

2013-2014 Disciplinary Policy and Procedures

NOTE: Minnesota Youth Rugby, MYR, has adopted, in large part, the MNRFU and USA Rugby's Disciplinary Procedures and Policies. The USA Rugby Disciplinary Guidelines are referenced from the current USA Rugby Disciplinary Procedures and Policies.

1. Functions

A. Disciplinary Matters: For all matches, functions, or any other matters of disciplinary concern in which Minnesota Youth Rugby has direct jurisdiction, MYR is responsible for appropriate disciplinary actions, sanctions, or suspensions against individuals, clubs, or other entities as provided for in these Disciplinary Procedures.

B. Limitations. It is not intended that the Disciplinary Committee or MYR operate in the realm of the civil or criminal judicial system. It is specifically not a function of this body to award compensation or direct individuals, clubs, or other entities to pay financial damages or restitution for specific incidents of misconduct.

C. Disciplinary Information: The MYR Disciplinary Committee will forward disciplinary information that involves players or clubs from differing Local Area Unions. Any disciplinary actions taken by the member LAU's should be forwarded to the MYR Disciplinary Committee. MYR Disciplinary Committee for future reference should keep documentation of all disciplinary actions.

NOTE: In the event that deliberate and intentional bodily harm by a player is inflicted on another player both civil and legal action can be taken by the player affected.

2. Jurisdiction

The MYR Disciplinary Committee has jurisdiction including but not limited to Minnesota:

- a) High School Boys and Girls
- b) Middle School Boys and Girls
- c) All Youth Rugby, contact or non-contact

One member of Discipline Committee shall sit on the MYR Board of Directors. They will report discipline issues to the MYR Board during a regular or special meeting.

3. Matters Subject to Disciplinary Jurisdiction

While it is anticipated that the primary concern of the Disciplinary Chair and Committee will be incidents occurring during play resulting in the send off of a player by the match referee, it is specifically noted that jurisdiction extends to all matters of misconduct, on and off the field, considered to be detrimental to the game of rugby.



Such matters can involve individuals, clubs, or other representative bodies of the sport. The misconduct may be a single incident on or off the field, or repeated examples of behavior contrary to the welfare of the sport of rugby.

Each MYR club/team shall designate a Discipline Liaison person to manage and be responsible for their clubs discipline behavior. The club/team must provide the name of their Discipline Liaison to the MYR Discipline Committee. This person will be the main club/team contact for the MYR Disciplinary Committee.

The governing body having jurisdiction over the match or event shall also have jurisdiction over all activities and social events held in conjunction with the match or event.

4. Disciplinary Processes

Send Offs by a Referee - Law 10:

Reports:

The referee must inform the MYR Disciplinary Committee, using on line MYR Incident Report form, via e-mail anytime a player is sent off for misconduct or foul play. The Report must be forwarded to the Disciplinary Chair within forty eight hours / two (2) days of the send-off.

Anytime the match involves teams or sides from differing jurisdictions, an additional copy of the Report should be sent to the Disciplinary Committee of the governing body at the next higher level (territorial levels for matches involving clubs or sides from differing SBRO or LAU's; national level for matches involving clubs or sides from differing territories).

The MYR Disciplinary Committee shall review reports received in these circumstances, and communicate the outcome of the discipline process to the parties involved when requested. **If the accused or the accuser's club that is party to the send-off does not file an appeal report with the Discipline Committee of the Governing Body of the send-off, it will be treated as an undisputed send-off.**

Penalties:

Any player, or coach, who is sent off for the duration of a match for any reason is automatically suspended for eight days or one match whichever is longer, for player send-off is not subject to appeal. Pending a review of the send-off report by the Discipline Committee, additional sanctions may be placed. In this case, the player, or coach, has the right to a timely appeal. Suspensions and Penalties will be held in abeyance, upon receipt of an appeal, until review and ruling by the Discipline Committee. Appeals deemed by the Discipline Committee to be frivolous will not cause suspensions or penalties to be delayed. When a player, or coach, is sent off the field for the following reasons, the sanctions shall be in the range set forth below. These penalties are inclusive of the eight day or one match automatic suspensions.

