casting vote (if required).

4. QUALIFICATION OF DISCIPLINARY AND APPEAL COMMITTEE

- (a) Each member of a Body shall have:
 - i. the ability to exercise independent judgment; and
 - ii. the requisite knowledge and/or experience of football, FFA Rules and Regulations and Football Federation SA Rules and Regulations
- (b) Except where Football Federation SA otherwise determines, a person shall not be appointed to DAC if that person has served in the previous twelve (12) months or is currently:
 - i. a member of the Board of Football Federation SA;
 - ii. a member of the executive committee or board of an Affiliated Association or Club;
 - iii. a president or vice-president of an Affiliated Association or Club;
 - iv. a player or coach of a Club;
 - v. a match official
 - vi. a general manager (or equivalent thereof) of an Affiliated Association or Club.

5. TERM

DAC members shall be appointed for a term of Two (2) years unless he or she has resigned or been removed pursuant to section 6 (Resignation and Removal of Body Members). Football Federation SA has the sole and absolute discretion to extend the term of a committee member.

6. RESIGNATION AND REMOVAL OF DISCIPLINARY AND APPEAL COMMITTEE MEMBERS

- (a) A member of DAC may resign by providing notice in writing to Football Federation SA.

- (b) Football Federation SA may remove a member of DAC provided it outlines the reason/s for the removal in writing and that the relevant person has had an opportunity to respond to the reasoning in writing.

7. CODE OF CONDUCT OF COMMITTEE

Upon appointment by Football Federation SA, a member of the DAC agrees to be bound by and to comply with Football Federation SA Code of Conduct applicable to members of this committee.

8. COMPETITION DISCIPLINARY COMMITTEE (CDC)

8.1 Jurisdiction

- (a) The Competition Disciplinary Committee (CDC) has jurisdiction to:
 - i. issue suspensions based on red and yellow cards issued by match officials.
 - ii. implement suspensions in accordance with the table of recommended sanctions.
 - iii. rectify a disciplinary decision made by a Match Official (Challenging a decision on the basis of mistaken identity in a Match Official Send-Off or Incident Report).
- (b) The CDC shall only have jurisdiction to issue a Suspension that is no longer than six months unless the penalty invokes a suspended suspension in which case the CDC can implement the penalty. A Suspension which is longer than one (1) calendar year may only be issued by DAC.

8.2 Determination

- (a) Following the completion of any Match, a Match Officials Report will be referred to the CDC for its review and consideration.
- (b) The CDC will determine any Suspensions based on Match Official Reports and apply the Table of Offences (Schedule 2).
- (c) The CDC must take into consideration a Participant's disciplinary history (as provided by Football Federation SA) and precedence of suspensions that have been applied to similar offences when determining a Suspension. For the avoidance of doubt, a Participant's disciplinary history is that as held by FFA, Football Federation SA, another member federation of FFA or an Affiliated Association.
- (d) If the club has video evidence relating to a send off offence or incident report, the video evidence must be provided to FFSA within 48 hours of the game if it is to be taken into consideration. The video evidence will be utilised by the CDC in reviewing and determining the report/incident.

Where video evidence is provided, the CDC may, in its absolute discretion, refer any incident identified in the footage to the DAC. Where video evidence is not provided at the time of the CDC reviewing the report and issuing a sanction, if the matter is referred to the DAC, the DAC may, in its absolute discretion, refuse the introduction of video evidence.

- (e) Once the CDC has made a determination, a Notice of Suspension will be sent out to the club by the relevant Football Federation SA Competition Coordinator. Notification will be provided to the club within 3 business days where possible following the alleged report, where possible.
- (f) A Participant is not eligible to contest a Suspension where the CDC has issued the minimum Suspension unless it is being contested based on mistaken identity (8.3).
- (g) The CDC may, in its absolute discretion, refer any matter to the DAC if it considers a matter requires consideration by the DAC.
- (h) Unless a Participant has been successful in an appeal of mistaken identity or exceptional circumstances, he or she must continue to serve that Suspension.

8.3 Contesting a decision on the basis of mistaken identity in a Match Official Send-Off or Incident Report

- (a) If a Participant claims that he or she was mistakenly identified in a Match Official Send-off or Incident Report, the Participant and the Club must submit the following forms to the relevant Competition Coordinator within 24 hours of the game being played:
 - i. Written Statement by a Participant regarding Mistaken Identity - [here](#)
 - ii. Written Statement by a Club regarding Mistaken Identity - [here](#)
 - iii. Any other evidence which may support the claim for mistaken identity including but not limited to any video or photo evidence.
- (b) If Football Federation SA does not receive properly completed written statements within the time specified in 8.3(a), the Participant is deemed to have been responsible for the Offence and may, subject to the CDC consideration of the send-off/incident, be issued with a Notice of Suspension.
- (c) After considering the evidence, the CDC will decide whether the claim for mistaken identity should be rejected or upheld.
- (d) If the CDC rejects a claim for mistaken identity, the CDC will make a determination on the report submitted by the match official.
- (e) If the CDC upholds the mistaken identity claim, a Notice of Suspension shall be issued to the appropriate identified Participant, who shall serve the Suspension immediately. If a Notice of Suspension was issued to the original Participant, it will be rescinded.
- (f) The decision made by the CDC will be conveyed to the Club.

