



# **GRIEVANCE AND DISCIPLINARY REGULATIONS**

**V. 2021.1**

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## 1. INTRODUCTION

- a. These Regulations are made under Section 29 Nepean FA Constitution and came into operation on 14 October 2014. They are intended to replace all aspects of grievance and disciplinary matters previously set out in the Nepean F.A. Regulations.
- b. FNSW has granted Nepean F.A. a mandate to be responsible for the organisation, promotion and regulation of football in the Nepean region.
- c. These Regulations should be read in conjunction with the FNSW Grievance and Disciplinary Regulations (adopted on 21 February 2013 and any future updates). In the event of any inconsistency between these Regulations and the Football NSW Grievance and Disciplinary Regulations, the Football NSW Grievance and Disciplinary Regulations shall prevail to the extent of that inconsistency.
- d. If any part of these Regulations is void that part shall be severable and shall not affect the enforceability of the remaining Sections of these Regulations.
- e. Any capitalised terms used in these Regulations shall have the meaning given to them in Schedule 1.

## 2. CORRESPONDENCE, PRESCRIBED FORMS AND MATCH OFFICIAL REPORTS

### 2.1 CORRESPONDENCE AND PRESCRIBED FORMS

- a. All correspondence in relation to any matter under these Regulations must be made electronically and directed to the email addresses set out in [Schedule 2](#).
- b. All **Prescribed Forms** can be located on the Nepean F.A. website library [www.nepeanfootball.com.au](http://www.nepeanfootball.com.au).

### 2.2 MATCH OFFICIAL REPORTS

- a. In order to ensure the efficiency of disciplinary and conduct matters, a Match Official must send to Nepean F.A., Match Official Reports within a reasonable period of time of a Match setting out the following:
  - i. any Yellow Card and Red Card Offences issued during the Match including the categorisation of Offences (set out in a **Match Official Send Off Report**) ([Prescribed Form 02](#)); and
  - ii. any serious incidents that took place (set out in a Match Official Incident Report) ([Prescribed Form 03](#));
- b. All Match Official Reports must be sent to the email address as per **Schedule 2**.
- c. Match Official Incident Reports should include details concerning any Spectator behaviour.
- d. For the avoidance of doubt, facts contained in Match Official Reports are presumed to be true and accurate.

- e. A copy of a Match Official Incident Report which has resulted in a matter being referred to a Body shall be provided by the Association to each relevant Participant or Club who has been identified in a Match Official Incident Report and is the subject of such referral.

### 3. OBJECTIVES

- a. To ensure that the game of football is played in accordance with the Laws of the Game.
- b. To ensure that the game of football is played competitively and fairly in accordance with the principles of true sportsmanship.
- c. To provide a system that sets out procedures for the administration and determination of disciplinary and conduct matters and Grievances relating to Members.
- d. To ensure consistency and transparency of approach are evident and present in all aspects of handling Grievances and conduct and disciplinary matters under these Regulations.

### 4. JURISDICTION

- a. These Regulations shall apply exclusively to facilitate the expeditious and fair resolution of incidents, disciplinary, dispute and conduct matters relating to Nepean F.A. Competitions as well as Grievances involving Members of Nepean F.A., its Clubs and their Members.
- b. Each Member shall submit exclusively to the jurisdiction of these Regulations and agrees that unless it has exhausted the procedures set out in these Regulations, it will not attempt to resolve any incident, disciplinary, dispute, conduct or Grievance matters by recourse to Nepean F.A. or a court of law.

### 5. AUTHORITY TO ESTABLISH COMMITTEES AND TRIBUNALS

- a. These Regulations confirm the establishment of the following Bodies:
  - i. Disciplinary Committee (**DC**); (previously known as Judiciary)
  - ii. General Purposes Tribunal (**GPT**); and
  - iii. Appeals Tribunal (**AT**).

## 6. MEMBERSHIP OF BODIES

### 6.1 APPOINTMENT OF BODY MEMBERS

- a. The Board shall appoint the Chairperson and Vice-Chairperson of a Tribunal.
- b. The Board or their Chief Executive Officer may, from time to time, appoint members (other than the chairperson and vice- chairperson) to sit on a Tribunal.
- c. The Board or their Chief Executive Officer may appoint person(s) to sit on a Tribunal hearing who are not Tribunal Members appointed under Section 6.1(b) if in their opinion, the Board or their Chief Executive Officer believes a matter requires special attention or expertise.
- d. The Board or their Chief Executive Officer shall appoint the Disciplinary Committee consisting of a minimum of three (3) and a maximum of six (6) Committee members.

### 6.2 COMPOSITION OF A BODY

- a. The DC shall comprise of a minimum of three (3) and maximum of six (6) members in order to make valid decisions under Section 7.
- b. A Tribunal hearing shall comprise a minimum of three (3) and maximum of five (5) Tribunal members (including the Chairperson or Vice-Chairperson) in order to make a valid Determination under Sections 8 and 9.

### 6.3 QUALIFICATION OF BODY MEMBERS

- 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, FA Rules and Regulations, FNSW Rules and Regulations, the Nepean F.A. Association Rules and Regulations which is appropriate for membership of the relevant Body.
- b. Except where the Executive otherwise determines, a person shall not be appointed to a Body if that person has been in the previous twelve (12) months or is currently:
  - i. a member of the Board of the Nepean F.A. or
  - ii. an employee of Nepean F.A.

### 6.4 TERM

Tribunal members shall be appointed for a term of twelve (12) months unless he or she has resigned or been removed pursuant to Section 6.5.

## 6.5 RESIGNATION AND REMOVAL OF BODY MEMBERS

- a. A Member of a Body may resign by providing notice in writing to the CEO or Board of Directors of the Nepean F.A.
- b. The Board may remove a member of a Body at any time in its absolute discretion.

## 6.6 CODE OF CONDUCT FOR BODY MEMBERS

Upon appointment by Nepean F.A. a member of a Body agrees to be bound by and to comply with the Nepean F.A.'s Code of Conduct applicable to members of a Body.

# 7. DISCIPLINARY COMMITTEE

## 7.1 JURISDICTION

- a. Subject to Section 7.1(b), the Disciplinary Committee has jurisdiction to:
  - i. Issue Suspensions pursuant to Section 7.2;
  - ii. Rectify or review a disciplinary decision made by a Match Official pursuant to Sections 7.3 to 7.4.
- b. The Disciplinary Committee may only have jurisdiction to issue a Suspension that is no longer than one (1) calendar year. A Suspension that is longer than one (1) calendar year may only be issued by a Tribunal.

## 7.2 DETERMINATION

- a. The Association may refer any Match Official Report to the Disciplinary Committee for consideration and the issue of any Suspension, within a reasonable period of time of receipt of the report.
- b. The Disciplinary Committee must issue Suspensions based on Match Official Reports and apply the Table of Offences.
- c. The Disciplinary Committee must take into consideration a Participant's disciplinary history when determining a Suspension.
- d. The Disciplinary Committee must provide clear instruction to Nepean FA staff, who in turn will set out any Suspension in a Notice of Suspension which shall be issued by the Executive to a



Participant's Club within a reasonable period of time of receipt from the DC and as soon as is practicable after the Match.

- e. In any Notice of Suspension, the Disciplinary Committee may determine, in its absolute discretion, the type of Football Activity to which the Suspension relates.
- f. Notwithstanding this Section 7.2, the Disciplinary Committee may, in its absolute discretion, refer any matter to the GPT pursuant to Section 8.5 if it considers a matter requires consideration by a Tribunal.
- g. A Participant is not eligible to challenge a Suspension where the Disciplinary Committee has issued the minimum Suspension.

### 7.3 CHALLENGING 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, he or she (or the Participant's Club on the Participant's behalf) must notify the Disciplinary Committee by submitting either:
  - i. a Notification Form for Mistaken Identity in a Match Official Send-Off Report ([Prescribed Form 04](#)) to [tribunals@nepeanfootball.com.au](mailto:tribunals@nepeanfootball.com.au) within twenty-four (24) hours of the completion of the Match; or
  - ii. a Notification Form for Mistaken Identity in a Match Official Incident Report ([Prescribed Form 07](#)) to [tribunals@nepeanfootball.com.au](mailto:tribunals@nepeanfootball.com.au) by 4pm the next working day following receipt of a Match Official Incident Report.
- b. If Nepean F.A. does not receive a properly completed Notification Form by the time specified in Section 7.3(a), the Participant is deemed to have been responsible for the Offence and may, subject to the Disciplinary Committee's consideration of the incident, be issued with a Notice of Suspension.
- c. By 4pm the next working day following submission of a Notification Form, the Participant must submit to [tribunals@nepeanfootball.com.au](mailto:tribunals@nepeanfootball.com.au) evidence upon which the claim of mistaken identity is founded. The details of the submission must include:
  - i. in the case of Section 7.3(a)(i), a signed written statement by the Participant who was reported by the Match Official in a Match Official Send Off Report that he or she was not responsible for the Offence and identifying to the best of their knowledge the name of the Participant responsible ([Prescribed Form 04](#)); AND a signed written statement by the Participant who was responsible for the Offence ([Prescribed Form 05](#)) OR from the Club identifying to the best of its knowledge the name of the Participant who was responsible ([Prescribed Form 06](#)); or
  - ii. in the case of Section 7.3(a)(ii), a signed written statement by the Participant who was reported by the Match Official in a Match Official Incident Report that he or she was not responsible for the Offence and identifying to the best of their knowledge the name of the Participant responsible ([Prescribed Form 07](#)); AND a signed written statement by the Participant responsible for the Offence ([Prescribed Form 08](#)) OR from the Club identifying

to the best of its knowledge the name of the Participant responsible ([Prescribed Form 09](#)); and

- iii. any other evidence which may support the claim for mistaken identity.
- d. If Nepean F.A. does not receive properly completed written statements by the time specified in Section 7.3(c), the Participant is deemed to have been responsible for the Offence and may, subject to the Disciplinary Committee's consideration of the incident, be issued with a Notice of Suspension.
- e. After considering the evidence, the Disciplinary Committee will decide whether the claim for mistaken identity should be rejected or upheld.
- f. If the Disciplinary Committee rejects a claim for mistaken identity, it will consider the matter on the basis of the Match Official Report provided.
- g. If the Disciplinary Committee considers that a rejected claim for mistaken identity had no prospect of success and amounted to an abuse of process, it shall refer the matter to Nepean F.A. who may charge the Participant and/or the Club for Misconduct pursuant to Section 8.2.
- h. If the Disciplinary Committee upholds the mistaken identity claim, a Notice of Suspension shall be issued to the appropriate identified Participant, who shall serve the Suspension immediately.
- i. The decision made by the Disciplinary Committee will be conveyed to the Participant and/or the Club via email.

#### 7.4 CHALLENGING A NOTICE OF SUSPENSION

- a. A Match Official's decision to issue a Red Card cannot be expunged, except in the case of mistaken identity. The mandatory match suspension stands.
- b. A Player who has received a Notice of Suspension in respect of a Red Card Offence (other than in respect of R4, R5 or R7, or in circumstances where the Suspension is equal to the Mandatory Match Suspension) may choose to challenge the Suspension in accordance with this section 7.4.
- c. A challenge pursuant to this section 7.4 is to be dealt with by the Disciplinary Committee.
- d. In dealing with a challenge under this section 7.4, subject to this section 7.4(d), the
- e. Disciplinary Committee will have no power to remove a red card, a mandatory match suspension or reduce a minimum suspension but may:
  - i. make a finding that the offence has not been proven, in which case it may remove any additional suspension that may have been imposed; or
  - ii. make a finding that the offence has been proven, in which case the disciplinary committee may, in its discretion, increase the additional suspension, decrease the additional suspension (but not below the applicable minimum suspension) and/or impose any additional sanctions on the player as it sees fit; or
  - iii. make a finding that the player is guilty of a different offence, or the same offence but at a different grading, in which case the applicable minimum suspension (at least) must be applied and, if the Disciplinary Committee, in its absolute discretion, sees fit, it may impose any additional sanctions on the player.