*The minimum penalty of 8 days means 8 days or 1 match whichever is the longer. This decision is not appealable.



	Infraction	First Offense	Second Offense/ Repeat Offense
1	Non Violent Technical Infractions (holding, obstructing, game delay)	8 days - 2 wks	3wks - 2mos.
2	Minor Physical Offense (pushing, barging, over-the-top calls, early or late tackles)	8 days - 3 wks	4wks - 3mos.
3	Major Physical Offense (kicking, punching, dangerous rucking)	8 days - 6 wks	4 - 10 weeks
4	Major Physical Offense (kicking or punching to the head or groin)	8 days - 12wks	6 - 12 mos.
5	Major Physical Offense (player in defenseless position and/or with intent to injure)	8 days - 20 wks	9 - 15 mos.
6	Persistent Criticism / Disputing of Calls with Referee, within the "playing enclosure".	8 days - 3 games	4 - 6 games
7	Verbal Abuse and/or Threatening a Referee, within the "playing enclosure".	8 days - 5 games	6 - 10 games
8	Continuation of # 7 and/or Nonviolent Contact with a Referee After a Send-Off or at End of Game	8 days - 6 months	1 or more yrs.
9	Physical or Attempted Physical Assault of a Referee (on or off the field)	*Immediate Suspension	

- Unless overwhelming evidence is presented that would mitigate the situation, a minimum suspension of five (5) years will be assessed to the guilty party.

5. Undetected Foul Play

When foul play occurs, but is undetected by the Referee, it is the responsibility of the witness(es) to report it to the referee as soon as practical, and can be reported by anyone.

The referee should file an Incident Report to the controlling Disciplinary Committee no more than two (2) days after the incident. If it is not practical to report the incident to the referee, the incident should be reported by the witness(s) to the Disciplinary Committee within two (2) days after the incident. Foul play incidents, if found to be true, should be penalized as if a Send-Off was ordered by the referee.

6. Off Field Conduct

Off-field behavior that is detrimental to the image of the game of rugby can and should be reported by anyone, to the Disciplinary Committee as soon as practical, within two (2) days after the incident, if possible.

Off field incidents will be reviewed on a case-by-case basis. Proven allegations of conduct that tends to place the game in disrepute shall be dealt with in the strongest manner. Requests for disciplinary investigation and action should be in writing, and provide as much detail as possible concerning the event(s) involved, using the MYR Discipline incident Report or Corrective Action Request form.



As a reminder, Coaches and Clubs are responsible for the activities of their members and supporters as they relate to the image of the game. Clubs are expected to provide for the discipline of their members and supporters who bring the game into disrepute.

7. Other Disciplinary Matters

The Disciplinary Committee will investigate any matters, subject to MYR disciplinary jurisdiction, brought to the Chair's attention by using the MYR incident report. The Disciplinary Committee may determine appropriate penalties applicable to individuals, clubs, or other representative bodies that are found to have exhibited conduct detrimental to the sport of rugby. These penalties may include suspension from eligibility. Requests for disciplinary investigation and action should be in writing, and provide as much detail as possible concerning the event(s) involved, using the MYR Discipline Incident Report Form.

8. Investigation Due Process

The investigative process must provide every opportunity for any parties accused of wrongdoing to respond to the allegations. In the event the Disciplinary Committee determines that possible disciplinary action may be warranted, the Committee must inform the parties within two (2) days that an investigation is being undertaken. A hearing is scheduled on the 5th day after the filing of the incident report. Both parties must have been able to state their version of the incident prior to a ruling being issued. Conference phone calls are allowed, in place of in person statements during the hearing.

Notification

The Disciplinary Committee will provide written notification of any decisions reached or penalties imposed to all interested parties as soon as possible following the hearing.

The Disciplinary Committee will notify all parties involved of the initiation and outcome of the investigative process. The entire investigative process shall be documented such that written records of all communications, hearings, and decisions are retained by the Disciplinary Committee.

