Red Card & Match Day Misconduct Offence Regulations

Effective from 1st August 2021

ENGLAND HOCKEY

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1. INTRODUCTION

1.1 These Regulations were approved by the Board of England Hockey on 19th March 2021 and are effective from 1st August 2021. They are part of the EH Code of Ethics and Behaviour and contain the procedure to be followed in the event of an umpire issuing a Red Card or reporting a Match Day Misconduct Offence. References herein to these Regulations are intended to refer to these Red Card and Match Day Misconduct Offence Regulations, and any reference to a numbered regulation is intended, unless otherwise stated, to be a reference to a numbered regulation in these Regulations.

1.2 Appendix 1 contains Definitions and Abbreviations for the purpose, so far as applicable, of both these Regulations and the Disrepute Offence Regulations.

1.3 Individuals appointed from time to time as CDOs, AADAs, ADAs, the NDO and members of ADAPs, the NDP and the EH Appeal Panel shall be appointed as such for the purpose of both these Regulations and the Disrepute Offence Regulations.

1.4 For the avoidance of doubt, nothing in these Regulations shall preclude a Disrepute Complaint being made, whether by any umpire or otherwise, in respect of any incident occurring during a match or on a match day that has been or could have been the subject of a Red Card or an MMO, but the Disciplinary Body considering any such Disrepute Complaint shall have regard to any sanction that may have been imposed under these Regulations when considering any further sanction to be imposed under the Disrepute Offence Regulations.

1.5 Words importing any gender include every gender.

2. PRINCIPLES

2.1 EH is the National Governing Body for the sport of hockey in England. It is a term of membership of EH that Members agree to be bound by the provisions of the EH Code of Ethics and Behaviour. No individual may play, coach, umpire, administer or otherwise participate in the sport of hockey in England within the scope of the organisation and administration of EH without also being subject to the authority of EH. In so participating all such individuals, and where the individual is a young person under the age of 18 that person's parent or guardian on the individual's behalf, agree to abide by the EH Code of Ethics and Behaviour and to be subject to the procedures and sanctions prescribed.

2.2 These Regulations form the framework to ensure the maintenance of discipline and to penalise any action or misconduct by participants during a match, or on match day, as decided by a match umpire.

2.3 Save that EH may from time to time exempt any competition or tournament to which EHF or FIH appoints a Technical Delegate from the application of these Regulations in whole or in part, EH will deal with those participating in the sport of hockey in England, or abroad where any individual or affiliated body has remained subject to the jurisdiction of EH, in relation to discipline matters in accordance with these Regulations, but nothing herein shall affect any other powers and rights to deal with them conferred by the Memorandum and Articles of EH or by any other regulations of EH.

2.4 All affiliated bodies are responsible for implementing these Regulations and for the general discipline of their players, coaches, umpires, officials and spectators.

2.5 It is the responsibility of each affiliated body to ensure that all individuals participating in any way in the sport of hockey as part of or connected with the affiliated body are aware of the provisions of these Regulations and of the sanctions prescribed in them. Alleged ignorance of these Regulations or of the sanctions by any individual or affiliated body that is subject to these Regulations will not be a defence to any breach of these Regulations.

2.6 These Regulations contain provisions for the imposition of certain mandatory minimum periods of suspension. These are included to ensure uniformity, to protect and preserve the good name of the sport of hockey, and to limit the calls on the time of voluntary officials and umpires in holding disciplinary hearings. However there is provision for representations to be made to a Disciplinary Body and, ultimately, for an Appeal, except in respect of the first 16 days of any mandatory minimum suspension imposed for a Red Card Offence or an MMO. If and to the extent that any affiliated body or league imposes any disciplinary sanction such sanction may be concurrent with or in addition to a sanction imposed under these Regulations but shall not reduce a sanction imposed pursuant to these Regulations.

2.7 A computer database of all offences committed under these Regulations and of action taken shall be maintained by EH for a period of seven years following the offence. Subject to the provisions of any relevant legislation in force from time to time regulating the disclosure of personal information, any individual or affiliated body may obtain, upon written application to EH and payment of an administration fee, a summary of the recorded details that relate to that individual or the affiliated body concerned.

2.8 If a Red Card has been issued or an MMO committed, the terms of these Regulations, including any mandatory minimum periods of suspension and any additional or other sanctions, shall come into effect regardless of whether criminal investigations or any criminal or civil court proceedings have been instigated by any party and notwithstanding the outcome of any such investigations or proceedings.

2.9 EH reserves the right to impose suspension or take any other action as it may think fit against any individual or affiliated body that has been the subject of a criminal investigation or of criminal or civil proceedings.