- iv. Subject to section 7.4(f), when determining a challenge in accordance with section 7.4(d), the Disciplinary Committee may consider:
  - v. the nature and severity of the offence, including whether it was intentional, negligent or reckless;
  - vi. the player's past record and whether or not this is a repeated offence;
  - vii. the remorse of the player; and
  - viii. any extenuating circumstances relevant to the commission of the offence.
- f. When determining a challenge in accordance with section 7.4(d), the Disciplinary Committee must not take into account the following circumstances:
  - i. the significance or importance to the Player or his or her Club of the Match in which the Offence was committed;
  - ii. the significance or importance of any Match, Fixture or tournament in which the Player will be ineligible to participate because of the imposition of a Suspension imposed within the range in Schedule 3: Table of Offences;
  - iii. the point in the Match at which the Offence was committed;
  - iv. the conduct, including actions, words or gestures of any Participant or Spectator during or related to the Match; and
  - v. any disciplinary decision taken or failure to take a disciplinary decision by a Match Official during the Match.
- g. If the identity of the Participant is at issue, prior to bringing a challenge under this section 7.4, the Participant must first challenge the Match Official Send-Off/Expulsion Report or the Notice of Suspension, as the case may be, in accordance with section 7.3 (Challenging a decision on the basis of mistaken identity in a Match Official Send-Off/Expulsion Report).
- h. If a Participant wishes to lodge a challenge to a Suspension under section 7.4, the Participant must notify NFA by submitting the following:
  - WHAT:**
    - i. **COMPULSORY:** a signed written statement by the Participant (or his or her Club) setting out the grounds upon which he or she relies (Prescribed Form 10); AND
    - ii. **Accept the relevant application fee (as per Schedule 4: Application Fees); AND**
    - iii. submit relevant evidence.
  - WHEN:**  
By 4.00pm on the next working day after the issuance of a Notice of Suspension by NFA.
  - HOW:**  
Submitting [Prescribed Form 10](#) to [tribunals@nepeanfootball.com.au](mailto:tribunals@nepeanfootball.com.au)
- i. Participants should note that the time limit set out above is strict. If a Participant fails to comply with the requirements prescribed under section 7.4(h), including acceptance of the application fee, by the time specified therein, the participant is deemed to have accepted the suspension and waived his or her right to challenge the Suspension under this section 7.4.
- j. The Disciplinary Committee may in its absolute discretion request additional information from NFA or the participant prior to making a decision.
- k. After considering the evidence, the Disciplinary Committee will decide whether the challenge is to be rejected or is successful.

- l. The Disciplinary Committee must notify NFA of its decision as soon as practicable following the submission.
- m. Upon receipt of the Disciplinary Committee's determination, NFA must, as soon as is practicable, notify in writing the participant and the Participant's Club and, if applicable, set out the revised Suspension in a Notice of Suspension and issue same to the Participant's Club and the participant.

## 7.5 APPEALING A DECISION OF THE DISCIPLINARY COMMITTEE

- a. Subject to Section 9.2, the decision of the Disciplinary Committee in relation to claims of mistaken identity in a Match Official Report (Section 7.3) and Section 7.4 may be appealed to the Appeals Tribunal pursuant to Section 9.
- b. A Participant wishing to appeal a decision to the Appeals Tribunal must submit a Notice of Appeal of a DC (**Prescribed Form 11**) to [tribunals@nepeanfootball.com.au](mailto:tribunals@nepeanfootball.com.au) within five (5) business days of receiving the decision of the Disciplinary Committee and pay the relevant Application Fee.
- c. The Participant should note that the time limits set out above are strict. Only a completed Notice of Appeal of a DC submitted before the relevant deadlines will be considered by the Appeals Committee.

## 8. GENERAL PURPOSES TRIBUNAL

### 8.1 JURISDICTION

- a. The GPT will be responsible for hearing and determining in accordance with these Regulations:
  - i. charges of Misconduct and Disrepute referred to it pursuant to Section 8.2;
  - ii. grievances between Members pursuant to Section 8.3;
  - iii. any other matter the Executive considers important to the interests of football in the Nepean region. Such a decision is to be at the absolute discretion of Nepean F.A.
  - iv. any other matter referred by the DC to the GPT pursuant to Section 8.5.
- b. The applicable Application Fees for matters set out in Section 8.1(a) are set out in **Schedule 4**. A matter will not proceed unless the relevant Application Fee has been lodged.

### 8.2 CHARGES OF MISCONDUCT AND DISREPUTE

- a. The Board or their Executive may investigate any matter which in its opinion is relevant to whether or not a charge of Misconduct or Disrepute ought to be laid. Such investigation may be initiated

- on the basis of a report of a Member, a complaint by a Member or on the basis of any other evidence which in the opinion of Nepean F.A. is credible.
- b. Such investigation may be carried out by the Board or their Executive as it sees fit and Members are required to cooperate fully with Nepean F.A. in the conduct of that investigation.
  - c. At any time, the Board or their Executive may determine whether any charge of Misconduct or Disrepute is to be laid and in relation to such charge whether:
    - i. it is to be referred to the GPT; or
    - ii. it is to be dealt with in any other manner which Nepean F.A. deems appropriate, and such determination shall be at the absolute discretion of the Board or the Executive and not be capable of review by any party.
  - d. If a charge has been laid by Nepean F.A. it will issue a Notice of Charge against the Member. The Notice of Charge will set out, amongst other things, details of the charge and the requirement for the Member to stand down (see Section 13.1). A Member charged must submit a Notice of Response (**Prescribed Form 12**) to [tribunals@nepeanfootball.com.au](mailto:tribunals@nepeanfootball.com.au) by the date specified in the Notice of Charge.
  - e. A Notice of Response enables the Member charged to select, amongst other things, whether it wishes to:
    - i. plead guilty or not guilty to the charge(s);
    - ii. accept the reports attached to the Notice of Charge;
    - iii. provide written statements; and
    - iv. be represented by a lawyer.
  - f. A Member who pleads guilty in a Notice of Response may be eligible for leniency by a Tribunal in respect of a sanction.
  - g. Unless there is a reasonable excuse, if Nepean F.A. does not receive a properly completed and signed Notice of Response by the time specified in the Notice of Charge then the Member has:
    - i. deemed to have pleaded guilty to the charge(s) set out in the Notice of Charge; and
    - ii. accepted the reports set out in the Notice of Charge.

### 8.3 GRIEVANCES

- a. A Grievance will only be accepted by Nepean F.A. if Sections 8.3(c) to 8.3(d) have been satisfied.
- b. Nepean F.A. may in its unfettered discretion decide not to refer to the GPT or to dismiss any Grievance which it determines is a Vexatious Claim.
- c. Before referring any Grievance to Nepean F.A. any Member making a Claim (**Claimant**) or a Complaint (**Complainant**) must;
  - i. Allow their club executive to resolve the complaint if the complaint is an internal complaint within a club.
  - ii. If the complaint is external to the complainant's club, they must first lodge a written complaint with their club committee who will in turn,
  - iii. Write to the other Member club involved in the subject matter of the Grievance (**Respondent**) with details of the Claim or Complaint (as the case may require) allowing the Respondent at least seven (7) business days to respond.

1. The Association must be provided with a copy of the complaint when lodged with another club or body.
- iv. The Respondent's reply must include reasons for any disagreement with the details of the Claim or Complaint (as the case may require).
  1. The respondents reply must also be provided to the Association.
- d. If a response is not received within seven (7) business days of the notice from the Claimant or Complainant referred to in Section 8.3(c) or the Claim or Complaint is not otherwise resolved, the Claimant or Complainant may in writing refer the Grievance to Nepean F.A. in accordance with Section 8.3(e).
- e. Upon receipt, the Association may, in its absolute discretion, deal with the grievance by mediation pursuant to Section 11 or by referral to the General Purposes Tribunal
- f. A Grievance, in order to be considered, must be submitted on Grievance Form ([Prescribed Form 14](#)).

#### 8.4 REFERRAL FROM THE DISCIPLINARY COMMITTEE

- a. Pursuant to Section 7.2(f), the Disciplinary Committee may, in its absolute discretion, refer any matter to the GPT if it considers the matter requires consideration by a Tribunal.
- b. If a referral is made by the Disciplinary Committee, Nepean F.A. will issue the Participant with a Notice of Charge within a reasonable period of time of the referral and the Participant is required to submit a Notice of Response ([Prescribed Form 12](#)) to [tribunals@nepeanfootball.com.au](mailto:tribunals@nepeanfootball.com.au) by the date specified in the Notice of Charge.

#### 8.5 APPEALING A DECISION OF THE GPT

- a. The decision of the GPT in relation to charges of Misconduct and Disrepute (Section 8.2), Grievances (Section 8.3) subject to Section 9.4, and referrals from the Disciplinary Committee (Section 8.5) may be appealed to the Appeals Tribunal pursuant to Section 9.
- b. A Member wishing to appeal a decision of the GPT to the Appeals Tribunal must submit a Notice of Appeal of a GPT ([Prescribed Form 13](#)) to [tribunals@nepeanfootball.com.au](mailto:tribunals@nepeanfootball.com.au) within five (5) business days of the decision of the GPT being sent to the Club together with the relevant Application Fee.
- c. The time limits set out above are strict and only a properly completed Notice of Appeal which is received by Nepean F.A. before the expiry of the relevant time limits will be considered by the Appeals Tribunal.

## 8.6 DETERMINATIONS OF THE GPT

- a. The Determination of the GPT will be in accordance with majority opinion of the GPT members.
- b. The types of sanctions that the GPT may impose are set out in [Schedule 3](#).
- c. If a fine or bond is imposed, the GPT shall determine the terms of payment.
- d. Any sanctions imposed under this Section 8.7 may be combined.
- e. Any failure to comply with a Determination of the GPT is itself a breach of these Regulations and will be considered in contempt of a Tribunal pursuant to Section 12.14.
- f. A short oral or written indication of the outcome of the hearing by the GPT shall be provided to the parties within two (2) business days of the completion of the hearing. A full written Determination, with reasons given for the decision, will be made within a reasonable period of time, if requested by a party in writing.

## 9. APPEALS TRIBUNAL

### 9.1 JURISDICTION

The Appeals Tribunal will be responsible for hearing and determining appeals from the:

- (i) DC pursuant to Section 7.5 but subject to Section 9.2; and
- (ii) GPT pursuant to Sections 8.5 and 15.2 but subject to Sections 9.2 and 9.4.

### 9.2 GROUNDS OF APPEAL

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

- a. a party was not afforded a reasonable opportunity to present its case;
- b. lack or excess of jurisdiction;
- c. the decision of the Body was affected by actual bias;
- d. the decision was one that was not reasonably open to the Body having regard to the evidence before the Body; or
- e. severity only where the decision of the Body imposed a sanction of at least:
  - i. a Fixture Suspension of six (6) or more Fixtures; or
  - ii. a Time Suspension of three (3) or more months; or
  - iii. a fine of three thousand dollars (\$3,000); or
  - iv. a loss of six (6) or more Competition points; or
  - v. expulsion from a Competition.

### 9.3 DETERMINATION OF THE APPEALS TRIBUNAL

- a. The AT Determination will be in accordance with majority opinion of the AT members.
- b. The AT 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 by the Body;
  - ii. impose any sanction, measure or make any order the AT thinks fit or a decision that the Body could have imposed under these Regulations.
- c. A failure to comply with a Determination of the AT is itself a breach of these Regulations and will be considered in contempt of a Tribunal pursuant to Section 12.14.
- d. A short oral or written indication of the outcome of the hearing shall be provided to the parties within five (5) business days of the completion of the hearing with a full written Determination, with reasons given for the decision, will be as soon as is practicable, if requested by a party in writing.

#### 9.4 APPEAL FROM A GPT IN RELATION TO A GRIEVANCE

- a. No appeal can be brought from a decision of the GPT in relation to a Grievance except with leave from the Appeals Tribunal granted in accordance with this Section 9.
- b. Any Notice of Appeal of a GPT in relation to a Grievance received by Nepean F.A. must be referred, within a reasonable period of time, to the Chairperson of the AT (or if he or she is not available to the Vice Chairperson of the AT) for determination as to whether leave should be granted for the Appeal to proceed.
- c. The Chairperson of the AT shall determine, within a reasonable period of time of receipt of a Notice of Appeal referred under Section 9.4(b), whether leave to appeal should be granted and the outcome of such determination shall be communicated in writing to the party lodging the appeal within a reasonable period of time of the lodging of the Notice of Appeal.
- d. In determining whether leave to Appeal should be granted, the Chairperson of the AT shall have regard to:
  - i. the grounds of appeal set out in the Notice of Appeal;
  - ii. whether any obvious error on the part of the GPT has been identified;
  - iii. the prospects of success of the appeal; and
  - iv. the nature and significance of the Grievance and the subject of the decision being appealed;
- e. If the AT decides that leave to appeal should not be granted, it may, in its absolute discretion recommend that all or part of the Appeal Fee should be refunded.
- f. If leave to appeal is granted, an appeal lodged pursuant to this section shall proceed and be determined in the same manner as all other appeals determined by the AT.