8.4 Contesting a Notice of Suspension - Exceptional Circumstances

- (a) This section is intended to apply only in exceptional circumstances. This provision is reserved for exceptional cases only.
- (b) A Club on behalf of the Participant may seek to limit the disciplinary consequences of a Suspension by demonstrating to the CDC that the circumstances of an incident leading to a Suspension were exceptional.

- (c) Exceptional circumstances means circumstances operating at the time of the Offence and relating to the occurrence of the Offence.

The following **may** constitute exceptional circumstances:

- i. A participant may have experienced a mental or physical trauma.
- ii. Any other exceptional personal circumstance that may have contributed towards the participant committing the offence.

- (d) It must be noted that the following **do not** constitute exceptional circumstances:

- i. The decision making of the match official during the game.
- ii. The importance of the game.
- iii. The period in the game at which the Offence was committed;
- iv. The conduct, including actions, words or gestures of any Participant or spectator at the game.

- (e) A Club that contests a suspension under this provision may not contest the offence under mistaken identity provision.

- (f) A Club is not eligible to challenge a Suspension where the CDC has issued the minimum Suspension.

- (g) If a Club wishes to contest a suspension based on exceptional circumstances under this provision, the club must submit the following documentation within 24 hours of receiving the Notice of Suspension:

- i. A written statement by the Participant setting out the exceptional circumstances which he or she believes the Suspension set out in the Notice of Suspension should not be applied; and
- ii. Any other supporting evidence including video, photographic and/or supporting written statements by

- (h) If the completed documentation is not submitted to Football Federation SA within the timeframe specified, the Notice of Suspension will be imposed.

- (i) The CDC may in its absolute discretion request further information from the Club or the Participant prior to making a decision.

- (j) The CDC will review the information submitted by the Club and make a determination.

- (k) A Club may only be successful under this provision where the CDC is satisfied that:

- i. there were exceptional circumstances at the time of the offence, and
- ii. as a result of these exceptional circumstances the Suspension would be clearly excessive.

- (l) If the Club is successful in contesting the suspension under this provision, the CDC shall impose such Suspension as it deems to be appropriate taking into consideration the exceptional circumstances. Any revised Suspension shall not be subject to any further challenge or appeal.

- (m) The decision made by the CDC will be conveyed to the Club.

8.5 Appealing a Decision of the Competition Disciplinary Committee (CDC)

- (a) A Club may only appeal a decision of the CDC in relation to mistaken identity (8.3) or exceptional circumstances (8.4) subject to section 10.2 (Grounds of Appeal).
- (b) A Club wishing to appeal a decision of the CDC must complete and submit a Notice of Appeal within seven (7) working days of the decision by the CDC being notified to the Club **and** pay the relevant Appeal Fee, as outlined in the relevant Competition Operating Regulations.
- (c) Where Football Federation SA does not receive a Notice of Appeal **and** Appeal Fee within the specified timeframe as outlined in section 8.5(b), it will be deemed that the Club/Participant has waived their right to appeal.

9. DISCIPLINARY AND APPEAL COMMITTEE (DAC)

9.1 Jurisdiction

- (a) The Disciplinary and Appeal Committee (DAC) will be responsible for hearing and determining:
 - i. Any matter referred to it by the CDC or FFSA
 - ii. Appeals

9.2 Matters referred by Competition Disciplinary Committee (CDC) or FFSA

- (a) The Competition Disciplinary Committee (CDC) or FFSA may refer any matter to the Disciplinary and Appeal Committee for investigation. These matters include but not limited to;
 - i. any report, charge or matter referred to under the FFA National Disciplinary Regulations;
 - ii. any report, charge or matter referred to under FFA Registration Regulations;
 - iii. any report, charge or matter referred to under the FFSA Competition Rules, Operating Regulations, Code of Conducts and/or
 - iv. any report or matter referred by Football Federation SA.
- (b) If it is determined that the matter will be referred to the DAC a Disciplinary Infringement Notice will be sent by Football Federation SA to the club notifying them of the details of the disciplinary hearing.
- (c) The Disciplinary Infringement Notice shall outline the following information:
 - i. the name of the individual or club or entity to appear at the hearing;
 - ii. date, time and place of the disciplinary hearing;
 - iii. reasonable and sufficient details of the alleged infringement;
 - iv. video evidence or materials that are being presented;
 - v. notice of possible sanctions in accordance with National Disciplinary Regulations and Football Federation SA Disciplinary Regulations.