2.10 Neither EH, nor any body or individual who exercises powers under these Regulations in good faith, shall be liable in law, notwithstanding any neglect or failure to follow procedures or time constraints specified in these Regulations. Anybody or individual exercising in good faith any powers set out in the Regulations shall be entitled to a full indemnity from EH in respect of any liability whatsoever and howsoever incurred as a consequence of the exercise of such powers.

2.11 EH reserves the right to deal with any matter relating to young persons under the age of 18 under the Safeguarding and Protecting Young People Regulations.

3. ADMINISTRATION

3.1 Implementation procedures are intended to improve consistency, both in respect of the sanctions being imposed for the same offence and in the interpretation of umpires' RCRFs. For the purpose of considering the application and efficacy of these Regulations, the NDO shall from time to time convene meetings of all ADAs and ADAs shall from time to time convene meetings of the ADP in their respective Areas. The ADP shall from time to time convene meetings for CDOs in their respective Areas.

3.2 Each Area shall appoint an ADP. This will consist of an ADA and at least 2 AADAs. One AADA can be nominated as Deputy to the ADA as and when required. Any disciplinary decision in respect of an individual participating for an ADA or an AADA's Club should be delegated to another member of the ADP.

3.3 Every Club should appoint a CDO who is intended to be the first point of contact for the relevant Disciplinary Body in matters covered by these Regulations. The relevant CDO is responsible for ensuring that the officers of the CDO's Club and any individual who is the subject of any disciplinary procedure is kept fully informed of any steps taken in the disciplinary process and any sanction imposed. The CDO's details, including name, address, telephone number and email address, should be sent to the relevant

ADA. On a change of CDO, the relevant ADA should be informed, and the new details sent to him, within 14 days of the appointment. If a Club fails to appoint a CDO or to keep the relevant ADA informed with the up-to- date details of its CDO, the Club's secretary or primary contact as registered with EH shall be deemed to be the CDO of the Club.

3.4 A person shall be appointed by EH as the NDO for the purposes of these Regulations. EH may from time to time authorise the NDO to carry out any of the functions of EH referred to in these Regulations.

3.5 There shall be an NDP consisting of the eight ADAs which shall sit with an independent Chairman appointed by EH. The Chairman shall not be an officer or employee of EH or a currently serving ADA or AADA.

3.5.1 For the purpose of any decision to be made by the NDP the Chairman shall request no fewer than two other members to act with him as the NDP provided that any person who is a member of an affiliated body directly concerned in the incident to be adjudicated upon shall not be a member of the NDP for the purpose of any decision relating to that incident.

3.5.2 The Chairman may, with the consent of EH, appoint a Deputy from time to time to act as Chairman where the Chairman is unable or unavailable to chair the NDP. Any such Deputy shall not be an officer or employee of EH or a currently serving ADA or AADA.

3.6 All communications, notifications and correspondence relating to matters within the jurisdiction of the NDP shall be sent to the NDO, who shall co-ordinate meetings of the NDP wherever held and deal with notification of any decisions required to be made by the NDP.

3.7 Each Area shall establish an ADAP

3.7.1 The Area shall appoint annually an independent Chairman of its ADAP. The Chairman shall not be an officer or employee of EH or currently a member of the ADP.

3.7.2 The Area shall appoint annually such number of persons as the Area shall think fit as ADAP members. Such persons may be currently serving AADAs.

3.7.3 For the purpose of any hearing or decision to be made by an ADAP, the Chairman shall request two of the Panel members to act with him as the ADAP provided that no person who has previously been involved in adjudicating on any matter to be referred to the ADAP or is a member of an affiliated body directly concerned in the incident that led to the decision being appealed against shall be a member of a ADAP for the purpose of any hearing or decision relating to that matter.

3.7.4 The ADAP may appoint a person to act as Secretary to the ADAP and shall from time keep the ADA and all AADAs in the relevant Area fully informed as to the contact details of the Secretary and, in particular, the address, including any fax number or email address, to which any documents may be sent. If a Secretary is not appointed, the ADA of the particular Area shall be deemed to be the Secretary.

3.7.5 The Chairman may, with the consent of the Area, appoint a Deputy from time to time to act as Chairman where the Chairman is unable or unavailable to chair an ADAP. Any such Deputy shall not be an officer or employee of EH or a currently serving member of the ADP.

3.8 There shall be an EH Appeal Panel.

3.8.1 EH shall appoint annually an independent Chairman of the EH Appeal Panel. The Chairman shall not be an officer or employee of EH or a currently serving member of an ADP.

3.8.2 The Area Standing Committee shall appoint annually up to six persons as EH Appeal Panel members. Such persons may be currently serving AADAs.

3.8.3 For the purpose of any hearing or decision to be made by the EH Appeal Panel, the Chairman shall request any two of the Panel members to act with him as the EH Appeal Panel.