## 10. NO RECOURSE TO COURTS

Any Determination by the AT 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 Football NSW subject to the Football NSW Grievance and Disciplinary Regulations).

## 11. MEDIATION

- a. In relation to a Grievance between Members pursuant to Section 8.3, Nepean F.A. may require Members to attend a meeting with a representative of Nepean F.A. and an independent person who shall act as mediators for the purpose of attempting to reach agreement for the resolution of the Grievance.
- b. The mediator may be a person who, in the opinion of Nepean F.A. is appropriately suitable and competent to conduct the mediation,
- c. The mediator/s may also include a member of the Institute of Arbitrators & Mediators Australia or other similar body, or a legal practitioner.
- d. Unless otherwise determined by Nepean F.A. any costs involved in the mediation, including the costs of a registered, professional Mediator shall be borne equally by the parties to the Grievance.
- e. The mediation shall commence within a reasonable period of time after the submission of a Grievance Form.
- f. The mediation shall be conducted on a without prejudice basis and the mediator shall have no power to impose any Suspension, decision or sanction on any of the parties.
- g. Mediation shall continue for a period no longer than thirty (30) days.
- h. Unless agreement has been reached within a reasonable period of time of the start of the mediation, Nepean F.A. will, refer the matter to the GPT in accordance with these Regulations.
- i. Any failure by a Member to attend mediation convened in accordance with this section when reasonably requested by Nepean F.A. to do and without reasonable excuse shall amount to Misconduct. Nepean F.A. may refer such matters to the GPT for determination in accordance with Section 8.2.

## 12. ADMINISTRATIVE PROCEDURES OF TRIBUNALS

### 12.1 ELECTRONIC DOCUMENTS

In order to ensure the efficiency of disciplinary and conduct matters, all documents referred to in these Regulations shall be sent by email to the respective addresses set out in [Schedule 2](#).

## 12.2 RESPONSIBILITY OF NEPEAN F.A.

Where a Tribunal is required to convene a hearing pursuant to Sections 8 or 9, Nepean F.A. shall:

- a. set a date for the hearing;
- b. issue a Notice of Proceedings; and
- c. convene a Tribunal in accordance with these Regulations.

## 12.3 SUBMISSIONS BY A PARTY

- a. For a GPT hearing, a party must provide to Nepean F.A. a copy of any written submissions, materials, documents or other evidence it intends to rely on in the hearing at the time of submitting a Notice of Response. For an Appeals Tribunal hearing, a party must provide to Nepean F.A. a copy of any written submissions, materials, documents or other evidence it intends to rely on in the hearing at the time of submitting a Notice of Appeal.
- b. All written submissions, materials, documents or other evidence supplied to Nepean F.A. must be sent to the Association in accordance with the instructions contained in their regulations.
- c. All written submissions, materials, documents or other evidence supplied to Nepean F.A. will be provided to the other parties (including an Affected Party) involved in the hearing.

## 12.4 AFFECTED PARTY

- a. A Member submitting a Notice of Appeal or Grievance Form must state whether there is any other Member who may be affected by the decision based on the relief sought.
- b. If a Member has not identified an Affected Party, a Tribunal may require that any relevant document be given to a Member if it is of the view that the outcome of the hearing may affect the interests of that Member.
- c. Nepean F.A. may, in its absolute discretion, consider itself an Affected Party for the purposes of this Section 12.4 if it considers that the determination of a matter may affect the interests Nepean F.A., 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 12.4 may participate in the hearing as an Affected Party, including by making submissions. The Affected Party is bound by any decision.
- e. If an Affected Party provided with notice elects to not participate in a hearing, that Affected Party cannot subsequently initiate a Grievance under these Regulations in relation to the same subject matter.

## 12.5 LEGAL REPRESENTATION

- a. A party (including an Affected Party) shall have the right to be represented by a lawyer at a Tribunal hearing. Details of legal representation must be set out in the Notice of Appeal or Notice of Response.
- b. Each party must bear its own costs in relation to the initiation or defence of a Grievance, including costs of legal representation, experts and witnesses and any travel or accommodation expenses.

## 12.6 PARENT/GUARDIAN

A party must be accompanied at a hearing before a Tribunal by a parent or legal guardian if he or she is under the age of eighteen (18).

## 12.7 NON-ATTENDANCE

- a. If any party or witness who has been properly notified of a hearing fails to attend a Tribunal hearing without showing sufficient cause for such failure, the hearing can proceed ex parte and determined in that party's absence, including as to Determination on the merits and/or sanction. An ex parte Determination of a Tribunal has the same force and effect as if it was made after a full hearing before that Tribunal.
- b. If any party or witness that fails to attend a Tribunal hearing without reasonable excuse or sufficient cause is a Member, that Member shall be deemed to have committed Misconduct and shall be subject to sanction under Section 8.2.

## 12.8 ADJOURNMENT

A party may apply in writing to a Tribunal at least two (2) business days before the start of any Tribunal hearing to have the hearing adjourned provided there are compelling circumstances which may warrant an adjournment, including avoiding significant costs, hardship or inconvenience to the party. Any decision to adjourn a hearing will be at the absolute discretion of the Tribunal.

## 12.9 GENERAL CONDUCT OF TRIBUNAL HEARINGS

- a. A Tribunal 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 Tribunal 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 Tribunal is empowered to:
  - i. take evidence. The admissibility and weight to be given to any evidence in a hearing shall be at the discretion of a Tribunal;
  - ii. require the attendance of any Member or Participant to give evidence;
  - iii. require the production of any document, information or other material in whatever form held by any Member;
  - iv. inform itself on any matter or thing in order to properly carry out its function in accordance with these Regulations.
- e. To the extent that a matter relating to the procedures of a Tribunal is not provided for by these Regulations, the Chairperson of a Tribunal may issue appropriate directions for the conduct of any matter or hearing.

## 12.10 DISCLOSURE OF TRIBUNAL MEMBERS

In the interests of ensuring independence, Nepean F.A. shall not disclose the identity of those Tribunal members prior to a hearing to any party.

## 12.11 CHALLENGE OF JURISDICTION OR OF A TRIBUNAL MEMBER

- a. If a Member wishes to allege that a Tribunal does not have jurisdiction, it must raise this objection in its Notice of Response or Notice of Appeal. A Tribunal has the power to rule on any objection that it has no jurisdiction. In general, a Tribunal should determine any challenge concerning its jurisdiction as a preliminary question. However, a Tribunal may proceed with the hearing and rule on such an objection in its final Determination.
- b. A Tribunal member may be challenged if circumstances exist that give rise to justifiable doubts as to his or her impartiality or independence. Such a plea must be raised in oral submissions as a preliminary question at the hearing. The Tribunal has the power to rule on this objection and, if the challenge fails, reasons must be provided in the final Determination.

## 12.12 ONUS OF PROOF

A Body shall make Determinations on the balance of probabilities.

## 12.13 COSTS GENERALLY

- a. The parties to a Tribunal hearing shall pay their own costs unless the Tribunal determines otherwise.
- b. In a hearing, the Tribunal may award the costs it considers appropriate on:
  - i. the application of a party to the proceeding; or
  - ii. its own initiative.
- c. In deciding whether to award costs, and the amount of the costs, the Tribunal may have regard to the following:
  - i. the outcome of the hearing;
  - ii. the conduct of the parties to the proceeding before and during the hearing;
  - iii. the nature and complexity of the hearing;
  - iv. any legal costs incurred by a party (including an Affected Party and a Tribunal);
  - v. the relative strengths of the claims made by each of the parties to the hearing;
  - vi. any contravention of the FA Rules and Regulations, FNSW Rules and Regulations or Nepean F.A. Inc Rules and Regulations by a party to the proceeding; and
  - vii. anything else the Tribunal considers relevant.
    - i. A party to a proceeding is not entitled to costs only because the Tribunal made an order or orders in a party's favour.
- d. The power of the Tribunal to award costs under these Regulations is in addition to the Tribunal's power to award costs under any other provision of the FA Rules and Regulations and Nepean F.A. Rules and Regulations.

## 12.14 CONTEMPT IN THE FACE OF A TRIBUNAL

- a. A person before a Tribunal must not:
  - i. insult a member of a Tribunal in relation to the exercise of the powers or functions of the Tribunal;
  - ii. repeatedly interrupt the proceedings of a Tribunal;
  - iii. create a disturbance or take part in creating or continuing a disturbance in or near a place where Tribunal is sitting;
  - iv. fail to comply in full with an order of the Tribunal; or
  - v. do any other act or thing that would, if a Tribunal were a court of record, constitute a contempt of a Tribunal.
- b. If a Tribunal considers that a person has breached this Section 12.14, then it may impose sanctions as it sees fit in accordance with these Regulations.

## 12.15 TRIBUNAL MAY HEAR PROCEEDINGS REGARDLESS OF RELATED CRIMINAL OR DISCIPLINARY ACTION

A Body may issue Suspensions or make a determination whether or not a Member:

- i. has been charged with, convicted of or sentenced for an offence arising out of the contravention;
- ii. is the subject of a pending disciplinary proceedings relating to the contravention; or
- iii. may be, or has been, subject to disciplinary action in relation to the contravention.

## 12.16 IMMUNITY

The parties to any proceedings brought under these Regulations, and their respective witnesses, agree not to institute or maintain any proceedings, or bring any claim against Nepean F.A., a Body or member of a Body, in respect of any act or omission during the course of a hearing or arising out of any Determination or findings made.

## 12.17 CORRECTION OF A DETERMINATION

Within a reasonable period of time of receipt of a Determination, either party (including an Affected Party) to a hearing may submit to [tribunals@nepeanfootball.com.au](mailto:tribunals@nepeanfootball.com.au) a request to correct in the Determination any errors in computation, any clerical or typographical errors or any other error of a similar nature. If the Tribunal considers the request to be justified, it will make the correction and reissue the Determination to the parties.

## 12.18 PUBLICATION AND CONFIDENTIALITY

- a. Subject to any term of a Determination imposing confidentiality or any other legal requirements, any Determination or Suspensions may be disclosed on the Nepean F.A. website.
- b. All evidence and information provided in proceedings of a Tribunal must 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.

## 12.19 LEGAL ADVICE

A Tribunal may, in its absolute discretion, seek legal advice prior to or during any hearing and as such is entitled to adjourn the hearing and/or prior to giving its Determination.

## 12.20 NEPEAN F.A. STAFF

Nepean F.A. staff shall not be required to provide evidence at a hearing (whether oral or written) unless Nepean F.A. is an Affected Party to a hearing or a Tribunal considers otherwise.

## 13. SUSPENSION ORDERS

### 13.1 INTERIM SUSPENSION ORDERS

- a. Where a Member has been charged by Nepean F.A. in relation to an alleged act of Misconduct (see Section 8.2) or with a criminal offence in connection with disciplinary action pursuant to these Regulations, the Board shall have the power to order that a Member be suspended, pending determination of such a matter, from all or any specific Football Activity for such period and on such terms and conditions as the Board considers fit (an “**Interim Suspension Order**”).
- b. The period of an Interim Suspension Order shall not be capable of lasting beyond the date upon which any charge of Misconduct or criminal offence or other disciplinary proceedings referred to in Section 13.1(a) above is decided or brought to an end.

### 13.2 SUSPENSION FOR SERIOUS CRIMINAL CHARGES AND OFFENCES

The Board or their Executive shall have the power to order that a Member be suspended from all or any specific Football Activity for such period and on such terms and conditions as it considers fit where the Member has been charged or convicted of a criminal offence and where the Executive considers there is a risk of physical harm to another Member.