- (d) Football Federation SA, where possible, will schedule Disciplinary Hearing before the next applicable match, or within five (5) business days of the alleged infringement.
- (e) The Disciplinary Hearing will proceed at the date and time specified on the Disciplinary Infringement Notice as provided by Football Federation SA. Any adjournment will be at the discretion of the Disciplinary Committee.
- (f) On receipt of a Disciplinary Infringement Notice the Club must submit a completed and signed [Notice of Response](#) and any other supporting documentation by 9.00am of the day of the hearing.
- (g) A party who pleads guilty in a Notice of Response may be eligible for leniency by the Disciplinary Committee in respect to sanction imposed.
- (h) Where a Notice of Response is not received by Football Federation SA within the timeframe specified, it will be deemed that the charged party has pleaded guilty to all charges outlined in the Disciplinary Infringement Notice and accepts the information outlined in any reports provided.

9.3 Disciplinary Committee Process

- (a) The Disciplinary Committee may conduct the hearing in any manner it sees fit including but not limited to video or teleconference and may, if it considers it appropriate, amend the charges or adjourn the hearing provided that:
 - i. all parties affected are given a reasonable opportunity to be heard; and
 - ii. the hearing is conducted with as little formality, and with as much expedition, as proper consideration of the matters permit.
- (b) The Disciplinary Committee is not bound by the rules of evidence or by practices or procedures applicable to courts of record however the committee is required to adhere to the principles of natural justice. The following is applicable to Disciplinary Committee Proceedings:
 - i. at the commencement of a hearing the Disciplinary Committee Chair will read out each charge;
 - ii. the person or Club charged, if present, will be asked whether or not they plead guilty or not guilty in accordance with the Notice of Response they have submitted;
 - iii. a party may be represented by a person with legal qualification if this has been outlined in the Notice of Response.
- (c) The Disciplinary Committee may either on its own motion or on application by a party adjourn the hearing of any matter on such terms as it sees fit.
- (d) Football Federation SA may make such submissions to the Disciplinary Committee as it sees fit; either on the question of penalty or sanction, or by the appointment of Counsel to assist the committee.

9.4 Attendance at a Hearing

- (a) By a Club Associate:

- i. The attendance at Disciplinary Committee of a person(s) or club(s) who have been charged is mandatory;
- ii. If a charged person or club does not attend the hearing, the Disciplinary Committee may at its sole and absolute discretion;

(A) adjourn the matter; or

(B) hear the matter without the charged person or club being in attendance.

(b) By Referee:

- i. Any written Send-Off, Incident Report or other such report submitted by a appointed Match Official in relation to any matter before the Disciplinary Committee will be taken as a factual account of the incident in accordance with clause 10.4 of the National Disciplinary Regulations. As such a match official will not be required to attend to give evidence.

9.5 Witnesses

- (a) The hearing of witnesses is at the sole and absolute discretion of the Disciplinary Committee. All witnesses that are to be in attendance must be notified to Football Federation SA by 9.00am of the day of the hearing.
- (b) The Club may nominate as many witnesses as they see fit however it is at the sole and absolute discretion of the Disciplinary Committee on whether the witnesses are heard.
- (c) The Committee will manage the calling of witnesses at their discretion.
- (d) If a witness has provided a written submission and is not present to be questioned about that submission, the Committee may attach such weight to the document as it deems appropriate.
- (e) The parties may call evidence from such witnesses as are permitted by the Committee and all such witnesses can be subject to questioning by the other party or members of the committee.
- (f) The Disciplinary Committee may permit a witness to give evidence via the telephone or by means that the Disciplinary Committee deem appropriate.

9.6 Evidence

- (a) Parties who wish to rely upon documents or other evidence (video recordings, witness statements, CCTV, photos, and so forth), must provide copies of such material to Football Federation SA no later than 9.00am of the day of the hearing.
- (b) If the evidence is not provided within this timeframe, it will be at the sole and absolute discretion of the Disciplinary Committee on whether the evidence will be permitted.

9.7 Completion of evidence

- (a) At the completion of the evidence:
 - i. the parties shall leave the hearing room as requested by the Committee;

- ii. the Committee will consider all the evidence and submissions made during the hearing and make a determination on the balance of probabilities with respect to whether or not the charge(s) or matter have been proven;
 - iii. prior to making a final determination the Committee may call for submissions from the charged party;
 - iv. the Committee may give an oral decision or may postpone the decision until such time as it deems necessary to formulate a decision. The Committee is not required to give reasons for its decision, but may do so in its sole discretion.
- (b) The determination of the Committee will be decided by majority opinion. Where the Committee consists of only two persons, the Chair shall have a casting vote, if required.
 - (c) Football Federation SA will send written notification of the findings to the Club following the hearing. The findings of all hearings shall be published on its website, unless otherwise directed by the Committee or if it relates to an underage player.