3.8.4 No person who has previously been involved in adjudicating on any matter to be referred to the EH Appeal Panel or is a member of the affiliated body directly concerned in the incident

that led to the decision being appealed against shall be a member of the EH Appeal Panel for the purpose of any hearing or decision relating to that matter.

3.8.5 The NDO shall act as secretary to the EH Appeal Panel.

3.8.6 The Chairman may, with the consent of EH, appoint a Deputy from time to time to act as Chairman where the Chairman is unable or unavailable to chair the EH Appeal Panel.

Any such Deputy shall not be an officer or employee of EH or a currently a member of an ADP.

3.9 The NDP shall, subject to the right of appeal contained herein, be the relevant Disciplinary Body for the purposes of these Regulations relating to Red Card Offences and MMOs arising in:

a) the EHL
b) any EHL Play-offs
c) the England Hockey Tier 1 Championships in the round for the last 64 onwards
d) the EH Indoor Championships (Super 6s)
e) any other national Championships or stage of a competition as may be so designated by EH Competitions Department
f) Futures Cup,
g) any International senior or age group match

3.10 The ADP of the Area through which the club for which the offender was participating is affiliated shall be the relevant Disciplinary Body for all other hockey.

3.11 For the purposes of these Regulations notification of decisions and receipt of any communications may be by first class post, or by fax, or by email. Unless proved to have been received earlier, the time of receipt of any formal communication, notification or other communication shall be deemed to be no later than 24 hours after the envelope containing the communication was posted, if sent by first class post, or 24 hours after any fax or email was sent.

3.12 Save as provided in Regulation 7.5.2 no appeal will be allowed in respect of a failure to comply with any time limits herein specified, and the decision of the relevant ADP, Secretary to a ADAP or the NDO shall be final in all matters relating to dates for service or notification.

4. RED CARD AND MATCH DAY MISCONDUCT OFFENCES

4.1 A Red Card may only be issued in respect of an offence or other misconduct committed during a match. A match shall be deemed to be all that time between the commencement of a game of hockey and its completion and shall include any extra time played and/or any penalty stroke competition, the half-time interval and any other interval between the aforementioned phases of the match. A Red Card may be issued to any person participating in the match, including players on the pitch, substitutes and team officials (managers, coaches, physiotherapists and doctors who are part of a team's squad) whether or not a formal team sheet has been submitted.

4.2 A Red Card Offence is a breach of the rules of hockey or other misconduct for which any person is permanently suspended by an umpire from further participation in the match (whether or not, for whatever reason acceptable to the relevant Disciplinary Body, a Red Card is actually shown). In addition to the sanctions hereinafter provided for in these Regulations, where a Red Card is issued to a team official or a player who at the time the Red Card is issued is not playing in the match, the offending team is required to withdraw a player from the field of play and the offending team shall thereafter play for the remainder of the match with one fewer player.

4.3 An MMO is committed when at any time during the day of a match, but excluding the time from the start to the end of the match, a person due to participate or who has participated in the match misconducts himself in such a way that one of the match umpires decides (a) would have warranted the issue of a Red Card had such misconduct occurred during the match, and (b) is to be reported as an MMO, and on the day of the match the umpire so informs the offender or the team captain, a team official or CDO of the affiliated body for which the offender is to participate or has participated on the

day of the relevant match that the offender's misconduct is to be reported as an MMO.

4.3.1 In such cases in which the umpire has notified the team captain, a team official or CDO, as soon as is reasonably practicable after being informed by the umpire that the misconduct of the offender is to be reported as an MMO, the team captain, a team official or CDO must so inform the offender.

4.4 The issuing of a Red Card or the commission of an MMO shall result in the recipient being subject to an immediate mandatory minimum period of suspension of 16 days from playing, umpiring, or acting, either from the sides of the pitch or on the pitch, as a team coach, team official or any match official during any hockey match or event, which falls within the jurisdiction of EH. The offender is not automatically excluded from any hockey activity other than that specified in this Regulation.

4.5 The only circumstance in which a Red Card may be withdrawn is if, following the conclusion of the match in which the Red Card was issued, the umpire who issued the Red Card is satisfied that there has been a case of mistaken identity. In such a case the umpire shall withdraw the Red Card and, if satisfied as to the identity of the actual offender, may report the behaviour of the actual offender as an MMO.

4.6 The steps to be taken following the issue of a Red Card or the commission of an MMO are set out in Part 5.

4.7 The sanctions to be imposed where a Red Card is issued or an MMO is committed are set out in Part 6.

5. PROCEDURES

5.1 When a Red Card has been issued or an MMO committed:

5.1.1 The offender and the affiliated body (in particular the captain of the relevant team) for which the offender is to participate or has participated shall provide the umpire who issued the Red Card or is to report the MMO with all the information he may reasonably require for the purpose of completing an RCRF.