### 13.3 SUSPENSION FOLLOWING DISQUALIFICATION FROM WORKING WITH CHILDREN

Where a Member is prohibited under child protection legislation from regulated activity relating to children, the Board or their Executive shall have the power to order that the individual be suspended immediately from all or any specific Football Activity for such a period and on such terms and conditions as it sees fit.

## 14. SERVING OF SUSPENSIONS

### 14.1 SUSPENSIONS TO BE SERVED IMMEDIATELY

- a. Subject to this Section 14, any Suspension imposed by a Body shall be served immediately and apply in respect of those Football Activities listed in the Notice of Suspension or a Determination.
- b. Members who have been charged for an Offence that carries more than the minimum Fixture Suspension shall remain ineligible for selection for any Nepean F.A. match until a Body has decided on the Suspension.
- c. A Member does not need to be registered to serve any Time Suspension but does need to be registered to serve a Fixture Suspension. Refer 14.3

### 14.2 CLUB RESPONSIBILITY ON SUSPENSIONS

The relevant Club shall be responsible for ensuring a Member is suspended in accordance with any Notice of Suspension or Determination.

### 14.3 FIXTURE SUSPENSIONS AND TIME SUSPENSIONS GENERALLY

- a. A Body may issue Suspensions either in terms of the number of Fixtures for which a Participant shall be suspended (**Fixture Suspension**) or the amount of time for which a Participant shall be suspended (**Time Suspension**).
- b. Unless otherwise specified, a Suspension imposed in terms of Fixtures on a Participant in:
  - i. eleven-a-side football only affects that Participant's participation in eleven-a-side football; or
  - ii. Social or Summer Football only affects that Participant's participation in Social or Summer Football
  - iii. Futsal only affects that Participant's participation in futsal.
- c. A Suspension imposed in terms of time (such as days, weeks or months) affects a Participant's participation for both that Participant's eleven-a-side, social or Summer Football and Futsal Club, regardless of the competition type the suspension was issued in.
- d. Upon issuing a Time Suspension, a Body must provide a start date and end date of the Suspension.
- e. A Participant issued with a Time Suspension shall be ineligible to participate in any Football Activity as directed in his or her Notice of Suspension or Determination and until such time as the Suspension has been served. For the avoidance of doubt, this includes participating in any Nepean F.A. Competition or other Association competition.
- f. A Participant who has been sent-off in any regular season competition, Premiership, Championship or Cup Fixture shall be suspended from participating in the next regular season



competition, Premiership, Championship or Cup Fixture, whichever occurs first. However, a Participant shall not serve this Suspension in a Pre-Season Competition or Trial Match.

- g. For the purposes of Section 14.3(f), a Participant must serve the Suspension in the same age- grade for which he or she received that Suspension, unless they received the suspension while serving as an upgraded player, in which case they shall serve their suspension in their regular age/grade. The participant shall not be eligible to participate in any Fixture until that Suspension is served in full.
- h. For the purposes of Section 14.3(f), any Suspension received during a Pre-Season Competition or Trial Match (sanctioned and administered by Nepean F.A.) are required to be served in that Pre-Season Competition or Trial Match in that Participant's team's next consecutive Trial Match, Pre-Season Competition Match, regular season competition, Premiership, Cup or Championship Fixture whichever occurs first until the Suspension is served in full.
- i. If a Participant is currently subject to a Suspension, that Participant may participate in a Trial Match if, and only if, the Participant's Club has obtained written approval from Nepean F.A. for the Participant to participate in that Trial Match.
- j. Players who have residual suspensions at the end of the current season may serve the remainder of their suspension in Football NSW Champion of Champions Tournament & FA Cup Tournament, provided that a copy of the team sheet from the external match is provided to Nepean FA that clearly shows the suspended player as listed in the team but not having taken part. In State Cup tournaments, players who are suspended at the time of player nominations to the tournament, may not be listed as part of a team with a view to reducing their Nepean FA issued suspension. They may be listed as part of the team, but their Nepean FA suspensions will not be counted as served when missing a State Cup match.
- k. Should a Participant receive a Suspension in a Nepean F.A. Representative Match (for example FNSW state titles) that Suspension shall be served in the next consecutive Fixture, (be that a Nepean F.A. Representative Match, Premiership, Championship or Cup Match) which that Participant's team or Club played in, until the Suspension is served in full.
- l. Only those Matches actually played count towards the completion of any Fixture Suspension.
- m. Notwithstanding Section 14.3(l), if a Match is abandoned or forfeited pursuant to Nepean F.A. Rules and Regulations then that Match can be considered in relation to serving a Suspension but only if the suspended Player's team did not contribute to the facts that led to the abandonment or forfeiture of a Match.
- n. Nepean F.A. shall have the final decision on whether a Suspension or part thereof may be served in an abandoned or forfeited Match.

#### 14.4 NON-SELECTION OF NEPEAN F.A. REPRESENTATIVE TEAMS

If a Participant has been selected to represent Nepean F.A. or a region in a representative competition, event or tournament and then subsequently has been issued with a Suspension or Interim Suspension Order (see Section 13.1) Nepean F.A. may, in its absolute discretion, decide to suspend the Participant

from representing Nepean F.A. or the region at that representative competition, event or tournament. Any decision made by Nepean F.A. under this Section 14.4 is final and not subject to any appeal.

## 15. CONDUCT

### 15.1 INSOLVENT CONDUCT

- a. Where any Member suffers an Insolvency Event, it shall be referred to the Board who may:
  - i. in the case of a Club during the playing season, deduct any or all points it has accumulated in the relevant Competition in which it participates;
  - ii. in the case of a Club during the off-season, deduct points prior to the commencement of the next Competition in which it participates;
  - iii. in the case of a Member, suspend or expel the Member from membership in accordance with the Nepean F.A. Rules and Regulations; or
  - iv. take such action it considers reasonable to protect the interests of Nepean F.A. and the game of football.
- b. A decision made by the Board under Section 15.1(a) is final and not subject to appeal.

### 15.2 MISCONDUCT

Misconduct shall mean any act or omission by a Member which:

- a. constitutes a breach of the FIFA Statutes and Regulations;
- b. constitutes a breach of the FA Rules and Regulations;
- c. constitutes a breach of the Laws of the Game;
- d. constitutes a breach of a Nepean FA Rules and Regulations (including these Regulations) unless a document contains a provision or provisions for dealing with any breach thereof;
- e. is unsportsmanlike or unprofessional;
- f. brings or may bring the game into Disrepute or damage the reputation and goodwill of the game;  
or
- g. in the opinion of Nepean F.A. is or may be prejudicial to the interests or reputation of either the game of football in the State, Nepean F.A. or any of its sponsors.

## 16. ON-FIELD MISCONDUCT

### 16.1 YELLOW CARD

- a. A Yellow Card is issued by a Match Official to a Player due to the following cautionable offences specified at Law 12 of the Laws of the Game and shall be given as follows:

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

- b. For the avoidance of doubt, if a Player receives two (2) Yellow Cards in a Match, resulting in a Red Card Offence, then neither caution shall be considered when accumulating cautions pursuant to Sections 16.2 to 16.4.
- c. A yellow card issued during an abandoned Match will be annulled if that Match is replayed and upheld if that Match is not replayed.
- d. The Referee may, when issuing a caution under Y2, Dissent, direct the player to the sideline for a period of 5 minutes for U12-U17 age group, or for 10 minutes for U18 and above age groups where a player has shown dissent towards a match official.
- i. In such circumstances, the player must leave the field immediately and may not be replaced for the duration of the temporary suspension.
  - ii. The player will return to play upon an instruction issued by the referee.
  - iii. The referee is the sole timekeeper in determining of the temporary suspension has been served.
  - iv. If the same player is issued with another yellow card in the same match, they are considered to have received their 2<sup>nd</sup> yellow card (caution) in the match and will be shown the red card and sent from the field of play for the remainder of the match. A player sent from the field of play must remove themselves from the sideline.

## 16.2 ACCUMULATION OF YELLOW CARDS

- (a) A Player who accumulates five (5) Yellow Cards irrespective of the age-grade in which they are received, must serve a mandatory one (1) Fixture Suspension. That Mandatory Match Suspension must be served immediately.
- (b) A Player who accumulates an additional three (3) Yellow Cards (in total eight (8) Yellow Cards), irrespective of the age-grade in which they are received, must serve a Mandatory Match

Suspension of two (2) Fixtures. That Mandatory Match Suspension must be served immediately.

- (c) A Player who accumulates an additional two (2) Yellow Cards (in total ten (10) Yellow Cards), irrespective of the age-grade in which they are received, must serve a Mandatory Match Suspension of three (3) Fixtures. The Mandatory Match Suspension must be served immediately.
- (d) A Player who accumulates his or her eleventh (11th) Yellow Card in total, irrespective of the age-grade in which they are received, must appear before the General Purposes Tribunal and must not participate in any Fixture until he or she has appeared before the General Purposes Tribunal and served in full any sanction imposed by the General Purposes Tribunal.
- (e) A Mandatory Match Suspension incurred as a result of the accumulation of Yellow Cards pursuant to this section 16.2 must be served in accordance with section 14.3.
- (f) Yellow Cards received during a Premiership Season and Cup competitions will carry over into the Championship Series competitions.

### 16.3 RED CARD OFFENCES

- a. Subject to Section 7, a Participant who receives a Red Card must serve a mandatory one (1) Fixture Suspension.
- b. A Red Card may be issued by a Match Official during a Match against a Participant who engages in any one of the following offences and also listed at the Table of Offences at [Schedule 3](#) to these Regulations:

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 goalkeeper within his own penalty area)
R5	denying an obvious goal-scoring opportunity to an opponent moving towards the player's goal by an offence punishable by a free kick or a penalty kick
R6	using offensive, insulting or abusive language and/or gestures
R7	receiving a second caution in the same match

- c. Suspensions shall be served immediately and in accordance with Section 14 of these Regulations.
- d. Red Cards issued during an abandoned Match will be upheld regardless of whether the Match is replayed or not.
- e. The association will apply a fee as per [Schedule 4](#) to the club of the player receiving the red card.

## 16.4 ACCUMULATION OF RED CARDS

Subject to the Table of Offences, a Participant who accumulates three (3) Red Cards in Nepean F.A. Competitions in anyone (1) Competition Season shall not be eligible to participate in any Match after receiving his or her third (3rd) Red Card Offence and until he or she has appeared before the GPT and has served the sanction imposed by the GPT.

## 16.5 CLUB RESPONSIBILITY FOR RECORDING ACCUMULATION OF YELLOW AND RED CARDS OFFENCES

- a. It is a Club's responsibility to keep accurate records of the Yellow and Red Card Offences received by its Players and Officials regardless of whether a Participant may have accumulated Yellow or Red Card Offences while registered with a previous Club.
- b. It is a Club's responsibility to ensure that any Participant who has incurred a Fixture Suspension serves that sanction in full.

## 16.6 TEAM MISCONDUCT

- a. The Disciplinary Committee may impose additional Suspensions on a Club for the Misconduct of a team, including when:
  - i. five (5) **or more** Players are given Yellow Cards or Red Cards during one (1) Match;
  - ii. three (3) Players are given Red Cards during one (1) Match;
  - iii. one or more together make threats or show force against a Match Official; or
  - iv. Players and/or Participants engage in violent conduct.
- b. The relevant sanctions for team misconduct are set out at [Schedule 3](#) to these Regulations.

## 16.7 ADMINISTRATIVE LEVIES APPLIED TO DISCIPLINARY COMMITTEE FINDINGS

The Association may apply an administrative fee for accumulation of yellow cards that result in a suspension, red cards that are upheld by the Disciplinary Committee and Team Misconduct charges as per [Schedule 4](#)

## 16.8 TEAM OFFICIALS AND CLUB OFFICIALS

The Disciplinary Committee has jurisdiction to issue Suspensions based on the Match Official Reports and in accordance with the Table of Offences against Team Officials and Club Officials.

A Team Official or Club Official who has been expelled from the field of play by a Match Official must serve the Suspensions issued by the Disciplinary Committee immediately and the Suspension may apply across all Football Activities.

## 16.9 REFUSAL TO TAKE THE FIELD OF PLAY AND MASS WALK-OFFS

Any Club which by the conduct of its Players, Team or Club Officials or Spectators caused a Match to be terminated or abandoned as a result of refusing to take the field or mass walk-offs shall be deemed to have brought the game into Disrepute and as a result Nepean F.A. may, in its absolute discretion, charge a Participant or the Club itself.