Common timeline sequence:

1. Filing of MYR Incident Report (www.minnesotayouthrugby.com)
2. Notification to affected parties by Discipline Chair
3. Discipline Committee investigates and reviews the input from all affected parties,
4. A hearing is held 5 days after the filing of an Incident report
5. Discipline Committee issues ruling
6. Notice of suspensions to teams and Referees Society
7. Appeal board formed, if required
8. A ruling issued on appeal based on further investigation.

9. Tracking of Offenders

It is the responsibility of MYR to track all disciplinary reports and actions taken. These will be posted on the MYR Web Site.



Any club who allows a suspended player to participate in matches while suspended will be subject to additional penalties by MYR, their LAU or SBRO, or other responsible Disciplinary Committees.

Hearings

When called a Subcommittee will be appointed and a hearing called at the request of the Disciplinary Committee, or as required by these procedures.

Subcommittee. The Subcommittee will consist of not less than three members of the standing MYR Board . Every effort should be made by the Disciplinary Chair to insure that the individuals appointed to the Disciplinary Subcommittee shall be fair and impartial with respect to the matter at hand.

Notice: Any individual, club, or other entity accused of misconduct, with a sanction of more than three weeks may request a hearing.

Costs: The cost of the meeting is to be borne by the offender's club.

Vote: Any penalties imposed by the Disciplinary Subcommittee must be voted on, with a two-thirds vote required for passage.

Appeals

The Disciplinary Committee is required to convene a hearing to consider appeals of the decisions reached. An individual or team may appeal a decision they feel unjust. This does not apply to suspensions related to players sent off if the initial report was not addressed by the individuals or the teams deemed guilty.

A written notice of appeal must be made within 48-72 hours of receipt of the notice of suspension. Suspensions and Penalties will be held in abeyance, upon receipt of an appeal, until review and ruling by the discipline Committee. Appeals deemed by the Discipline Committee to be frivolous will not cause suspensions or penalties to be delayed.

Reciprocity

MYR recognizes all disciplinary actions, sanctions or suspensions imposed on any individual, club, or other entity by any other governing body within the sport of Rugby Union Football. Embracing the culture of rugby has not come easy to all and has necessitated creating a set of formal disciplinary guidelines.



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For more information about the Minnesota Youth Rugby Board of Directors and staff please visit

www.minnesotayouthrugby.com!



Appendix 1

MYR Game Management Guidelines - Coaching Behavior and Sideline Behavior

I. Background

The Minnesota Youth Rugby Competition Committee seeks to establish clear guidelines and codes of behavior as well as define a disciplinary procedure for the coaches and referees when codes are violated.

II. Coaching Requirements

The coaching requirements of all clubs for the 2013 Minnesota Youth Rugby Season include:

- All coaches must be CIPP registered and ACTIVE as the role of a coach with USA Rugby
- All coaches must submit proof of passing the CDC "Heads Up" Concussion certification
- All coaches must submit proof of passing the USA Rugby Player Protection Package
- All coaches are required to be background checked (included in USA Rugby CIPP)
- All coaches must sign and submit the MYR Coaches Code of Conduct
- All head coaches must attend the Annual Fall Coaches Meetings

It is strongly recommended that all head coaches are to have completed the USA Rugby Coach Development Program Level 200.

Please note: Registration of a Minnesota High School Coach under any other level (i.e. player, referee, or Eagle Supporter) does not satisfy the above requirements and requires filling out a dual registration form at www.usarugby.org. Please see USA Rugby's Coach Registration and Certification handout titled "The New American Rugby Coach".

III. Game Day Requirements

A. Creating a Positive Environment

The MYR Competition Committee seeks to create guidance for coaches and referees to achieve a positive sporting environment at all matches. We feel that this will be achieved if all coaches represent MYR and their clubs by:

- 1) Modeling and teaching their players to honor the game by respecting the rules, their opponents, the officials, their teammates and themselves.
- 2) Helping players redefine what it means to be a "Winner" in terms of effort, learning and bouncing back from mistakes, not just the scoreboard.



3) Use encouragement and positive reinforcement as your primary method of motivating. Develop a method of criticism that provides teachable moments.