5.1.2 It is the responsibility of the offender to ensure that the affiliated body has sufficient details about the offender to enable the affiliated body to give to the relevant Disciplinary Body all the information required by the Disciplinary Body and to enable the affiliated body to provide the offender with copies of any documents sent to the affiliated body in connection with the offence in sufficient time for the offender to comply with any time limits prescribed in these Regulations.

5.1.3 All communications between the Disciplinary Body and the offender up to and including the PNF should be sent to the relevant affiliated body to be forwarded by the affiliated body to the offender.

5.1.4 It is the responsibility of the affiliated body to provide the offender with copies of all relevant documents sent to the affiliated body by the Disciplinary Body in sufficient time for the offender to comply with any time limits prescribed in these Regulations.

5.1.5 Where the affiliated body is a Club, all communications sent by the Disciplinary Body shall be sent to the Club's CDO.

5.2 The umpire who issued the Red Card or is to report the MMO shall, within 72 hours, send a completed RCRF:

5.2.1 where the relevant Disciplinary Body is the NDP, to the NDO.

5.2.2 where the relevant Disciplinary Body is an ADP to the ADA of the Area through which the affiliated body for which the offender was participating, is affiliated.

5.2.3 If the offender and/or the umpire issuing the Red Card or reporting the MMO was under the age of 18 at the time of the offence, on receipt of the RCRF the relevant Disciplinary Body shall send a copy of the RCRF to the EH Ethics and Welfare Manager.

5.3 Where the relevant Disciplinary Body is the NDP, the NDO shall, within 48 hours of receipt of the

RCRF, consult with the NDP which shall decide whether the offence described in the RCRF falls into a category that attracts a mandatory period of suspension of more than 16 days and the form of notification to be sent to the offender.

5.4 Where the offence described in the RCRF falls into the category that attracts a mandatory period of suspension of 16 days and no more and the relevant Disciplinary Body decides that Regulations 6.5 and 6.7 are not applicable, the Disciplinary Body shall, as soon as reasonably practicable, and in any case within 72 hours of receipt of the RCRF, notify its decision to the offender and the relevant affiliated body by completing and sending to the affiliated body, together with a copy of the RCRF, a PNF. Such notification shall contain details of the sanction imposed and succinct reasons for the decision.

5.5 Where the offence described in the RCRF falls into a category that attracts a mandatory suspension of more than 16 days or, in the opinion of the relevant Disciplinary Body, ought to attract a period of suspension of more than 16 days, the Disciplinary Body shall, as soon as reasonably practicable, and in any case within 72 hours of receipt of the RCRF, send the relevant affiliated body a copy of the RCRF.

5.5.1 The offender and/or his affiliated body may make representations in writing to the Disciplinary Body as to the offence committed, the category set out in Regulation 6.4 into which the offence should fall, and any matters which the offender wishes to have taken into consideration regarding any sanction. Such representations must be received by the Disciplinary Body not later than 4.00 pm on day 10 of the 16-day period of suspension imposed pursuant to Regulation 6.3.

5.5.2 Upon receipt of such representations, or after 4.00 pm on day 10 of the 16-day period of suspension imposed pursuant to Regulation 6.2, whichever is the sooner, the relevant Disciplinary Body shall, within 72 hours thereafter, reach its decision on the offence and the sanction to be imposed and notify the offender and the relevant affiliated body by completing and sending to the affiliated body a PNF. Such notification shall contain details of the sanction imposed and succinct reasons for the decision.

5.5.3 Not later than 7 days after receipt of the PNF the offender may appeal against the decision in accordance with the procedure set out in Part 7.

5.5.4 An Appeal pursuant to Regulation 5.5.3 shall not in itself have the effect of staying, suspending or varying the decision of the relevant Disciplinary Body. Only the Chairman of the relevant Appeal Body shall have the power to stay or vary any sanction pending the Hearing of an Appeal, and then only if an application is made to the Appeal Body by the offender. The decision whether to stay, suspend or vary any sanction pending an Appeal shall be in the sole discretion of the Chairman from whose decision there is no right of Appeal. Such an application will not be successful if in the opinion of the Chair it is intended to simply delay the imposition of the sanction.

5.6 If an affiliated body imposes an additional sanction pursuant to Regulation 6.5, it shall, in addition to notifying the offender, within 72 hours of the imposition of such sanction, notify in writing the relevant Disciplinary Body. Where an affiliated body has imposed an additional sanction on a person who at the time of the offence was under the age of 18, the relevant Disciplinary Body on being notified by the relevant affiliated body shall send a copy of such notification to the EH Ethics and Welfare Manager.