10. APPEALS COMMITTEE

10.1 Jurisdiction

The Appeals Committee will be responsible for hearing and determining all appeals as referred to it by Football Federation SA:

10.2 Grounds of Appeal

The sole grounds of an appeal to the Appeals Committee are:

- (a) A party was not afforded a reasonable opportunity to present its case;
- (b) That the decision was so unreasonable that no Disciplinary Committee acting reasonably could have come to that decision having regard to the evidence before it;
or
- (c) That the sanction imposed was manifestly excessive.

10.3 Composition for Appeal Hearing

On any occasion when an appeal is brought before the Appeal Committee, the Appeal Committee shall comprise at minimum of three persons being:

- (a) The Chairperson; and
- (b) Two other Disciplinary and Appeals Committee Members
- (c) Where a Disciplinary and Appeal Committee Member has been appointed to a hearing that is being appealed, that person is ineligible to be a member of the Appeals Committee.

10.4 Notice of Appeal by Person

An appeal shall only be accepted by Football Federation SA if the required form is completed and submitted to Football Federation SA accompanied by the specified Appeal Fee.

10.5 Lodgment of Notice of Appeal

A Notice of Appeal shall be lodged by:

- (a) delivering; or
- (b) transmitting,

to Football Federation SA no later than the time prescribed in Rule 83. of the Football Federation SA Competition Rules and Regulations

10.6 Time for Hearing of Appeal

- (a) Upon receipt of a Notice of Appeal, Football Federation SA shall:
 - i. fix the date, time and place for the hearing of the appeal as soon as practicable;
 - ii. advise all parties involved in the appeal in writing of those particulars;
 - iii. organize representatives from the DAC to sit on the Appeal Hearing.
 - iv. provide each person appointed to sit on the Appeal Committee, Counsel and the appellant with all required documentation relating to the hearing.
- (b) The Appeal Committee may vary the date, time or place specified under this Rule and upon doing so shall as soon as practicable provide all parties interested in the appeal with written notice of any such variation.

10.7 Attendance

- (a) An appellant shall attend and appear before the Appeal Committee at the date, time and place fixed for the hearing of the appeal. Where an appellant fails to attend before the Appeal Committee, the Appeal Committee may hear and determine the appeal in the appellant's absence.
- (b) Counsel may attend and appear before the Appeal Committee at the date, time and place fixed for the hearing of the appeal. Where Counsel fails to attend before the Appeal Committee, the Appeal Committee may hear and determine the appeal in the absence of Counsel.

10.8 Procedure and Evidence

- (a) Subject to the further matters set out in this Rule, the Appeal Committee may regulate any proceedings brought before it in such manner as the Chairperson of the Appeal Committee thinks fit.
- (b) The Appeal Committee is not bound by the rules of evidence or by practices and procedures applicable to Courts, but may inform itself as to any matter in such manner as it thinks fit.

10.9 Obligations of Appeal Committee

The Appeal Committee shall:

- (a) provide any person whose interest will be directly and adversely affected by its decision a reasonable opportunity to be heard;
- (b) hear and determine the matter before it in an unbiased manner; and
- (c) act with honesty and integrity.

10.10 Adjournment and Stay of Sanction

- (a) Unless determined otherwise by the Chairperson of the Appeals Committee, where the Disciplinary Tribunal imposes a sanction that prevents the appellant from participating in a Match, the appellant shall serve that sanction pending the determination of the Appeal.
- (b) The Appeal Committee may of its own decision or upon application by the party to the Appeal, determine:
 - i. that an Appeal be adjourned;
 - ii. a stay of the execution of the sanction imposed by the Disciplinary Committee pending the determination of the Appeal.

10.11 Representation

- (a) At any hearing before the Appeal Committee a person may:
 - i. appear in person; or
 - ii. subject to leave of the Appeal Committee, be represented by a barrister, solicitor or agent on such terms, if any, as the Chairperson directs.
- (b) At any hearing before the Appeal Committee, Counsel shall be entitled to appear until or unless excused by the Chairperson of the Appeal Committee.

10.12 Decisions of the Appeal Committee

- (a) The Appeals Committee determination will be in accordance with majority opinion of the members.
- (b) The Appeals Committee has the power to:
 - i. dismiss, allow in whole or part, or vary (whether by way of reduction or increase) a decision including any sanction or penalty imposed;
 - ii. impose any sanction, measure or make any order the Appeal Committee thinks fit or a decision that could have been imposed under these Regulations.
- (c) A failure to comply with a determination of the Appeal Committee is itself a breach of these Regulations and may result in the person or club being sanctioned.
- (d) A short oral indication of the outcome of the hearing shall be provided to the parties at the conclusion of the hearing unless otherwise specified by the chairperson. A written determination will be provided within five (5) working days of the completion of the hearing, where possible.

