



THREE STRIKE POLICY

PURPOSE

The purpose of this policy is to provide a catalyst for changes to club and team behavioural cultures to ensure safety and enjoyment for all participants at all games within the Nepean FA region. All members of Nepean Football Association community play a role in promoting a positive environment and supportive behaviours within our game.

The elimination of poor behaviour both on and off the field, whether aimed at referees, supporters, coaches, players or club members, is crucial to ensuring football remains an inclusive and welcoming game for all who enjoy it.

Under the Local, State and National Disciplinary Regulations and Codes of Conduct, **a club is responsible, and liable, for the conduct and behaviour of its supporters, whether they are playing a fixture at home or at an away facility.**

It is the host club's responsibility to ensure the [Football Australia Spectator Code of Behaviour](#) is implemented and enforced in relation to all attendees. An away club is also responsible and liable for improper conduct among its own group of supporters at any fixture.

Referees represent a crucial part of our game, yet of late, there has been an unacceptable increase in referee abuse by both players and spectators.

Each year many referees choose not to continue as a result of referee abuse. This trend detracts from the quality of how our game is delivered and experienced by participants.

The Three Strike Policy will be implemented in 2024 in the Nepean FA to reinforce acceptable standards of interpersonal conduct between participants and referees in the game.

The policy's aim is to reduce or eliminate any form of abuse and inappropriate behaviour during any football activity and to provide an even more robust framework for dealing with circumstances where any form of abusive behaviour is exhibited.

The Three Strike Policy outlines stronger measures, deployed to ensure that there is no ambiguity around the consequences for bad behaviours and that such behaviour will be dealt with accordingly.



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SCOPE

The policy applies to all players, team officials, club officials, supporters and spectators.

PROCESS

The Three Strike Policy applies to clubs where instances of abuse or misbehaviour directed at referees or other members of the football community, from spectators, club officials, team officials, players and clubs are reported. For more information on “abuse or misbehaviour” please refer to the Nepean FA (NFA) Grievance & Disciplinary Regulations available on our website at <https://nepeanfootball.com.au/rules-regulations/>

Strikes do not replace sanctions or penalties that may be applied or issued to individuals or teams, as a consequence of breaches of the Nepean FA Regulations, or any other conduct that may have occurred in circumstances associated with the determination of a strike. The Nepean FA also reserves the right to implement a strike against a club for their behaviour in tournaments or matches held outside our district.

The enforcement outcome of a strike will always be 'in addition to' any individual's or team's disciplinary determination.

The three strike policy will be implemented in a 2 year, staged, development commencing in 2024. In year one (1) – 2024, clubs will be given four (4) strikes before decreasing in year two (2) 2025, to the full Three Strike Policy.

All strikes will be implemented and enforced in the following manner by Nepean Football Association's Board of Directors and/or their delegated representative/s:

Strike 1 (2024 Only)

1. After a due process of investigation, a letter of warning will be issued to the club.
2. All members of the offending club or clubs will be advised in writing by Nepean FA of the strike, alongside any details of the sanctions handed down and will be reminded of the Three Strike Policy.
3. The strike will remain valid and on the club's record for 12 months from the date of offence.
4. Public notification of the strike will be published on Nepean FA's website.
5. There is no appeal after a strike has been issued.

Strike 1a (2024 Only – In 2025 this will become Strike 1)

1. After a due process of investigation, a Show Cause Notice will be issued to the offending club and will provide particulars of the allegations.
2. A club will have 5 business days to respond to the Show Cause Notice.
3. Any response made by the offending club to the Show Cause Notice will need to sufficiently demonstrate all measures the club has or will implement, to address the



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specific particulars detailed within the Show Cause Notice and provide clear direction as to how this will mitigate future incidents of referee or other abuse at the club.

4. Nepean Football Association will make a determination as to the appropriateness of the intended action by the club.
5. The specific team (or teams) involved in the incident may be issued a 3-point deduction penalty.
6. All members of the offending club or clubs will be advised in writing by Nepean FA of the strike, alongside any details of the sanctions handed down.
7. The strike will remain valid and on the club's record for 12 months from the date of offence and will carry over to the following year until it drops off the register after 12 months.
8. Public notification of the strike will be published on Nepean FA's website.
9. There is no appeal after a strike has been issued.