## 17. SOCIAL MEDIA AND DETRIMENTAL PUBLIC COMMENT

- a. Without limiting the FNSW Social Media Policy (adopted on 30 August 2012) or FA Rules and Regulations, Members must not make public or media comment (including via social media) which is detrimental to the interests of the game.
- b. Without limitation, Members will breach these Regulations and be deemed to be making comment detrimental to the interests of the game if in making any public or media comment it:
  - i. denigrates or criticises another Member, whether in relation to incidents that have occurred in a match or otherwise;
  - ii. denigrates or criticises Nepean F.A., FNSW or FA or any of its commercial partners;
  - iii. denigrates or criticises a Participant by inappropriately commenting on any aspect of his or her performance, abilities or characteristics;
  - iv. comments on the likely outcome of hearing;
  - v. criticises the outcome of a hearing; or
  - vi. criticises any evidence, submission or other comment made by any person at a hearing.
- c. Nepean F.A. may, in its absolute discretion, investigate such matters and charge Members under these Regulations and refer the matter to the GPT for Determination.

## 18. SPECTATORS

- a. The FNSW Terms of Admission Policy and the FA Spectator Code of Behaviour applies to all Spectators attending any Match.
- b. The GPT has jurisdiction to issue Suspensions against Spectators.
- c. In the event of a breach of the FNSW Terms of Admission Policy, Nepean F.A. may refer the matter to the GPT and seek an appropriate sanction including but not limited to excluding Spectators from all Matches within Nepean F.A. jurisdiction.

- d. Any ban imposed by FA or Football NSW under its applicable rules and regulations against a person may be endorsed and applied by Nepean F.A. across all Matches.
- e. Any ban imposed by a Club, Centre or Association Member under its applicable rules and regulations may be endorsed and applied by Nepean F.A. across all Matches upon written application.

## 19. ELECTRONIC EVIDENCE.

- a. Still photographic evidence is inadmissible.
- b. Video evidence may be accepted, in the following circumstances:
  - i. Mistaken identity,
  - ii. In case of breaches of NFA regulations involving serious, violent conduct.
- c. Video evidence must be continuous, unedited and show the incident in its entirety.
- d. Video must be date stamped and accompanied by a written statement from the individual who videoed the incident.
- e. The individual who videoed the incident must be prepared to attend a tribunal hearing.
- f. NFA reserves the right to determine if the video evidence is admissible.

## SCHEDULE 1: DEFINITIONS

**“Affected Party”** means a party (including Nepean F.A.) who may be affected by a decision based on the relief sought by a Member submitting a Notice of Appeal or Grievance Form under these Regulations;

**“Appeals Tribunal” or “AT”** means the Body responsible for hearing and determining appeals set out in Section 9;

**“Appeals Tribunal Determination or AT Determination”** means a decision or Determination made by the AT pursuant to Section 9;

**“Application Fees”** means the applicable fees to appear before a GPT or AT pursuant to **Schedule 4**;

**“Association Member”** means those admitted from time to time as association members of Football NSW under the Football NSW Constitution;

**“Association and Regulations”** mean any rules, regulations, policies, procedures, directives, codes of conduct and guidelines developed, promulgated and implemented by Nepean F.A.

**“Board”** mean the directors of Nepean F.A. appointed or elected from time to time;

**“Body”** means a body established under Section 5 of these Regulations;

**“Centre”** means an affiliated entity formed for the purpose of playing futsal in the Competitions;

**“Championship”** means the final series conducted at the completion of the Competition in accordance with the Nepean F.A. Rules and/or Regulations;

**“Chairperson”** means a chairperson or vice-chairperson of a Tribunal appointed under Section 6;

**“Claim”** means a claim or disagreement by, against or between Members;

**“Club”** means an entity formed for the purpose of playing football or futsal in the Competitions under the jurisdiction of the Nepean F.A.

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

**“Competitions”** means any or all of the football matches or competitions conducted by Nepean F.A.

**“Complaint”** means an allegation that a Member’s conduct is unethical and/or in breach of FA Rules and Regulations, Nepean F.A. Rules and Regulations or a Member Association’s rules and regulations;

**“Cup”** means a tournament or event conducted by Nepean F.A. which includes, but not limited to, the Nepean Cup played in accordance with the Nepean F.A. Rules and Regulations;

**“Determination”** means a decision made by a Tribunal in accordance with these Regulations;

**“Disciplinary Committee or DC”** means the Body responsible to make decisions under Section 7;

**“Disrepute”** has its meaning given to it under the FA Code of Conduct. For the purposes of these Regulations, a reference to FA in the FA Code of Conduct shall also be a reference to Nepean F.A.

**“Executive”** means the Chief Executive Officer of Nepean F.A. or his or her nominee;

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

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

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



“**FIFA**” means Federation Internationale de Football Association, its successor or assignee;

“**Fixture**” means a meeting of two (2) clubs as scheduled in all grades applicable;

“**Football Activity**” means any activity of a football nature that takes place on the field of play, playing area or within the external surrounds of a ground or venue or any other activity relating or incidental to the objects of Nepean F.A.

“**Football NSW Rules and Regulations**” mean any rules, regulations, policies, procedures, directives, codes of conduct and guidelines developed, promulgated and implemented by Nepean F.A.

“**General Purposes Tribunal or GPT**” means the Body responsible for hearing and determining matters under Section 8;

“**General Purposes Tribunal Determination or GPT Determination**” means a decision made by the GPT pursuant to Section 8;

“**Grievance**” means either a Claim or Complaint as the case requires;

“**Grievance Form**” means the prescribed form for raising a Grievance with Nepean F.A.

“**Ineligible Players**” means Players who have been issued with Suspensions by FA, FNSW, Nepean F.A. a Club, Centre or an Association;

“**Insolvency Event**” any of the following:

- (i) is unable to pay from the person’s own money all the person’s debts as and when they become due and payable, or is unable to pay from the club’s own money all the club’s debts as and when they become due and payable;
- (ii) is taken or must be presumed to be insolvent or unable to pay its debts under any applicable legislation;
- (iii) an application or order is made for the winding up or dissolution or a resolution is passed, or any steps are taken to pass a resolution for the winding up or dissolution of a Member;
- (iv) an administrator, provisional liquidator, liquidator or person having a similar or analogous function under the laws of any relevant jurisdiction is appointed or any action is taken to appoint any such person and the action is not stayed, withdrawn or dismissed within seven days;
- (v) a receiver or receiver and manager is appointed in respect of any property of a Member;
- (vi) a corporation is deregistered under the *Corporations Act 2001(Cth)* or notice of its proposed deregistration is given to the corporation;
- (vii) a distress, attachment or execution is levied or becomes enforceable against any property of a Club;

- (viii) a Club enters into or takes any action to enter into an arrangement (including a scheme of arrangement or deed of company arrangement), composition or compromise with, or assignment for the benefit of, all or any class of the person's creditors or members or a moratorium involving any of them;
- (ix) a Club presents a declaration of intention under Section 54A of the *Bankruptcy Act 1966* (Cth); or
- (x) anything analogous to or of a similar effect to anything described above under the law of any relevant jurisdiction occurs in respect of a Club;

**"Laws of the Game"** means the official laws of the game of football and futsal as promulgated by FIFA;

**"Match"** means any match played in a Nepean F.A. Competition, Cup, Premiership, other event or tournament under Nepean F.A. control;

**"Match Official"** means a referee, assistant referee, fourth official, match commissioner, any person in charge of safety or any other person in connection with a Match;

**"Match Official Report"** means either a Match Official Send Off Report or a Match Official Incident Report prepared and submitted by Match Officials to Nepean F.A.

**"Match Official Incident Report"** means a report prepared and submitted by a Match Official to Nepean F.A. which sets out any incidents which occurred prior to, during or after a Match;

**"Match Official Send Off Report"** means a report prepared and submitted by a Match Official to Nepean F.A. which sets out any Yellow Cards and Red Card Offences that occurred during a Match;

**"Member"** means for the purposes of these Regulations a Club, a Participant or anyone else deemed a Member in accordance with the Constitution;

**"Misconduct"** has its meaning given to it under Section 15.2 of these Regulations;

**"NFA"** means Nepean Football Association Incorporated ABN 27 298 517 519 which is the Regional Sports Organisation for the control of football (soccer) within its boundaries;

**"NFA Inc Competitions"** means any or all of the football matches, tournaments, events or competitions owned or conducted by Nepean F.A. Inc

**"NFA Inc Representative Match"** means any match played by a Participant for a representative side controlled or administered by Nepean F.A. or FNSW.

**"Notice of Proceedings"** means a Notice submitted by NFA Inc to parties subject to a hearing;

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

**“Notice of Suspension Served”** means a Notice submitted by a Club to notify NFA Inc that a Member’s suspension has been fully served;

**“Notice of Appeal”** means a Notice submitted by a party to NFA Inc wishing to appeal a decision of a Body or Association Appeals Committee;

**“Notice of Charge”** means a Notice submitted by NFA Inc charging a Member with Misconduct;

**“Notice of Response”** means the prescribed form submitted by a Member having been charged with Misconduct pursuant to these Regulations;

**“Notification Form”** means the prescribed form notifying NFA Inc of a Participant’s intention to not accept a Suspension issued by the DC;

**“Offences”** includes those offences committed by a Member set out in the Table of Offences;

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

**“Participant”** means a Player, Official or Spectator;

**“Player”** means any person who participates in a Match, irrespective of whether he or she is registered with FA, junior or senior or an amateur or professional;

**“Pre-Season Competition”** means Fixtures or matches played prior to the commencement of a Nepean F.A. Inc Competition;

**“Premiership”** means Matches (both home and away) that a team competes in during a Season in accordance with the Nepean F.A. Inc Rules and Regulations;

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

**“Regulations”** means these Nepean F.A. Inc Grievance and Disciplinary Regulations;

**“Season”** means from the commencement of a Nepean F.A. Inc Competition to the conclusion of a Nepean F.A. Inc Competition unless otherwise directed by Nepean F.A. Inc

**“Spectator”** means a person who attends a Match;

**“State”** means the state of New South Wales with the exception of the northern regions of NSW which are identified by FA as “Northern NSW”;

**“Suspensions”** means the suspensions issued by a Body pursuant to these Regulations;

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

**“Team Official”** means any person involved with the management, preparation or participation of 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, Centre or an Association Member;

**“Temporary Dismissal” or TD** means an otherwise cautionable offence for dissent (by action or word) towards a referee, which, in lieu of a Yellow Card, is punished by an immediate suspension from participating in the next five or ten minutes of the Match, dependant upon the age/grade of the match. Temporary Dismissals apply only in the Competitions of Under 12 years and above.