5.7 In cases where the relevant Disciplinary Body is the NDP, the NDO shall, in addition to the provisions contained in Regulation 5.4 or Regulation 5.5.2, within 72 hours of the decision pursuant to Regulation 5.4 or Regulation 5.5.2, send to:

a) the relevant ADA, 1 copy each of the RCRF and the PNF;
b) the umpire who issued the Red Card or reported the MMO, a copy of the PNF.

5.8 In cases where the relevant Disciplinary Body is an ADP, the ADA shall, in addition to the provisions contained in Regulation 5.4 or Regulation 5.5.2, within 72 hours of the decision pursuant to Regulation 5.4 or Regulation 5.5.2, send to:

a) the NDO, a copy of the RCRF and the PNF;
b) the umpire who issued the Red Card or reported the MMO, a copy of the PNF.

5.9 In all cases where the offender and/or the umpire issuing the Red Card or reporting the MMO was under the age of 18 at the time of the offence, the relevant Disciplinary Body shall send a copy of the PNF to the EH Ethics and Welfare Manager.

5.10 It is the responsibility of the affiliated body for which the offender was participating when the Red Card was issued or the MMO committed to implement any sanction imposed by a relevant Disciplinary Body. In all cases the offender shall be responsible for informing any other affiliated body of which the offender is a member of the sanction that has been imposed. Any failure by the relevant affiliated body to implement any sanction or by the offender to inform any other relevant affiliated body shall be deemed to be a Disrepute Offence.

6. SANCTIONS

6.1 The mandatory minimum period of suspension, as set out in Regulation 6.2, shall consist of consecutive days beginning immediately after the match in which the Red Card was issued or immediately after the offender is informed that the MMO is to be reported. The day on which the Red Card was issued or the MMO was committed shall count as day one of the suspension.

6.2 A person issued with a Red Card or committing an MMO shall automatically be suspended for a mandatory minimum of 16 days; except in the circumstances set out in6.3.

Save as may be provided as the consequence of an exemption pursuant to Regulation 2.3, this applies to tournaments as well as to a single match.

6.3 Where a person has committed a red card offence which consisted of two separate, but the same, minor offences for which a yellow card was awarded for the first offence (see Rule 2.3 e of Umpiring, page 44, FIH Rules of Hockey from 1 January 2019) there shall be no further period of suspension. A minor offence is defined as an offence which does not involve

i. any used, attempted or threatened physical violence or
ii. any dissent towards an umpire, properly appointed tournament or match official.

6.4 Where the relevant disciplinary body believes that based on the evidence the category of red card awarded by the umpire is inappropriate, in keeping with the guidelines contained within the Regulations herein, may amend the category of red card awarded providing written reasons for the decision to amend.

6.5 The mandatory minimum periods of suspension for the following offences shall be:

		No. day's suspension
a)	where physical violence is **not used, attempted or threatened**	16
b)	where physical violence is **used, attempted or threatened** to a player or any other person	30
c)	where physical violence is **used, attempted or threatened** to an umpire or properly appointed tournament or match official	60

6.6 In addition to the mandatory minimum suspension, any relevant Disciplinary Body or the affiliated body for which the offender was participating may impose any additional sanction, including further suspension, as it may deem fit. The date of the commencement of any additional period of suspension shall be at the discretion of the relevant Disciplinary Body or affiliated body as the case may be, which shall have power to direct that there should be one or more breaks in the period of suspension.
When a Penalty Notification Form has been issued imposing a period of suspension but the relevant disciplinary body considers that, due to subsequent exceptional circumstances, it is likely that little or no hockey will be played and that the requirement to serve all or part of that suspension

would potentially be negated, the disciplinary body may review its original decision and issue a fresh PNF providing that any outstanding period of the suspension shall be served at a different time or times. For the avoidance of doubt:-

6.6a.1 Any review of a penalty under this Regulation by a disciplinary body is restricted only to the period(s) for service of any outstanding suspension and does not include an opportunity to review the original penalty itself

6.6a.2 The offender may appeal against the outcome of any review under Part 7 and 8 regardless of whether or not any appeal was made in respect of the original PNF

6.7 In cases of premeditated or serious offences, substantially more severe sanction than the periods of mandatory minimum suspension prescribed in Regulation 6.5 should be imposed. In particular, but not exclusively, personal insults to an umpire or match official, the use of a stick, punching or kicking and/or group violence should be severely penalised.

6.8 Where the relevant Disciplinary Body is an ADP, an AADA shall not impose a period of suspension, in the case of an offence in categories (a) and (b) of Regulation 6.5, greater than 30 days, or in the case of category (c) of Regulation 6.5, greater than 60 days, without first obtaining the approval in writing of the ADA.

