

Derbyshire County Hockey Association

Discipline Code

Derbyshire Hockey Association, as an affiliated body of the English Hockey Association, applies the EHA Disciplinary code (the "Code").

Derbyshire Supplementary Code and Guidance

Derbyshire Hockey Association does not have a formally adopted Disciplinary Code, however, the constitution provides, in **Section 15. Discipline:-**

- 15.1 *The disciplinary measures laid down from time to time by the HE and MRHA shall apply. Subject thereto, the Executive Council (EC) may take and apply additional disciplinary measures that shall apply in the County. The EC shall appoint such persons, as it thinks fit, to administer the disciplinary measures.*
- 15.2 *The EC shall have the power (after due investigation) to suspend, fine or expel any Affiliated Member or Personal Member who has been found by the EC to its reasonable satisfaction to have infringed the Constitution (including any regulations or bylaws made under it). In exercising these powers, the EC shall have due regard to the law and the rules of natural justice as well as any procedures laid down by the EHA and the MRHA.*
- 15.3 *Any offender penalised by the Association shall have the right of appeal to the President of MRHA or any person nominated by such President.*

Whilst the EHA Code covers most eventualities, particularly during and immediately following matches, there are certain areas not catered for.

As a County Association, we have responsibilities for the development of hockey across all age groups and for both sexes. We must be fully aware of the need to protect younger players in particular and encourage their interest in our sport. We must discourage actions such as the use of bad language, any exhortation to foul play, any criticism of match officials and this is across the spectrum of Players, Officials and Spectators alike.

Thus the County has agreed that in addition to the Code, the following guidelines should apply to County activities :-

- Irrespective of any action taken by the umpires, and thus formal action under the Code, any behaviour considered detrimental to the sport's development will be punished with a suspension from activities associated with that section or sub-section.

Any behaviour away from the pitchside considered detrimental to the sport's development may also be punished with a suspension from activities associated with that section or sub-section

- Such suspensions not covered by the Code may be applied by the Committee of the section concerned.
- Appeals against such decisions will be held by a sub-committee of the Derbyshire Hockey Association Committee, including the President, Secretary and County Discipline Administrator ("CDA")

The Code suggests the guideline, which is to be followed by Derbyshire

- In games umpired by an un-registered umpire, any offence / offences recorded by the umpire will be treated as if they had been recorded by a registered umpire and the offender will be disciplined using the Code for guidance.

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County Discipline Administrator

A County Discipline Administrator (CDA) will be elected by the Association to fulfil the requirements of both MRHA and EHA in administering the EHA Disciplinary Code in Derbyshire. The CDA will also advise Association sections and Clubs on matters relating to discipline not explicitly covered in the EHA code.

County Discipline Sub-committee

President, Secretary and Discipline Administrator.

Guidelines for Disciplinary Sub-committee:

The following factors may be taken in consideration:

	Red Card	MMO	Disrepute
• a report from the umpires	✓	✓	✓ (O)
• a report from the complainant			✓
• the standard of the umpires	✓	✓	✓ (O)
• the type of game - competition or friendly	✓	✓	✓ (O)
• the previous record of the player / manager / coach	✓	✓	✓
• the previous record of the umpire / manager / coach	✓	✓	✓
• any reports from witnesses	✓	✓	✓
• any other information that seems to be relevant.	✓	✓	✓ (O)

(O) Depending on the nature of the alleged Disrepute offence, these are optional

- **Persistent Yellow and Green Cards**

The County will also take disciplinary action against persistent and regular Green and Yellow Card offenders.

Procedures for Section Disciplinary Sub-committees:

Procedure following an incident:-

Incidents falling under the EHA Disciplinary Code

If the incident clearly falls within the EHA Disciplinary Code for Red Card and Matchday Misconduct Offences, the Governing Body (Mens, Womens, Schoolboys, Schoolgirls) should immediately apply the requisite mandatory suspension, advising the player or official concerned.

This should be followed up by consideration, in Committee, or sub-Committee of any requirement for an increase to the mandatory minimum.