**“Trial Match”** means any Match played by two Clubs which does not form part of a Nepean F.A. Inc Competition, Cup, Premiership, other event or tournament but has been sanctioned by Nepean F.A. Inc

**“Tribunal”** means the General Purposes Tribunal or the Appeals Tribunal;

**“Vexatious Claim”** means a Claim or Complaint instituted without sufficient grounds and serving or designed only to cause annoyance to another Member;

**“Yellow Cards”** means a caution of a Player by a Match Official for an infringement set out in Section 16.1.

## SCHEDULE 2: PRESCRIBED FORMS AND EMAIL ADDRESSES

DOCUMENT	EMAIL ADDRESS
<b>Team Sheets (Prescribed Form 01) –</b> <i>Blank forms not available. Forms must be generated by iCompMan</i>	<a href="mailto:admin@nepeanfootball.com.au">admin@nepeanfootball.com.au</a>
<b>Match Official Send-Off Reports (Prescribed Form 02)</b>	Linked form will automatically send to NRG
<b>Match Official Incident Reports (Prescribed Form 03)</b>	Linked form will automatically send to NRG
<b>Written Statement by Participant claiming mistaken identity in a Match Official Send-Off Report (Prescribed Form 04)</b>	<a href="mailto:tribunals@nepeanfootball.com.au">tribunals@nepeanfootball.com.au</a>
<b>Written Statement by Participant committing the Offence in relation to mistaken identity in a Match Official Send- Off Report (Prescribed Form 05)</b>	<a href="mailto:tribunals@nepeanfootball.com.au">tribunals@nepeanfootball.com.au</a>
<b>Written Statement by the Club in relation to mistaken identity in a Match Official Send-Off Report (Prescribed Form 06)</b>	<a href="mailto:tribunals@nepeanfootball.com.au">tribunals@nepeanfootball.com.au</a>
<b>Written Statement by Participant claiming mistaken identity in a Match Official Incident Report (Prescribed Form 07)</b>	<a href="mailto:tribunals@nepeanfootball.com.au">tribunals@nepeanfootball.com.au</a>
<b>Written Statement by Participant committing the Offence in relation to mistaken identity in a Match Official Incident Report (Prescribed Form 08)</b>	<a href="mailto:tribunals@nepeanfootball.com.au">tribunals@nepeanfootball.com.au</a>
<b>Written Statement by the Club in relation to mistaken identity in a Match Official Incident Report (Prescribed Form 09)</b>	<a href="mailto:tribunals@nepeanfootball.com.au">tribunals@nepeanfootball.com.au</a>
<b>Written Statement by Participant Pursuant to Section 7.4 (Prescribed Form 10)</b>	<a href="mailto:tribunals@nepeanfootball.com.au">tribunals@nepeanfootball.com.au</a>
<b>Notice of Appeal of a DC (Prescribed Form 11)</b>	<a href="mailto:tribunals@nepeanfootball.com.au">tribunals@nepeanfootball.com.au</a>
<b>Notice of Response (Prescribed Form 12)</b>	<a href="mailto:tribunals@nepeanfootball.com.au">tribunals@nepeanfootball.com.au</a>
<b>Notice of Appeal of a Decision of a GPT (Prescribed Form 13)</b>	<a href="mailto:tribunals@nepeanfootball.com.au">tribunals@nepeanfootball.com.au</a>
<b>Grievance Form (Prescribed Form 14)</b>	<a href="mailto:tribunals@nepeanfootball.com.au">tribunals@nepeanfootball.com.au</a>
<b>Notice of Appeal of a Decision of an Association’s Appeals Committee (Name of form corrected) (Prescribed Form 15)</b>	<a href="mailto:tribunals@nepeanfootball.com.au">tribunals@nepeanfootball.com.au</a>

## SCHEDULE 3: TABLE OF OFFENCES

### TABLE A: OFFENCES BY PLAYERS

Second or subsequent Offences: Where a Member has been found guilty of an Offence and then commits the same Offence on a second or subsequent occasion within two (2) years of the expiration of the Suspension issued in respect of the previous Offence, the second or subsequent Offence will be considered a Second or subsequent Offence for the purposes of sanctioning under Schedule 3.<sup>1</sup>

For the purposes of clarity, MMS is equal to 1 fixture suspension.

RED CARD	Grade	OFFENCE DESCRIPTION	GRADING GUIDELINES	INCIDENCE	PARTICIPANT SANCTION			
					SUSPENSION <i>(Minimum)</i>	SUSPENSION <i>(Maximum)</i>		
R1	01-01	<b>Serious foul play</b>  <i>(Typically, but not limited to, tackles or challenges on an opponent with the ball)</i>	Serious foul play tackle or challenge	First	MMS	24 months		
	01-02			Second & subsequent	MMS + 1 Fixture			
	02-01		Attempting to gain possession of the ball using excessive force	First	2 Fixtures	24 months		
	02-02			Second & subsequent	3 Fixtures			
	03-01		Conduct that endangers the safety of an opponent in a contest for the ball or has the potential to cause injury	First	3 Fixtures	24 months		
	03-02			Second & subsequent	4 Fixtures			
	04-01		Conduct causing minor injury	First	5 Fixtures	24 months		
	04-02			Second & subsequent	6 Fixtures			
	05-01		Conduct causing serious injury	First	7 Fixtures	24 months		
	05-02			Second & subsequent	11 Fixtures			
	R2		01-01	<b>Violent conduct</b>		First	MMS	

<sup>1</sup> Schedule 3 – Tables A, B, C, C.1, and D have all been amended to reflect the corresponding FNSW Tables in their G&D regulations, to the extent that they should be considered “Deleted and Replaced”. Most suspension have been amended to lower than previous suspension, none have been increased.

RED CARD	Grade	OFFENCE DESCRIPTION	GRADING GUIDELINES	INCIDENCE	PARTICIPANT SANCTION	
					SUSPENSION (Minimum)	SUSPENSION (Maximum)
	01-02	<i>(Typically, but not limited to, the use of or attempted use of excessive force against an opponent when not challenging for the ball (ball not in play), or against a team mate, Club Official, Team Official, Match Official or Spectator)</i>	Excessive force	Second & subsequent	MMS +1 Fixture	24 months
	02-01		Violent conduct	First	4 Fixtures	24 months
	02-02			Second & subsequent	6 Fixtures	
	03-01		Serious and/or premeditated violent conduct	First	7 Fixtures	24 months
	03-02			Second & subsequent	9 Fixtures	
	04-01			Serious violent conduct that has caused bodily harm or responsibility for a melee	First	
	04-02		Second & subsequent		21 Fixtures	
R3	01-01	<b>Spitting at an opponent or any other person</b>	Spitting at or towards an opponent or any other person	First	5 Fixtures	24 months
	01-02			Second & subsequent	9 Fixtures	
	02-01		Spitting on an opponent or any other person	First	9 Fixtures	24 months
	02-02			Second & subsequent	17 Fixtures	
R4	01-01	<b>Denying goal-scoring opportunity</b>	Denying the opposing team a goal or an obvious goal-scoring opportunity by deliberately handling the ball (except a goalkeeper within their penalty area)	First	MMS	MMS
	01-02			Second & subsequent	MMS	
R5	01-01	<b>Denying goal scoring opportunity</b>	Denying an obvious goal-scoring opportunity to an opponent moving towards the opponent's goal by an offence punishable by a free kick	First	MMS	MMS
	01-02			Second & subsequent	MMS	
R6	01-01	<b>Offensive, insulting, abusive or intimidating language and/or gestures</b>	Using offensive, insulting or abusive language and/or gestures in frustration	First	MMS	24 months
	01-02			Second & subsequent	2 Fixture	
	02-01		Using offensive, insulting or abusive language and/or gestures directed at or towards another person	First	2 Fixtures	24 months
	02-02			Second & subsequent	4 Fixtures	

RED CARD	Grade	OFFENCE DESCRIPTION	GRADING GUIDELINES	INCIDENCE	PARTICIPANT SANCTION	
					SUSPENSION (Minimum)	SUSPENSION (Maximum)
	03-01		Incitement to violence, or repeated use of offensive language and/or gestures, to another person	First	5 Fixtures	24 months
	03-02			Second & subsequent	9 Fixtures	
	04-01		Use of discriminatory, homophobic, racist, religious, ethnic or sexist language and/or gestures	First	7 Fixtures	24 months
	04-02			Second & subsequent	15 Fixtures	
R7	01-01	Second caution	2nd Yellow Card in a Match	All incidents	MMS	MMS

## TABLE B: OFFENCES BY PARTICIPANTS AGAINST MATCH OFFICIALS

Where the Offence giving rise to the Red Card was committed against a Match Official, the applicable Minimum and Maximum Suspensions are those set out in Table B.

OFFENCE CODE	OFFENCE DESCRIPTION	INCIDENCE	PARTICIPANT SANCTION	
			SUSPENSION (Minimum)	SUSPENSION (Maximum)
01-01	Fail to abide by or comply with a direction of a Match Official	First	1 Fixture	24 months
01-02		Second & subsequent	2 Fixtures	
02-01	Disputing a decision of a Match Official or dissent or unsportsmanlike /unprofessional behaviour <i>[R6 for Players]</i>	First	1 Fixture	24 months
02-02		Second & subsequent	2 Fixtures	
03-01	Using offensive, insulting or abusive language or gestures in frustration <i>[R6 for Players]</i>	First	1 Fixture	24 months
03-02		Second & subsequent	2 Fixtures	
04-01	Use offensive, insulting or abusive language and/or gestures (isolated incident) <i>[R6 for Players]</i>	First	3 Fixtures	24 months
04-02		Second & subsequent	5 Fixtures	
05-01	Use offensive, insulting or abusive language and/or gestures (repeated and/or excessive conduct) <i>[R6 for Players]</i>	First	5 Fixtures	24 months
05-02		Second & subsequent	7 Fixtures	
06-01	Indecent gestures <i>[R6 for Players]</i>	First	7 Fixtures	24 months
06-02		Second & subsequent	11 Fixtures	
07-01	Provocation or incitement of hatred or violence	First	9 Fixtures	



<u>OFFENCE CODE</u>	<u>OFFENCE DESCRIPTION</u>	<u>INCIDENCE</u>	<u>PARTICIPANT SANCTION</u>	
			<u>SUSPENSION (Minimum)</u>	<u>SUSPENSION (Maximum)</u>
07-02	<i>[R6 for Players]</i>	Second & subsequent	13 Fixtures	24 months
08-01	Use of discriminatory, homophobic, racist, religious, ethnic or sexist language and/or gestures <i>[R6 for Players]</i>	First	11 Fixtures	24 months
08-02		Second & subsequent	13 Fixtures	
09-01	Threatening or intimidating language or conduct towards a Match Official <i>[R6 for players]</i>	First	12 Fixtures	24 months
09-02		Second & subsequent	16 Fixtures	
10-01	Threat of physical violence towards a Match Official or his/her family or property <i>[R6 for Players]</i>	First	12 months	24 months
10-02		Second & subsequent	2 years	
11-01	Inappropriate contact with a Match Official <i>[R2 for Players]</i>	First	2 Fixtures	24 months
11-02		Second & subsequent	3 Fixtures	
12-01	Pushing or Tripping a Match Official <i>[R2 for Players]</i>	First	12 months	Life
12-02		Second & subsequent	2 years	
13-01	Striking a Match Official with a ball or other object <i>[R2 for Players]</i>	First	12 months	Life
13-02		Second & subsequent	2 years	
14-01	Punching, kicking, elbowing or striking a Match Official <i>[R2 for Players]</i>	First	2 years	Life
14-02		Second & subsequent	4 years	
15-01	Spitting at or towards a Match Official <i>[R3 for Players]</i>	First	12 months	Life
15-02		Second & subsequent	2 years	
16-01	Spitting on a Match Official <i>[R3 for Players]</i>	First	2 years	Life
16-02		Second & subsequent	4 years	

\* In respect of Players, Column 2 also references the relevant sending-off offences R1 to R6 under the FIFA Laws of the Game

**TABLE C: OTHER OFFENCES BY MEMBERS**

<b><u>OFFENCE CODE</u></b>	<b><u>OFFENCE DESCRIPTION</u></b>	<b><u>INCIDENCE</u></b>	<b><u>PARTICIPANT SANCTION</u></b>	
			<b><u>SUSPENSION</u></b> <i>(Minimum)</i>	<b><u>SUSPENSION</u></b> <i>(Maximum)</i>
01-01	Unauthorized entry onto the Field of Play	<i>First</i>	1 Fixture / 1 week	8 Fixtures / 2 months
01-02		<i>Second &amp; subsequent</i>	2 Fixtures/ 2 weeks	
02-01	Failure to follow any reasonable direction of an Match or Ground Official in relation to conduct and/or behaviour at a match	<i>First</i>	1 Fixture / 1 week	12 Fixtures / 3 months
02-02		<i>Second &amp; subsequent</i>	2 Fixtures/ 2 weeks	
03-01	Unsportsmanlike or unprofessional behaviour	<i>First</i>	4 Fixtures / 1 month	24 months
03-02		<i>Second &amp; subsequent</i>	8 Fixtures / 2 months	
04-01	Failure to provide a safe environment for Participants or to maintain public order at a Match	<i>First</i>	4 Fixtures / 1 month	24 months
04-02		<i>Second &amp; subsequent</i>	8 Fixtures / 2 months	
05-01	Failure to provide identifying details of an individual when reasonably requested to do so	<i>First</i>	2 Fixtures/ 2 weeks	24 months
05-02		<i>Second &amp; subsequent</i>	4 Fixtures / 1 month	
06-01	Use offensive, insulting or abusive language and/or gestures (isolated incident)	<i>First</i>	2 Fixtures/ 2 weeks	24 months
06-02		<i>Second &amp; subsequent</i>	4 Fixtures / 1 month	
07-01	Use offensive, insulting or abusive language and/or gestures (repeated conduct)	<i>First</i>	4 Fixtures / 1 month	24 months
07-02		<i>Second &amp; subsequent</i>	8 Fixtures / 2 months	
08-01	Indecent gestures	<i>First</i>	4 Fixtures / 1 month	24 months
08-02		<i>Second &amp; subsequent</i>	8 Fixtures / 2 months	
09-01	Provocation of hatred or violence	<i>First</i>	4 Fixtures / 1 month	24 months
09-02		<i>Second &amp; subsequent</i>	8 Fixtures / 2 months	