11. NO RECOURSE TO COURTS

Any Determination by the Appeal Committee will be final and binding on the parties to the appeal and no person may institute or maintain proceedings in any court of law or tribunal in relation to such Determination (other than the limited right of appeal to the FFA subject to the FFA Statutes

12. ADMINISTRATIVE PROCEDURES

12.1 Dissemination of Documents Electronically

To ensure that information is provided in an efficient and timely manner, all documents relating to Disciplinary and Appeal Hearings will be sent by email.

12.2 Submissions by a Party

- (a) Unless there are exceptional circumstances (to be determined at the sole discretion of Football Federation SA), documentation will not be accepted outside of the specified timeframe.
- (b) All written submissions, materials, documents or other evidence supplied to Football Federation SA will be provided to the other parties (including an Affected Party) involved in the hearing.

12.3 Affected Party

- (a) A party submitting a Notice of Appeal must state whether there is any other party who may be affected by the decision based on the relief sought.
- (b) If a party has not identified an Affected Party, the Committee may require that any relevant document be given to a party if it is of the view that the outcome of the hearing may affect the interests of that party.
- (c) Football Federation SA may, in its absolute discretion, consider itself an Affected Party for the purposes of this section 12.3 if it considers that the determination of a matter may affect the interests of Football Federation SA, FFA or may bring the game into disrepute or damage the reputation and goodwill of the game.
- (d) An Affected Party provided with notice under this section 12.3 may participate in the hearing as an Affected Party and may make submissions. The Affected Party is bound by any decision.
- (e) If an Affected Party provided with notice elects not to participate in a hearing, that Affected Party cannot subsequently initiate a Grievance under these Regulations in relation to the same subject matter.

12.4 Legal Representation

A party (including an Affected Party) shall have the right to be represented by a lawyer at a hearing. Details of legal representation must be set out in the Notice of Appeal or Notice of Response.

12.5 Attendance of a Parent/Carer

If a person is under eighteen (18) years of age, they must be accompanied by a parent or carer at a hearing

12.6 General conduct of Disciplinary and Appeal Hearings

- (a) A hearing will not be bound by the rules of evidence usually applicable to proceedings in courts of law.
- (b) All hearings must be conducted in accordance with the principles of natural justice.
- (c) A Committee may conduct the hearing in any matter as it sees fit provided that:
 - i. all parties are given a reasonable opportunity to be heard;
 - ii. the hearing is conducted with as little formality and technicality and with as much expedition as proper consideration of the matters before it permits.
- (d) A Committee is empowered to:
 - i. take evidence subject to section 12.10. The admissibility and weight to be given to any evidence in a hearing shall be at the discretion of the Committee;
 - ii. require the attendance of any party to give evidence; the hearing of any witness is at the sole and absolute discretion of the Committee hearing the matter;
 - iii. require the production of any document, information or other evidence in whatever form held by any party;
 - iv. inform itself on any matter or thing in order to properly carry out its function in accordance with these Regulations.
- (e) Unless there are exceptional circumstances (to be determined by the Appeals Committee), in determining any appeal under section 10.2, the Appeals Committee shall not consider new evidence to that which was before the body whose decision is being appealed.
- (f) The Chairperson of a Committee may issue appropriate directions for the conduct of any matter or hearing.

12.7 Disclosure of Disciplinary and Appeal Committee Members

In the interests of ensuring independence, Football Federation SA will not disclose the names of the committee members prior to a hearing to any party.

12.8 Standard of proof

A Committee shall make a determination on the balance of probabilities.

12.9 Costs

- (a) The parties attending a Disciplinary or Appeal hearing shall pay their own costs unless the committee determines otherwise.
- (b) In a hearing, the Committee may award the costs it considers appropriate on:
 - i. the application of a party ; or
 - ii. the Committee's determination

- (c) In deciding whether to award costs, and the amount of the costs, the Committee may take the following into consideration:
- i. the outcome of the hearing;
 - ii. the relative strengths of the claims made by each of the parties to the hearing;
 - iii. any legal costs incurred by a party (including an Affected Party), a committee or Football Federation SA;
 - iv. any contravention of the FFA or Football Federation SA Rules and Regulations by a party to the proceeding; and
 - v. anything else the committee considers relevant.

12.10 Contempt of Disciplinary and Appeal Committee

- (a) A person appearing before a Committee must not:
- i. insult a member of a Committee during the course of their duties;
 - ii. repeatedly interrupt the proceedings of a Committee;
 - iii. create a disturbance or take part in a disturbance in or near a place where the hearing is being conducted;
 - iv. fail to comply with a direction of the Committee; or
 - v. do any other act or thing that contravenes the FFA or FFSA Code of Conduct or brings the game into disrepute
- (b) If a Committee deems that a person has breached this section 12.10, then it may impose sanctions as it sees fit in accordance with these Regulations or make recommendations to Football Federation SA.