6.9 For a second or subsequent Red Card Offence or MMO in any period of 12 months, commencing on the date of the first offence, the mandatory minimum period of suspension imposed shall be double that prescribed in Regulation 6.5. (For the purpose of this clause, red cards issued for 2 minor offences as per Clause 6.3 shall not be counted.). Further the relevant Disciplinary Body should also have regard to whether the particular offender has been held to have committed any Disrepute Offence since the first offence and, if so, the nature of the Disrepute Offence and the sanction imposed.

6.10 An additional sanction may include an extension of the scope of the exclusion from hockey activities referred to in Regulation 4.5 and/or a fine.

6.11 Where a period of suspension has been imposed on an offender and the relevant Disciplinary Body becomes aware of evidence that the offender may have been or may be in breach of the terms of the suspension, the relevant Disciplinary Body may impose a further period of suspension in accordance with the procedure set out in Regulations 6.13 and 6.14.

6.12 Upon becoming aware of a breach of a period of suspension the Disciplinary Body shall, as soon as reasonably practicable, notify the offender and the relevant affiliated body of the alleged breach by sending the relevant affiliated body a summary in writing of the facts alleged to constitute a breach of the suspension.

6.12.1 The offender and/or his affiliated body may make representations in writing to the Disciplinary Body on any matters which the offender wishes to have taken into consideration before the Disciplinary Body decides that there has been a breach and, if there has been a breach, the additional sanction to be imposed. Such representations must be received by the Disciplinary Body not later than 4.00 pm on the seventh day after the date that the notification was sent to the affiliated body. For this purpose, the first day is the day that such notification was sent.

6.12.2 Upon receipt of such representations, or after 4.00pm on the seventh day after the date that the notification was sent to the affiliated body, whichever is the sooner, the Disciplinary Body shall, within 72 hours thereafter, reach its decision as to whether there has been a breach and, if so, the further sanction to be imposed and notify the offender and the relevant affiliated body by completing and sending to the affiliated body a PNF. Such notification shall contain details of the further sanction imposed and succinct reasons for the decision.

6.12.3 Where there has been a breach of a period of suspension, the further period of suspension imposed should, save in exceptional circumstances, be not less than double the

period of suspension imposed for the original offence.

6.12.4 In addition to the notification referred to in Regulation 6.13.2:

a) where the relevant Disciplinary Body is the NDP, a copy of the PNF should be sent to the relevant ADA
b) where the relevant Disciplinary Body is an ADP, a copy of the PNF should be sent to the NDO

6.13 Regulations 5.5.3 and 5.5.4 shall apply for the purposes of any Appeal against a decision made under Regulations 6.12 and 6.13.

6.14 The provisions contained in Regulations 6.12 and 6.13 are without prejudice to the powers of any Disciplinary Body to treat the breach of any sanction imposed following the issuing of a Red Card or the commission of a MMO as a Disrepute Offence.

7. APPEALS

7.1 There shall be no right of appeal in respect of the first 16 days of a mandatory period of suspension imposed for a Red Card Offence or an MMO but an Appeal Body in an exceptional case may set aside the Red Card or MMO following an Appeal.

7.2 Appeals shall be determined by one of the following Appeal Bodies:

a) the EH Appeal Panel, for appeals from decisions of the NDP and, subject to Regulation 7.10, from decisions of a ADAP;
b) an ADAP, for appeals from decisions of an ADP .

Subject to Regulation 7.10, the parties to any Appeal are EH on the one hand and the Appellant on the other. Regulations 7.3 to 7.9 inclusive shall not apply to an Appeal from an ADAP to the EH Appeal Panel.

7.3 An Appeal must be commenced by an Appeal Notice, and:

7.3.1 An Appeal Notice must be in writing and should be by the completion of an EH Appeal Notice Form but the Chairman of the relevant Appeal Body may accept any document purporting to be an Appeal Notice provided it contains sufficient details for the Appeal Body to know the nature of the decision appealed against and the grounds for the Appeal.

7.3.2 An Appeal Notice should state whether the Appeal is in respect of the whole of a decision or only the sanction imposed.

7.3.3 An Appeal Notice must state whether an Oral Hearing is requested. If the Appeal Notice does not request an Oral Hearing, the Appeal will be dealt with on the basis of written submissions only.

7.3.4 An Appeal Notice must be received not later than 7 days after receipt by the Appellant of the notification of the decision or sanction appealed against.

7.3.5 In the case of an Appeal from the NDP, the Appeal Notice should be sent to the NDO marked for the attention of the EH Appeal Panel.

7.3.6 In the case of an Appeal from an ADP, the Appeal Notice should be sent to the relevant ADA marked for the attention of the ADAP.