By keeping the three items above in mind we feel that the sidelines during game day will become a place of positive growth for players, parents and spectators.

B. Match Reporting

All sideline coaches present at game day are required to sign the match report. By signing the coach agrees that they have completed the coaching requirements listed above and agree to regulate his/her behavior, the behavior of his/her players, the behavior of their parents and spectators (See item E below).

C. Sideline

Both sides of the pitch must have an elevated restraining rope that is a MINIMUM of 5 meters away from the touchline and extending from the 22m line to the opposite 22m line. Only two coaches are allowed in front of the restraining ropes at any time during the match. This is to reduce crowding for safety of the players and officials as well as to stop encroaching of sideline onto the field of play.

D. Assistant Referees/Touch Judges

Each team must supply a qualified assistant referee (or touch judge) at every game. That adult must have taken the approved Touch Judge Clinic. They are required to assist on the opposite sideline as their representative club. They are also forbidden from coaching or cheering for their representative club (except during half time). We want to eliminate the assumption of bias from their decisions.

If the traveling team is unable to provide a qualified touch judge the home team is required to supply two touch judges. Both are forbidden from coaching or cheering for their representative club (except during half time).

E. Spectators

By signing the match report all coaches who are present on game day are responsible for their team's parent and spectator behavior. If a parent or spectator on their sideline at any time during the game event becomes unruly or displays behavior that is unbecoming of a positive game day environment that team will be penalized by the referee and disciplinary committee will be notified for further investigation and consequences.

IV. Proposal

In addition to setting a common tone in all venues by requiring all clubs adhere to the guidelines above we recommend the referee has the authority to take the following approach if any violation occurs:

1. **Penalize all foul language from players.** Any disrespectful language will constitute an infringement and the Referee is authorized to penalize, regardless of the player's intent. Zero tolerance. ***Penalty Kick awarded to the non-offending team from the point of play at time of violation.***
2. **Penalize all foul language or negative behavior from sidelines.** Any disrespectful language will



constitute an infringement and the Referee is authorized to penalize, regardless of the spectator's intent. Zero tolerance. ***Penalty Kick awarded to the non-offending team from the point of play at time of violation.***

3. Penalize all foul language or negative behavior from coaches. Any disrespectful language will constitute an infringement and the Referee is authorized to penalize, regardless of intent. Zero tolerance. ***Penalty Kick awarded to the non-offending team from the point of play at time of violation. Disciplinary Committee documentation will address potential suspension of that coach.***

4. Penalize all public disrespect for officials by players. Any disrespectful language, verbal attack or physical confrontation with an official by a player will constitute an infringement and the Referee is authorized to penalize, regardless of the intent. Zero tolerance. ***Referee has the authority to end the match with an immediate forfeit by the offending team. Disciplinary Committee documentation will address the suspension of that player and the head coach.***

5. Penalize all public disrespect for officials by coaches or spectators. Any verbal attack or physical confrontation with an official by a coach or spectator where the referee feels physically threatened will constitute an infringement and the Referee is authorized to penalize, regardless of the intent. Zero tolerance. ***Referee has the authority to end the match with an immediate forfeit by the offending team. Disciplinary Committee documentation will address the suspension of that coach and the suspension of the team from the league.***

6. Filing an MYR Incident Report toward a referee. A coach can file disciplinary action against a referee if the referee exhibited conduct detrimental to the sport of rugby ***Disciplinary Committee documentation will address the issue with the Minnesota Referee Society.***

V. SUMMARY

MYR has established these policies and standards to cultivate the ideals of good sportsmanship. It shall be the responsibility of each member club to ensure that all individuals associated with the program conduct themselves in a sportsmanlike manner. The coach is an official representative of Minnesota Youth Rugby. It is the responsibility of all coaches to serve as role models for the players and the public.

As a coach, you carry the primary responsibility to teach students how to reason, make choices and understand the impact of their decisions on others. These opportunities to teach occur throughout the season. The students hear your words as you talk to them, to the officials and to their parents. They see how you treat their opponents and observe your respect for the letter and spirit of the rules.