12.11 Hearing of a Proceeding Pending Criminal or Disciplinary Action

A Committee may issue suspensions or make a determination whether or not a party:

- (a) Has been charged with, convicted of or sentenced for an offence arising out of the contravention;
- (b) Is the subject of a pending disciplinary proceedings relating to the contravention; or
- (c) May be, or has been, subject to disciplinary action in relation to the contravention.

12.12 Publication and Confidentiality

- (a) Subject to any term of a determination imposing confidentiality or any other legal requirements, any determination or suspension may be disclosed on the Football Federation SA website except in the case of a minor.
- (b) All evidence and information provided in hearings is to be treated in the strictest confidence. Parties and their representatives and witnesses must not use or disclose to any third party any confidential information obtained during the course of a hearing.

13. SOCIAL MEDIA AND DETRIMENTAL PUBLIC COMMENT

- (a) In accordance with Football Federation SA Social Media Policy or FFA and Football Federation SA Rules and Regulations, a person must not make public or media comment including through the use social media which is detrimental to FFA, Football Federation SA or the interests of the sport.
- (c) Football Federation SA may, in its absolute discretion, investigate such matters and charge a person under these Regulations and refer the matter to the Disciplinary and Appeal Committee for determination.

14. SPECTATORS

- (a) FFA Spectator Code of Conduct, Terms of Admission and venue conditions applies to all Spectators attending any Match under the jurisdiction of Football Federation SA.
- (b) The Disciplinary and Appeal Committee has jurisdiction to issue sanctions against Spectators.
- (c) Any ban imposed by FFA under its applicable rules and regulations against a person may be endorsed and applied by Football Federation SA across all matches.
- (d) Any ban imposed by a Club or Affiliated Association may be endorsed and applied by Football Federation SA across all matches.

15. MANDATORY MATCH SUSPENSIONS FOR YELLOW CARD OFFENCES

Table of Offences for Yellow Cards

Code	Description
Y1	The player is guilty of unsporting conduct
Y2	The player shows dissent by action or word
Y3	The player persistently infringes the Laws of the Game
Y4	The player delays the restart of play
Y5	The player fails to respect the required distance when play is restarted with a corner kick, free kick or throw in.
Y6	The player re-enters the field of play without the Referee's permission
Y7	The player deliberately leaves the field of play without the Referee's permission

- (a) A player must serve a mandatory match suspension when he or she accumulates the following number of yellow card minor infringements during the course of the home & away league season or as determined by the FFSA.

<u>Number of Minor Infringements</u>	<u>Period of Suspension</u>
5 cautions	one match
8 cautions	one match
11 cautions	one match
14 cautions	one match
17 cautions	one match

Fines shall apply to clubs for players that accumulate a number of Yellow Cards Minor Infringements during the season.

A player that receives 17 cautions in the competition will be referred to the FFSA Disciplinary Committee.

- (b) Minor infringement yellow cards received during the, FFSA Cup Competition, FFSA Finals Series, or any other FFSA sanctioned event shall be recorded separately Refer to the appropriate rules of each event.
- (c) Any mandatory match suspension gained due to the accumulation of yellow cards is to be served in the competition in which the accumulation occurred.

A player is eligible to play the day after the suspension has been served.

For the avoidance of doubt if the suspension is being served in the league competition, the player must serve the suspension in the league competition in which they gained the highest number of accumulated yellow cards. If the yellow cards are accumulated evenly across grades, the suspension will be served in the grade that the player gained their last accumulated yellow card.

- (d) If a player receives two yellow cards during the same game, a red card will be issued.
- (e) If a player receives two yellow cards during the same match and therefore receives a red card, the two yellow cards are expunged from his or her record.
- (f) If a player receives a yellow card and then a red card in the same match, the yellow card will not be expunged and will be counted in the player's accumulation of yellow cards.
- (g) A player who receives a mandatory suspension in a friendly, must serve that suspension in the next friendly. A player who receives a match suspension in addition to a mandatory match suspension for an offence that occurs in a Friendly may be requested by the Disciplinary Committee to serve the suspension in the next official match(es) in which his or her club participates rather than the next Friendly.
- (h) A match suspension means a ban from taking part in a match or to attend in the area immediately surrounding the field of play.
- (i) The accumulation of yellow cards will be reset at the end of the last match of the pre-season, the competition proper and any final series respectively. This means that yellow cards accumulated in the pre-season competition do not carry over to the competition proper and yellow cards accumulated in a competition do not carry over to any finals series. Match suspensions incurred as a result of the accumulation of yellow cards will not be cancelled.
- (j) Each club shall keep a record of their players' yellow and red cards. All clubs are responsible for ensuring that a suspended player is not played.
- (k) The Competition Administrator shall send a Disciplinary Infringement Notice to the club stipulating the name of player that has received the mandatory match suspension for minor infringement within 2 business days, where possible, following the alleged incident.