<b>OFFENCE CODE</b>	<b>OFFENCE DESCRIPTION</b>	<b>INCIDENCE</b>	<b>PARTICIPANT SANCTION</b>	
			<b>SUSPENSION (Minimum)</b>	<b>SUSPENSION (Maximum)</b>
10-01	Incitement of hatred or violence	<i>First</i>	8 Fixtures / 2 months	24 months
10-02		<i>Second &amp; subsequent</i>	12 Fixtures / 3 months	
11-01	Use of discriminatory, homophobic, racist, religious, ethnic or sexist language and/or gestures	<i>First</i>	8 Fixtures / 2 months	24 months
11-02		<i>Second &amp; subsequent</i>	12 Fixtures / 3 months	
12-01	Participating in a melee (non-violent)	<i>First</i>	4 Fixtures / 1 month	24 months
12-02		<i>Second &amp; subsequent</i>	12 Fixtures / 3 months	
13-01	Instigator of a melee (non-violent)	<i>First</i>	8 Fixtures / 2 months	24 months
13-02		<i>Second &amp; subsequent</i>	16 Fixtures / 4 months	
14-01	Participating in a violent melee	<i>First</i>	12 Fixtures / 3 months	Life
14-02		<i>Second &amp; subsequent</i>	20 Fixtures / 5 months	
15-01	Instigator of a violent melee	<i>First</i>	16 Fixtures / 4 months	Life
15-02		<i>Second &amp; subsequent</i>	32 Fixtures / 8 months	
16-01	Assault/striking	<i>First</i>	8 Fixtures / 2 months	Life
16-02		<i>Second &amp; subsequent</i>	16 Fixtures / 4 months	
17-01	Violent conduct	<i>First</i>	12 Fixtures / 3 months	Life
17-02		<i>Second &amp; subsequent</i>	24 Fixtures / 6 months	
18-01	Serious violent conduct (including, but not limited to, spitting at or on a Player, Spectator, Club Official, Team Official or NFA representative)	<i>First</i>	12 months	Life
18-02		<i>Second &amp; subsequent</i>	2 years	
19-01	Damaging property/equipment	<i>First</i>	2 Fixtures	24 months
19-02		<i>Second &amp; subsequent</i>	8 fixtures/ 2 months	
20-01	Contempt against a Body (Deliberately misleading a Body)	<i>First</i>	4 Fixtures / 1 month	

20-02		<i>Second &amp; subsequent</i>	8 Fixtures/ 2 months	5 years
21-01	Breach of the FNSW Privacy Policy, the FA Privacy Policy or any privacy policy applicable to a Member's collection, use and disclosure of personal information	Such penalty as NFA or a Tribunal may determine		
22-01	Bringing the game into Disrepute	<i>First</i>	6 Fixtures/6 weeks	Life
22-02		<i>Second &amp; subsequent</i>	12 Matches/ 3 months	
23-01	<b>Detrimental Public Comment (including Media and Social Media)</b>	<i>First</i>	8 Fixtures / 2 months	Such penalty as NFA or a Tribunal may determine
23-02		<i>Second &amp; subsequent</i>	16 Fixtures / 4 months	
24-01	Failure of an <b>affiliated club</b> to provide identifying details of an individual when reasonably requested to do so	Such penalty as NFA or a Tribunal may determine		
25-01	Other action or behaviour in breach the FA Code of Conduct, the FA Spectator Code of Behaviour and/or the FA National Member Protection Policy not identified elsewhere in this Table	Such penalty as NFA or a Tribunal may determine		
26-01	Where 5 or more players receive a combination of cautions or red cards (red cards must number 2 or less) in one (1) match	Loss of two (2) competition points		
27-01	Where 3 or more red cards are awarded to one team during one match	Loss of four (4) competition points		

\* The offences set out in Tables B and C are not intended to be exhaustive and the Executive may bring any charge pursuant to section 16.4 against a Member.

# Table C sets out the Minimum and Maximum Sanctions that may be imposed by the Executive or a Tribunal for the offences set out in that Table. The Executive or a Tribunal may impose any of the other sanctions set out in Table D in addition to a Suspension or Sanction. For example, a Player who receives a four (4) Fixture Suspension for using offensive, insulting or abusive language and/or gestures towards a Match Official may also be relegated to a lower division.

# Table C are sanctions against registered participants only. For Sanctions against clubs please refer to FNSW Grievance & Disciplinary Regulations Table C which also appear in Table C.1 OTHER OFFENCES BY MEMBERS (CLUB SANCTIONS)

^A Member is presumed to have known that a person was a Match Official (regardless of that person's attire or regardless of whether that person identified him or herself as a Match Official to the Member) unless that Member satisfies the Executive or Body, as the case may be otherwise.

**TABLE C.1 : OTHER OFFENCES BY MEMBERS – CLUB SANCTIONS**

OFFENCE CODE	OFFENCE DESCRIPTION	INCIDENCE	CLUB SANCTION	
			FINE \$ <i>(Minimum)</i>	OTHER <i>(Minimum)</i>
01-01	Unauthorised entry onto the Field of Play	<i>First</i>		Such penalty as the Executive or the Tribunal determines (if any)
01-02		<i>Second &amp; subsequent</i>		
02-01	Failure to abide by or comply with a reasonable direction of an Official (other than a Match Official) or Nepean FA employee or representative in relation to conduct and/or behaviour at a Match	<i>First</i>		Such penalty as the Executive or the Tribunal determines (if any)
02-02		<i>Second &amp; subsequent</i>		
03-01	Unsportsmanlike or unprofessional behaviour	<i>First</i>		Such penalty as the Executive or the Tribunal determines (if any)
03-02		<i>Second &amp; subsequent</i>		
04-01	Failure to provide a safe environment for Participants or to maintain public order at a Match	<i>First</i>	\$500	Such penalty as the Executive or the Tribunal determines (if any)
04-02		<i>Second &amp; subsequent</i>	\$1,000	Such penalty as the Executive or the Tribunal determines (if any)
05-01	Failure to provide identifying details of an individual when reasonably requested to do so by a Match Official or Nepean FA employee or representative	<i>First</i>	\$500	Such penalty as the Executive or the Tribunal determines (if any)
05-02		<i>Second &amp; subsequent</i>	\$1,000	Such penalty as the Executive or the Tribunal determines (if any)
06-01	Use offensive, insulting or abusive language and/or gestures (isolated incident)	<i>First</i>		Such penalty as the Executive or the Tribunal determines (if any)
06-02		<i>Second &amp; subsequent</i>		
07-01	Use offensive, insulting or abusive language and/or gestures (repeated and/or excessive conduct)	<i>First</i>		Such penalty as the Executive or the Tribunal determines (if any)
07-02		<i>Second &amp; subsequent</i>		
08-01	Indecent gestures	<i>First</i>		Such penalty as the Executive or the Tribunal determines (if any)
08-02		<i>Second &amp; subsequent</i>		

			determines (if any)	
09-01	Provocation or incitement of hatred or violence	<i>First</i>		Such penalty as the Executive or the Tribunal determines (if any)
09-02		<i>Second &amp; subsequent</i>		
10-01	Use of discriminatory, homophobic, racist, religious, ethnic or sexist language and/or gestures	<i>First</i>	\$500	Such penalty as the Executive or the Tribunal determines (if any)
10-02		<i>Second &amp; subsequent</i>	\$1,000	
11-01	Participating in a Melee (Grade 1)	<i>First</i>	\$500	Such penalty as the Executive or the Tribunal determines (if any)
11-02		<i>Second &amp; subsequent</i>	\$1,000	
12-01	Instigator of a Melee (Grade 1)	<i>First</i>	\$1,000	Such penalty as the Executive or the Tribunal determines (if any)
12-02		<i>Second &amp; subsequent</i>	\$2,000	
13-01	Participating in a Melee (Grade 2)	<i>First</i>	\$1,000	Such penalty as the Executive or the Tribunal determines (if any)
13-02		<i>Second &amp; subsequent</i>	\$2,000	
14-01	Instigator of a Melee (Grade 2)	<i>First</i>	\$1,500	Loss of 3 competition points
14-02		<i>Second &amp; subsequent</i>	\$3,000	Loss of 6 competition points
15-01	Assault/striking	<i>First</i>	\$1,000	Such penalty as the Executive or the Tribunal determines (if any)
15-02		<i>Second &amp; subsequent</i>	\$2,000	
16-01	Violent conduct	<i>First</i>	\$1,000	Such penalty as the Executive or the Tribunal determines (if any)
16-02		<i>Second &amp; subsequent</i>	\$2,000	
17-01	Serious violent conduct (including, but not limited to, spitting at or on a Player, Spectator, Club Official, Team Official or Nepean FA employee or representative)	<i>First</i>	\$1,500	Loss of 3 competition points
17-02		<i>Second &amp; subsequent</i>	\$3,000	Loss of 6 competition points
18-01		<i>First</i>	\$500	Cost of repair/replace property & equipment

18-02	Damaging property/equipment	<i>Second &amp; subsequent</i>	\$1,000	Cost of repair/replace property & equipment
19-01	Contempt against a Body	<i>First</i>	Such penalty as the Executive or the Tribunal determines (if any)	
19-02		<i>Second &amp; subsequent</i>		
20-01	Breach of the prohibition on dual registration (as per article 4.10 of the FA National Registration Regulations)	<i>First</i>	\$1,000	Loss of 3 competition points
20-02		<i>Second &amp; subsequent</i>	\$1,500	Loss of 6 competition points
21-01	Breach of Nepean FA, Football NSW Rules and Regulations or FA National Registration Regulations relating to registration (other than dual registration) and/or competitions	<i>First</i>	Any penalty or sanction prescribed by the relevant rules and regulations and, if none, such penalty as the Executive or the Tribunal determines	
21-02		<i>Second &amp; subsequent</i>		
22-01	Possessing a Prohibited Item at a Match, Fixture or Nepean FA event	<i>First</i>	\$1,000	N/A
22-02		<i>Second &amp; subsequent</i>	\$5,000	Loss of 3 competition points
23-01	Throwing missiles including, but not limited to, on to the Field of Play or at other Spectators	<i>First</i>	\$1,500	Loss of 3 competition points
23-02		<i>Second &amp; subsequent</i>	\$3,000	Loss of 6 competition points
24-01	Bring in to (or attempting to bring into) a stadium, venue, ground or centre national or political flags or emblems (except for the recognised national flags of any of the competing teams) or insulting, offensive, inappropriate, religious or political banners or slogans, whether written in English or a foreign language	<i>First</i>	\$1,000	Loss of 3 competition points
24-02		<i>Second &amp; subsequent</i>	\$2,000	Loss of 6 competition points
25-01	Letting off incendiary device(s) or fire(s)	<i>First</i>	\$1,500	Loss of 3 competition points
25-02		<i>Second &amp; subsequent</i>	\$5,000	Loss of 6 competition points
26-01	Group of Spectators uttering insulting words or sounds	<i>First</i>	\$1,000	N/A
26-02		<i>Second &amp; subsequent</i>	\$2,000	N/A
27-01		<i>First</i>		