7.3.7 An Appeal Notice must include the Appellant's address for service of any documents, including, if the Appellant is willing to accept service by fax and/or email, a fax number and/or email address.

7.4 An Appellant must send with the Appeal Notice the appropriate deposit as follows:

a) Appeal to an ADAP £100
b) Appeal to the EH Appeal Panel £150

Failure to pay this deposit shall render the Appeal void and of no effect. If an Appeal is successful in whole or part, the relevant Appeal Body may, at its discretion, direct that all or part of the deposit be refunded. If an Appeal is unsuccessful, in whole or in part, after an Oral Hearing the relevant Appeal Body may direct the Appellant to pay all or part of the costs and expenses of the Appeal to be summarily

assessed by the relevant Appeal Body at the conclusion of the Hearing.

7.5 The Chairman of the relevant Appeal Body may, upon the application in writing made by or on behalf of the
Appellant:

7.5.1 Stay, suspend or vary any penalty that is the subject of an Appeal pending determination of the Appeal; and/or

7.5.2 in exceptional circumstances, extend the time for appealing set out in Regulation 7.3.4.

upon such terms, if any, as the Chairman may think fit. The decision of the Chairman shall be final.

7.6 Where an Appeal Notice does not expressly request an Oral Hearing, the following provisions shall apply:

7.6.1 Save as provided in Regulation 7.6.2 the only documents and evidence that may be considered by the Appeal Body are the documents and witness statements before the relevant Disciplinary Body when the decision appealed against was made and the documents setting out and giving the reasons for the decision appealed against, save that the Appellant may, within 14 days of the date of the Appeal Notice, send to the Appeal Body further written submissions.

7.6.2 If either party wishes the Appeal Body to consider further evidence not previously considered by the relevant Disciplinary Body, the Appeal Body shall consider such evidence provided that:

a) such further evidence is sent to the Appeal Body and the other party within 14 days of the date of the Appeal Notice;
b) such further evidence is in the form of written statements and/or copy documents certified as being true by the person submitting the evidence;
c) the other party may reply in writing to such further evidence by making representations and/or submitting further evidence, such reply to be received by the Appeal Body not later than 21 days after the date of the Appeal Notice;
d) either party may request the Appeal Body to hold an Oral Hearing where any further evidence has been sent to the Appeal Body if such request is in writing and received by the Appeal Body within 21 days of the date of the Appeal Notice. In such a case the Appeal Body cannot decide the Appeal and must direct an Oral Hearing, and the provisions of Regulation 7.6.4(4) shall apply.

7.6.3 As soon as reasonably practicable after the expiration of 21 days from the date of the Appeal Notice, the Appeal Body shall consider the Appeal.

7.6.4 Having considered the Appeal, the Appeal Body may either:

a) allow the Appeal; or
b) allow the Appeal in part, in which case it may impose any lesser penalty than that imposed by the Disciplinary Body appealed from; or
c) dismiss the Appeal and confirm the decision appealed against including any penalty imposed; or
d) if the Appeal Body decides that it cannot reach a conclusion without an Oral Hearing or is minded to increase the sanction imposed by the relevant Disciplinary Body, the Appeal Body shall direct an Oral Hearing of the Appeal, in which case the NDO, on behalf of the EH Appeal Panel, or the Secretary to the relevant ADAP shall as soon as reasonably practicable serve on the parties to the Appeal notice in writing stating the date, time and place at which the Appeal Body will hold the hearing together with a copy of the Guidelines for Oral Appeal Hearings set out in Appendix 2.

7.6.5 The decision of the Appeal Body shall be notified in writing to the parties to the Appeal within 48 hours of the decision. Succinct reasons for the decision shall be sent to the parties to the Appeal within 7 days of the decision.

7.7 Where an Appeal Notice expressly requests an Oral Hearing, as soon as reasonably practicable after

the Appeal Notice has been received the NDO, on behalf of the EH Appeal Panel, or the Secretary to the relevant ADAP shall serve on the Appellant a notice in writing stating the date, time and place at which the Panel will hold the hearing together with a copy of the Guidelines for Oral Appeal Hearings set out in Appendix 2 hereto.

7.8 At the conclusion of the hearing of the Appeal, the Appeal Body may either:

a) allow the Appeal; or
b) allow the Appeal in part, in which case it may impose any lesser penalty than that imposed by the Disciplinary Body; or
c) dismiss the Appeal, in which case it may impose any sanction that the Disciplinary Body appealed from could have imposed, including the imposition of a greater period of suspension than that imposed by the Disciplinary Body.