- (l) If Competition Disciplinary Committee has determined in accordance with the National Disciplinary Regulations that an Offence by a Participant was such as to warrant a sanction in addition to the mandatory match suspension, the Competition Administrator will send a Disciplinary Infringement Notice notifying the club of the details of the Offence and of the disciplinary sanction imposed.
- (m) Competition Operating Regulations may stipulate slight variations to the calculation of accumulated yellow cards consistent with the number of yellow card accumulations outlined above.

16. EXPULSION OF TEAM OFFICIAL

- (a) A match official may take action against Team Officials as per the FFA regulations who fail to conduct themselves in a responsible manner and may expel the Team Officials from the field of play and it's immediate surroundings, including the technical areas.
- (b) If a team official is expelled, the team official must move directly away from the playing field and its surrounds including the technical area. If available, the official should go directly to the teams changing room or grandstand.
- (c) A Team official who has been expelled from the field of play by the match official must serve a minimum mandatory One (1) match suspension. The Competition Disciplinary Committee may determine in accordance with the National Disciplinary Regulations that an Offence by a Participant is such as to warrant a sanction in addition to the mandatory match suspension

17. MANDATORY MATCH SUSPENSIONS FOR RED CARDS OFFENCES

Table of Offences – Red Cards

Code	Description
R1	Serious foul play
R2	Violent conduct
R3	Spitting at an opponent or any other person
R4	Denying the opposing team a goal or an obvious goal-scoring opportunity by deliberately handling the ball (this does not apply to a goal-keeper within his own penalty area)
R5	denying an obvious goal-scoring opportunity to an opponent moving towards the player's goal
R6	using offensive, insulting or abusive language and/or gestures
R7	receiving a second caution in the same match

- (a) A player that receives a direct red card must serve a suspension in accordance with the National Disciplinary Regulations (NDR). For avoidance of doubt any suspension incurred through a direct red card must be served in the next competitive game that the player participates in regardless of the competition it was gained.
- (b) A player must serve an additional mandatory match suspension when they accumulate a number of red cards (serious infringements) during the course of the competition.

Fines shall apply to clubs for players that receive Red Cards during the season. Refer to relevant Competition Operating Regulations for fines.

1st occasion equates to a one (1) match suspension
2nd occasion equates to a two (2) match suspension
3rd occasion equates to a three (3) match suspension
4th occasion equates to a four (4) match suspension

- (c) A club may only appeal a red card that has been issued to a player in accordance with 8.3 and 8.4 of these regulations
- (4) The Competition Administrator shall send a Disciplinary Infringement Notice notifying the relevant club of the player or team officials mandatory match suspension for major infringement within 2 business days where possible following the alleged incident.

SCHEDULE 1: DEFINITIONS

“Affected Party” means a party (including Football Federation SA) who may be affected by a decision based on the relief sought by a party submitting a Notice of Appeal under these Regulations;

“Affiliated Association” means those associations that are affiliated to Football Federation SA and are required to adhere to the rules and regulations and statutes of FFA and Football Federation SA;

“Appeals Committee” means the Body responsible for hearing and determining appeals.

“Chairperson” means a chairperson or vice-chairperson of the Disciplinary and Appeal Committee

“Competition Disciplinary Committee” or CDC is the committee appointed by Football Federation SA to action red and yellow card offences;

“Club” means an entity that is affiliated to Football Federation SA for the purpose of playing football or futsal in the Competitions;

“Club Official” means any person involved with the administration, management or organisation of a Club (whether paid or unpaid), including employees, contractors, directors, representatives and volunteers;

“Competitions” means any or all of the football matches or competitions conducted and/or sanctioned by Football Federation SA

“Disciplinary and Appeal Committee” the committee appointed to hear any matter that is referred by the CDC or FFSA or appeals.

“Disciplinary Infringement Notice” a notice provided by Football Federation SA to a person that is being charged.

“FFA” means Football Federation Australia Limited, the governing body for football (soccer) in Australia;

“FFA Statutes” means the statutes and any accompanying standing orders, by-laws and regulations governing football in Australia as disseminated by FFA from time to time;

“FFA Rules and Regulations” means the FFA Statutes and any other rules, regulations, policies, procedures, codes of conduct and guidelines developed, disseminated and implemented by FFA;

“FIFA” means Federation Internationale de Football Association

“Football Federation SA” the governing body for football (soccer) in South Australia.