If the incident clearly falls within the EHA Disciplinary Code for Disrepute offences, the Governing Body (Mens, Womens, Schoolboys, Schoolgirls) should immediately apply the code, seeking submissions from the various people concerned prior to a disciplinary hearing (to be conducted with the CDA) to consider the issue and any resultant penalty.

Other Incidents

In other cases, not covered by the EHA code and where disciplinary action is contemplated, the following procedure should be adopted:

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Reports should be requested by the Governing Body from all interested parties, including the person(s) making a complaint, the subject(s) of the complaint, the umpires and other match officials and team officials.

A meeting (this may be conducted by telephone) of the disciplinary sub-committee of the Governing Body should be convened as soon as possible to review the submissions,

- to determine whether or not any further action should be considered
- convene a disciplinary hearing

If a Disciplinary Hearing is to be convened, it may, at the subject of the complaint's choice be based on written submissions only or on personal hearings.

The disciplinary sub-committee of the Governing Body will make a decision within 3 days of the Hearing and communicate the outcome to the subject of the complaint.

There will be right of appeal to the DHA Disciplinary Committee.

The CDA should be kept informed at all stages and will endeavour to provide advice if required.

Detail to take into account:-

- Find out whether or not the umpire is registered?
- If not, is he / she in possession of an EH Red Card / Matchday Misconduct / Disrepute Offences report form? [Downloadable from the EH web site]
- Please note Names, addresses, phone numbers and e-mail addresses of the parties involved.
- Please note Names, addresses, phone numbers and e-mail addresses of any witnesses.
- Arrange for witnesses to provide **accurate** written reports covering every aspect of the dispute and any subsequent actions, [verbal / physical] by the parties involved. Note: **Facts** please not personal thoughts or opinions.
- Report the incident to your County Disciplinary Administrator.

- Do not apply any bans other than the mandatory ones under the EHA Code until you have had time to review the situation and any available evidence. Remember you have at least 16 days [minimum red card ban] in which to consider further action.
- Consider the use of e-mail very carefully a) give careful thought to content. b) never reply on the 'rebound'. Whilst it has real advantages in speed, the ease with which it can be propagated must be taken into account. Do not hesitate to use the telephone and normal post as well and/or when more appropriate than e-mail. It is strongly recommended to use the "Request Read Receipt" facility when sending e-mails in order to be able to track that the recipient has received and acknowledges receipt.
- Keep accurate notes with dates, times and content etc of any conversations.
- Always speak to all parties involved as soon as possible after the event so that you have all views ahead of any further action.
- Gather evidence from as many people as possible, not just from those who might favour your own viewpoint.
- Try and remain impartial and take advice from your County or Regional Disciplinary Administrators who have a wealth of experience in disciplinary matters and appeals.
- Beware of issuing anything which, if taken to court, could be construed as libellous or slanderous.

Remember that there are always at least two sides to a "story" and endeavour always not to be confrontational, but to extract the facts, making a balanced judgement and explaining your actions

Derbyshire Clubs

Clubs are thus expected to take primary responsibility for dealing with transgressions by their teams, players and spectators.

Clubs are expected to have, and act consistently upon, their own Code of Conduct which should accord in principle with those of the County and National bodies. Such club codes should refer to:

- a. Required behaviour of players, managers and coaches before, during and after matches
- b. Required behaviour of spectators before, during and after matches
- c. Response to players receiving red cards, matchday misconduct offences, notice of an alleged disrepute offence and (persistent) yellow and green cards
- d. Attitudes of all to umpires and their decisions
- e. Procedures and penalties for failure to accede to the club code

Red Cards, Matchday Misconduct and Disrepute Offences

In the case of mandatory suspension under the H.A., or D.H.A. Code, the Club must review the suspension to determine whether the period should be increased and must advise the County Disciplinary Administrator of its decision before the expiry of the minimum suspension period. The incident itself should be reported to the County Disciplinary Officer within 72 hours of occurrence, regardless of whether the Red Card was shown (or Matchday Misconduct Offence reported) by an appointed Umpire or not.

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