27-02	Breach of a Suspension, Notice of Suspension or Determination	<i>Second &amp; subsequent</i>	Such penalty as the Executive or the Tribunal determines	
28-01		<i>First</i>		
28-02	Betting, match-fixing or corruption (as per clause 4 of the FA Code of Conduct)	<i>Second &amp; subsequent</i>	Such penalty as the Executive or the Tribunal determines (if any)	
29-01		<i>First</i>		
29-02	Breach of the FNSW Privacy Policy, the FA Privacy Policy or any privacy policy applicable to a Member's collection, use and disclosure of personal information	<i>Second &amp; subsequent</i>	Such penalty as the Executive or the Tribunal determines (if any)	
30-01		<i>First</i>		
30-02	Bringing the game into Disrepute (section 16.4(f) and/or 16.4(g))	<i>Second &amp; subsequent</i>	Such penalty as the Executive or the Tribunal determines (if any)	
31-01	Detrimental Public Comment (including Media and Social Media)	<i>First</i>	\$1,000	Such penalty as the Executive or the Tribunal determines (if any)
31-02	<p><i>Including but not limited to, comments that:</i></p> <p><i>i denigrate or criticise Nepean FA, Football NSW FA (including any of its staff and Board), or any of their commercial partners;</i></p> <p><i>ii denigrate or criticise another Member, or Club, whether in relation to incidents that have occurred in a Match/Fixture or otherwise;</i></p> <p><i>iii denigrate or criticise a participant by inappropriately commenting on any aspect of their performance, abilities or characteristics;</i></p> <p><i>iv refer to the likely outcome of a matter being investigated by Nepean FA, Football NSW or a matter or hearing before a Body;</i></p> <p><i>v criticise the outcome of a Nepean FA or Football NSW investigation;</i></p> <p><i>vi criticise the decision of a Body;</i></p> <p><i>vii criticise a Body or any of its members; or</i></p> <p><i>viii criticise any evidence, submission or other comment made by any person at or in relation to a matter or hearing before a Body</i></p>	<i>Second &amp; subsequent</i>	\$2,000	
32-01	Other action or behaviour in breach the FA Code of Conduct, the FA National Registration	<i>First</i>		
32-02	Regulations, the FA Spectator Code of Behaviour and/or the FA National Member Protection Policy	<i>Second &amp; subsequent</i>	Such penalty as the Executive or the Tribunal determines (if any)	



	not identified elsewhere in this Table			
33-01		<i>First</i>		
33-02	Threatening or intimidating language or conduct towards an individual	<i>Second &amp; subsequent</i>		Such penalty as the Executive or the Tribunal determines (if any)
34-01		<i>First</i>		
34-02	Threat of physical violence towards an individual or their family or property	<i>Second &amp; subsequent</i>		Such penalty as the Executive or the Tribunal determines (if any)
35-01		<i>First</i>		
35-02	Participant or Member failing to provide or providing false/misleading information to Nepean FA, Football NSW or a Body	<i>Second &amp; subsequent</i>		Such penalty as the Executive or the Tribunal determines (if any)
36-01		<i>First</i>		
36-02	Interfering with, or delaying the restart of, play	<i>Second &amp; subsequent</i>		Such penalty as the Executive or the Tribunal determines (if any)
37-01	Failure to comply with these Regulations (restrictions imposed on Participants after receiving a Red Card or being Expelled during a Match). Any sanction applied is in addition to the sanction issued in respect of the Red Card Offence or the Expulsion Offence.	<i>First</i>		
37-02		<i>Second &amp; subsequent</i>		Such penalty as the Executive or the Tribunal determines (if any)
38-01	Inappropriate goal celebration	<i>First</i>	\$1,500	Such penalty as the Executive or the Tribunal determines (if any)
38-02		<i>Second &amp; subsequent</i>	\$5,000	Such penalty as the Executive or the Tribunal determines (if any)

**TABLE D: SANCTIONS IMPOSED BY A BODY OR THE EXECUTIVE**

Number	Type of sanction, order or measure
1	A warning, caution or reprimand
2	A suspended sanction
3	A fine, bond or costs
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 Fixtures
5	Ban on the registration or transfer of any Players for a specified period of time
6	Annulment of the result of the Match
7	Suspension from participation in a Match, Fixture, event, tournament or Competition
8	Exclusion, suspension or expulsion from a Competition
9	Ban on playing in a particular stadium, venue, ground or centre
10	Full or partial closure of a stadium, venue, ground or centre
11	Order to play a Match on a neutral territory
12	Annulment of the result of any Match or forfeiture of any Match
13	Relegation to a lower division
14	Return of an award
15	A ban from the dressing rooms and/or the substitutes' bench
16	A ban from entering any stadium, venue, ground or centre
17	A ban on taking part in any or all Football Related Activity
18	The cost to Nepean FA of providing security at a stadium, venue, ground or centre for a specified period of time or number of Matches or Fixtures
19	The successful completion of a referee's course and/or the requirement to officiate a number of matches
20	The compulsory attendance at a course(s) of education or rehabilitation (or example, an anger management course, a club governance course, a play by the rules course or module)
21	Order to pay the cost/repair or replacement of equipment or property damaged by any club participant before, during or after a match
22	Such other disciplinary sanctions or measures as is appropriate in all the circumstances, including as prescribed in the FIFA Statutes, FA Rules and Regulations and NFA Rules and Regulations.

## SCHEDULE 4: LEVIES & APPLICATION FEES

### GENERAL PURPOSES TRIBUNAL (SECTION 8)

Natures of Matter	Fee
<b>Lodgement of a Grievance (<a href="#">Section 8.3.d</a>)</b>	\$100
<b>Referral to attend the GPT (Section 8.4)</b>	\$250
<b>Challenge on the basis of Mistaken Identity (Section 7.3)</b>	Nil
<b>Challenge pursuant to section 7.4</b>	\$50

### APPEALS TRIBUNAL (SECTION 9)

Natures of Matter	Fee
<b>Appeal Fee from a decision of the DC</b>	\$200
<b>Appeal Fee from a decision of the GPT</b>	\$350

### DISCIPLINARY COMMITTEE (SECTION 16)

Natures of Matter	Fee
<b>Administration Fee for each suspension resulting from a Red Card or an accumulation of Yellow Cards</b>	\$25
<b>Team Misconduct where a Team Misconduct charge has been proven by a Disciplinary Committee or a Tribunal, in addition to any suspension, the following penalty will apply</b>	\$200

## REVISION TABLE:

VERSION #	DATE	VERSION & NOTES
V. 2016.1	12FEB16	2016 VERSION DATE UPDATED. NO CHANGES FROM 2015.5
V.2016.2	13APR16	<a href="#">16.8.A.I</a> – ADDED THE WORDS “OR MORE” AFTER FIVE (5)...PLAYERS CHANGE TO <a href="#">SCHEDULE 3 #7</a> TO READ: “WHERE 5 OR MORE PLAYERS RECEIVE A COMBINATION OF CAUTIONS OR RED CARDS (RED CARDS MUST NUMBER 2 OR LESS) IN ONE (1) MATCH
V.2016.3	07MAY16	<ol style="list-style-type: none"> <li>1. REPLACE SECTION 7.4 REMOVING “EXCEPTIONAL CIRCUMSTANCE” CHALLENGE AND REPLACING WITH ALTERNATE 7.4</li> <li>2. AMENDMENT OF PRESCRIBED FORM 10 TO ACCOMMODATE CHANGES</li> <li>3. AMENDMENT TO TABLE 4 FEES TO REFLECT CHANGES TO 7.4</li> <li>4. SCHEDULE 3 – <ol style="list-style-type: none"> <li>a. TABLES A &amp; B - ADD EXPANDED DESCRIPTIONS TO R6 OFFENCES</li> <li>b. CHANGES TO MINIMUM &amp; MAXIMUM SUSPENSIONS</li> <li>c. SCHEDULE 3 – TABLE C – OTHER OFFENCES BY PLAYERS &amp; TEAM OFFICIALS, ADDED NEW POINTS 7, 8 &amp; 9. RENUMBER REMAINING POINTS</li> </ol> </li> </ol>
V2017.1	13Feb17	REVIEW EXISTING REGULATIONS – NO CHANGES. RE-LABEL YEAR & VERSION #
V2018.1	Nov 2017	DURING REVIEW STAGES, PLEASE REFER TO EXPLANATORY DOCUMENTS SUPPLIED. SUMMARY: AMENDMENTS TO DISCIPLINARY SCHEDULE AMEND HEADINGS IN SCHEDULE 3 AMEND YELLOW CARDS AMENDMENTS TO TIME FRAMES AMENDMENTS TO VIDEO/PHOTOGRAPHIC EVIDENCE AMENDMENT TO GPT FEE
V2019.1	05MAY19	AMEND 14.3.J. TO ALLOW SERVING NFA ISSUED SUSPENSIONS IN CHAMPION OF CHAMPIONS & FA CUPS (BUT NOT STATE CUPS) AMEND 11.B. TO ALLOW MORE FLEXIBILITY IN THE APPOINTMENT OF MEDIATOR/S ADD 16.1.D – SIN BIN RULE
V.2021.1	16Feb21	<ol style="list-style-type: none"> <li>1. MULTIPLE INSTANCES THROUGHOUT THIS DOCUMENT – REPLACE GENERAL MANAGER WITH CHIEF EXECUTIVE OFFICER</li> <li>2. 6.1.D. - PLACED A MAXIMUM OF 6 MEMBERS TO THE DC WITH THE VIEW OF 3 MEMBERS SERVING EACH WEEK. THE REMAINING THREE MEMBERS WILL SERVE TO REVIEW ANY CHALLENGES THAT THEY DID NOT INITIALLY DEAL WITH AS A DC MEMBER. THIS PROCESS IS OUTLINES IN SECTIONS 7.3 &amp; 7.4</li> <li>3. 6.2.A. CHANGED FROM MIN. 2, MAX 3 MEMBERS</li> <li>4. 7.2.D – AMEND TO INCLUDE THE FULL PROCESS, INCLUDING THE RESPONSIBILITY OF STAFF MEMBERS TO PROVIDE THE NOTICE OF SUSPENSION</li> <li>5. 8.2.A,B &amp; C. – AMEND “THE EXECUTIVE” TO “THEIR EXECUTIVE”. THE NFA NO LONGER HAS AN “EXECUTIVE” AMONG THEIR DIRECTORS. THEIR RECOGNISED EXECUTIVE IS TRADITIONALLY THE CEO</li> <li>6. 8.3.C.I. – GRIEVANCE - NEW PROCESS STEP</li> <li>7. 8.3.C.II. – PROVIDED CLEARER WORDING ON NEXT STEP IN GRIEVANCE PROCESS</li> <li>8. 8.3.C.I.1 AND 8.3.C.II.1 INCLUDE MUST PROVIDE ASSOCIATION WITH COPY</li> </ol>

		<p>9. 8.3.D – CLARIFIED THAT WHEN REFERRING THE GRIEVANCE TO THE ASSOCIATION, A COMPLAINANT MUST DO SO IN WRITING (PREVIOUSLY JUST SAID “REFER”</p> <p>10. 8.3.E. DELETE OLD WORDING REPLACE WITH MORE FLEXIBLE OPTIONS FOR DEALING WITH GRIEVANCES BY NFA</p> <p>11. 11.A. MEDIATION - CHANGED WILL REQUIRE TO MAY REQUIRE</p> <p>12. 14.3.F. – INCLUDE “REGULAR SEASON COMPETITION” TO PROVIDE CLARITY</p> <p>13. 14.3.G. – ADDED FOR CLARITY “UNLESS THEY RECEIVED THE SUSPENSION WHILE SERVING AS AN UPGRADED PLAYER, IN WHICH CASE THEY SHALL SERVE THEIR SUSPENSION IN THEIR REGULAR AGE/GRADE: THE CLAUSE, AS IT WAS, DID NOT TAKE INTO ACCOUNT THE PLAYER BEING AN UPGRADED PLAYER.</p> <p>14. 14.3.J REMOVE EXAMPLE. NOT A GOOD OR CLEAR EXAMPLE</p> <p>15. SCHEDULE 1 – DEFINITIONS – INSOLVENCY EVENT - ADDED “CLUB” INTO INSOLVENCY DESCRIPTION</p> <p>16. SCHEDULE 1 DEFINATIONS - INCLUSION OF TEMPORARY DISMISSAL</p> <p>17. SCHEDULE 3 – TABLES A, B, C, C.1, AND D HAVE ALL BEEN AMENDED TO REFLECT THE CORRESPONDING FNSW TABLES IN THEIR G&amp;D REGULATIONS, TO THE EXTENT THAT THEY SHOULD BE CONSIDERED “DELETED AND REPLACED”. MOST SUSPENSION HAVE BEEN AMENDED TO LOWER THAN PREVIOUS SUSPENSION, NONE HAVE BEEN INCREASED.</p>
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