“Football NSW Rules and Regulations” mean any rules, regulations, policies, procedures, directives, codes of conduct and guidelines developed, disseminated and implemented by Football Federation SA;

“Match” means any match played and sanctioned by Football Federation SA;

“Match Official” means a referee, assistant referee, fourth official, assessor, match commissioner, or any other person appointed by FFA, Football Federation SA or an affiliated body to assume responsibility in connection with a Match;

“Match Official Report” means either a Match Official Send Off Report or Incident Report completed and submitted by a Match Official to Football Federation SA;

“Notice of Appeal” means the relevant prescribed form submitted by a party to Football Federation SA wishing to appeal a decision of a CDC or Disciplinary Committee.

“Notice of Response” is a form submitted by a party in response to being issued with a Disciplinary Infringement Notice.

“Notice of Suspension” means a notice submitted to a party who has breached these Regulations and has been issued with a Suspension pursuant to these Regulations;

“Offences” means those offences committed by a Member set out in the Table of Offences (Schedule 3);

“Official” means a Club Official, Match Official or Team Official;

“Participant” means a Player, Official or Spectator;

“Player” means any person who is registered with Football Federation SA or affiliated association whether he or she is registered as a junior or senior or an amateur or professional;

“Red Card Offence” means one of the sending-off offences set out in in the Table of Offences.

“Spectator” means a person who attends a Match;

“Suspensions” means a suspension issued by a body appointed by Football Federation SA.

“Table of Offences” mean the Offences as set out at Schedule 3 to these Regulations;

“Team Official” means any person involved with a team (whether paid or unpaid), including the coaches, managers, medical staff, other support staff or any other person acting for or on behalf of a Club or an Affiliated Association;

“Yellow Cards” means a caution issued to a Player by a Match Official for an infringement set out in section 16.1.

SCHEDULE 2: TABLE OF RED CARD OFFENCES

Send Off Codes	Description	Suspension	
		Minimum	Maximum
R1	Serious Foul Play	1 Fixture	12 Fixtures
R1 Offences (Examples)			
	Violent Tackle from behind that endangers the safety of an opponent	3 Fixtures	8 Fixtures
	Two footed challenge	2 Fixtures	8 Fixtures
	Jumping into a tackle with one or both feet off the ground	3 Fixtures	12 Fixtures
	Violent Charging	2 Fixtures	8 Fixtures
R2	Violent Conduct	2 Fixtures	22 Fixtures
R2 Offences (Examples)			
	Charging	2 Fixtures	8 Fixtures
	Head Butting	2 Fixtures	22 Fixtures
	Elbowing or Punching not to the head	2 Fixtures	8 Fixtures
	Elbowing or Punching to the head	3 fixtures	22 Fixtures
	Kicking	2 Fixtures	10 Fixtures
R3	spitting at an opponent or any other person	6 Fixtures	12 matches
	Spitting on an opponent or any other person	10 Fixtures	1 Year

R6	using offensive, insulting or abusive language and/or gestures	1 Fixture	12 Fixtures
R6 Offences (Examples)			
	Using threatening or intimidating language or action	2 Fixtures	12 Fixtures
	Use of discriminatory language and/or gestures including ethnic, racist, religious or sexist.	5 Fixtures	12 Fixtures

OFFENCES BY PARTICIPANTS AGAINST MATCH OFFICIALS

Number	Description	Suspension	
		Minimum	Maximum
1	Threatening or intimidating a Match Official by word or action	12 Fixtures	Life
2	Tripping a Match Official	12 Fixtures	Life
3	Pushing with open hand, shoulder or hip	1 Year	Life
4	Striking with the ball or other object	1 Year	Life
5	Punching, kicking or elbowing	Life	Life
6	Spitting	1 Year	Life
7	Use of offensive, insulting or abusive language and / or gestures against or about a Match Official	2 Fixtures	20 Fixtures

OTHER OFFENCES BY PARTICIPANTS

Number	Description	Minimum Sanction	Maximum Sanction
1	Inciting the crowd	10 Fixtures	6 Years
2	Attacking or fighting with Spectators	6 months	Life
3	Bringing the game into Disrepute	6 Fixtures	Life
4	Deliberately misleading any Body	10 Fixtures	2 Years
5	Spitting at or onto Spectators	8 matches	Life
6	Discharging of a flares	6 months	Life
7	Other offences by Players and Team officials as specified in Match Official Reports	1 Fixture	1 Year
8	Removal of a Team Official from the Technical Area	1 Fixture	

SANCTIONS IMPOSED BY A TRIBUNAL

Number	Type of sanction, order or measure
1	A reprimand
2	A fine or costs
3	A deduction or loss of competition points
4	Expulsion or suspension from a match or competition
5	Suspension from attending matches
6	Cancellation of Registration
7	Other such disciplinary sanctions as deemed appropriate in accordance to FIFA Statutes, FFA Rules and Regulations and Football Federation SA Rules and Regulations.