Strike 2

1. After a due process of investigation, a Show Cause Notice will be issued to the offending club and will provide particulars of the allegations and the response timelines to be met.
2. Any response made by the offending club to the Notice will need to sufficiently demonstrate all measures the club has or will implement, to address the specific particulars detailed within the Show Cause Notice and provide clear direction as to how this will mitigate future incidents of referee or other abuse at the club.
3. The club will also address any reasons they feel that their previous measures failed to curb the behaviour of their members.
4. Executive officials from the offending club or clubs will be required to attend a hearing with a panel convened by Nepean Football Association to discuss the particulars of the Show Cause Notice and the response tabled by the club.
5. Nepean Football Association panel members will make a determination.
6. If a determination is made by Nepean FA that a strike is to be issued to an offending club within 12 months of a Strike 1 being issued, it will be considered as Strike 2
7. Additional measures or requirements may be set down by the Panel, which may involve further oversight and review of the implementation and ongoing compliance of proposed measures taken by the club in relation to the Strike 1.
8. Every competitive team (that plays for points) at the offending club will receive a mandatory 3-point penalty (a maximum of an additional 3 points deduction may be further issued, if determined by the Panel - 6-point deduction in total)
9. The offending club or clubs will receive a mandatory \$2,000 fine for any second strike.
10. All members of the offending club or clubs will be advised in writing by Nepean Football Association of the strike, alongside any details of the sanctions handed down and the reasons for the action.



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11. The strike will remain valid and on the club's record for 12 months from the date of offence and will carry over to the following year until it drops off the register after 12 months.
12. Public notification of the strike will be published on Nepean FA's website.
13. There is no appeal after a strike has been issued.

Strike 3

1. After a due process of investigation, a Show Cause Notice will be issued to the offending club and will provide particulars of the allegations.
2. A written response will be required by the offending club within the timelines provided by the NFA.
3. After review of the written response, executive officials from the offending club or clubs will be required to attend a hearing with Nepean FA's Board of Directors and Executive Management to discuss the particulars of the Show Cause Notice and the response tabled by the club.
4. Nepean FA's Board of Directors will make a determination.
5. If the alleged behaviour has been proved and a determination is made by Nepean FA that a strike is to be issued to an offending club, within 12 months of a Strike 2 being issued, it will be considered as Strike 3.
6. If a Strike 3 is issued, Nepean FA may, after providing natural justice to the offending club, terminate their affiliation to Nepean FA.
7. In circumstances where affiliation is not revoked under a Strike 3, one or more teams involved in the offending conduct or incident, across any number of competitions the club may be involved in, could be removed by Nepean FA from those competitions for the remainder of the season.
8. Every remaining competitive team at the offending club will be given an automatic forfeit, with no matches played for the next competition round, after the determination has been made by Nepean FA
9. The club will receive a mandatory \$3,000 fine.
10. The strike will remain valid and on the club's record for 12 months from the date of offence and will carry over to the following year until it drops off the register after 12 months.
11. Public notification of the strike will be published on Nepean FA's website.
12. There is no appeal after a strike has been issued.

Accumulation Of More Than Three (3) Strikes

If a club accumulates more than three strikes (fourth strike) within a 48-month period:

1. Show Cause Notice will be issued to the offending club and will provide particulars of the allegations.



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2. Executive officials from the offending club or clubs will be required to attend a hearing with Nepean FA's Board of Directors and Executive Management to discuss the particulars of the Show Cause Notice and the response tabled by the club.
3. Nepean FA will make a determination.
4. If the alleged behaviour has been proved and a determination is made by Nepean FA that a strike is to be issued to an offending club, within 48 months of a Strike 3 being issued, Nepean Football will, after providing natural justice to the offending club, terminate their affiliation to Nepean FA and remove all teams from all relevant competitions.
5. A \$5,000 fine will be issued to the club by Nepean FA.
6. Re-affiliation of the offending club will be considered at the commencement of each season during the Nepean FA Club Affiliation window, subject to all fines being paid and adherence to an agreed road map between the club and executive of Nepean FA.

RESOURCES

[Nepean FA Regulations](#)

[Football Australia Spectator Code of Behaviour](#)