7.9 The Appeal Body may direct the Appellant to pay all or part of the costs and expenses of the Appeal to be summarily assessed by the Appeal Body at the conclusion of the hearing. Where the Appellant is directed to pay any costs and expenses the Appeal Board may impose a period of suspension on the Appellant, or extend any period of suspension already imposed, until such time as the costs and expenses have been paid in full.

7.10 The decision of the Appeal Body shall be notified in writing to the parties to the Appeal within 48 hours of the decision. Succinct reasons for the decision shall be sent to the parties to the Appeal within 7 days of the decision.

7.11 In addition to the parties to the Appeal, the details of the decision of an Appeal Body at the conclusion of an Appeal shall be notified in writing within 72 hours of the decision as follows:

a) to the NDO, the relevant ADA and the relevant affiliated body; and
b) to the umpire who issued the Red Card or reported the MMO.

7.12 Subject to Regulation 8.1 below the decision of an Appeal Body shall be final.

8. FURTHER APPEALS

8.1 Following a decision of an ADAP, either of the parties may request permission for a Further Appeal to be heard by the EH Appeal Panel. EH may request a Further Appeal notwithstanding that the ADAP may have dismissed the particular Appeal in whole or in part.

8.2 Permission for a Further Appeal shall only be granted if, in the view of the Chairman of the EH Appeal Panel:

a) the circumstances of and the procedure adopted following the issue of the particular Red Card or the commission of the particular MMO and/or the sanction imposed were exceptional and/or disclose a material irregularity; and
b) it is in the general interest of the individuals and affiliated bodies involved in the sport of hockey that the particular Red Card or MMO should be adjudicated upon by the EH Appeal Panel; and
c) the proposed Further Appeal has a reasonable prospect of success.

8.3 A request for permission for a Further Appeal must be made within 14 days of the reasons for the decision of the relevant ADAP being sent pursuant to Regulation 7.6.5.

8.4 A request for permission for a Further Appeal must be in writing in a document headed "Further Appeal Request" sent to the NDO marked for the attention of the Chairman of the EH Appeal Panel together with copies of the following:

a) the relevant RCRF and PNFs;
b) the Appeal Notice to the relevant ADAP;
c) the decisions made by the relevant Disciplinary Body and the ADAP together with any written

reasons;

d) the written representations and any witness statements produced for the Disciplinary Body and/or the ADAP; and
e) any other documents relied on.

The above copy documents should be sent in an indexed and paginated bundle.

8.5 The Further Appeal Request should include a summary of the facts and matters relied upon to satisfy the requirements for permission for a Further Appeal as set out in Regulation 8.2. If permission is granted the Further Appeal Request shall become the Appeal Notice for the purposes of the Further Appeal.

8.6 As soon as reasonably practicable after receipt of the Further Appeal Request and the accompanying copy documents, the Chairman of the EH Appeal Panel shall consider the Request. 8.7 The decision of the Chairman shall be notified in writing to the parties to the intended Further Appeal. If the decision is to permit the Further Appeal no reasons will be given, but if the decision is to refuse permission, such notification shall include succinct reasons for the decision.

8.7 The decision of the Chairman of the EH Appeal Panel shall be final.

8.8 If permission for a Further Appeal is granted, such Appeal shall be an Oral Hearing. The NDO, on behalf of the EH Appeal Panel, shall serve on the parties to the Further Appeal a notice in writing stating the date, time and place at which the EH Appeal Panel will hold the Hearing. The Guidelines for Oral Appeal Hearings set out in Appendix 2 shall be followed so far as possible, subject to the discretion of the Chairman of the EH Appeal Panel to adapt the procedure having regard to the circumstances of the particular case, in the preparation and hearing of the Further
Appeal, save that, where the Further Appeal has been made by EH:

a) references in the Guidelines to "the Appellant" should be construed as references to the Respondent to the Further Appeal;
b) both parties to the Further Appeal should prepare in advance of the hearing a schedule containing a summary of their respective actual and anticipated costs and expenses of and occasioned by the Appeal;
c) if the Further Appeal is unsuccessful, in whole or in part, the EH Appeal Panel may direct that all or a proportion of the costs and expenses of the Respondent be paid by EH, in which case the Panel shall summarily assess the amount to be paid.

8.9 Where an individual is the unsuccessful party to a Further Appeal, such party may be directed to pay all or part of the costs and expenses of the Further Appeal. The EH Appeal Panel may impose a period of suspension on such an individual, or extend any period of suspension already imposed, until such time as the costs and expenses directed to be paid have been paid in full.

8.10 In any case the EH Appeal Panel may, at its discretion, direct that all or any part of the deposit paid for the purposes of the relevant Appeal to the ADAP be refunded.

8.11 Regulations 7.8, 7.10 and 7.11 shall apply for the purpose of the Further Appeal.

8.12 The decision of the EH Appeal Panel shall be final.

APPENDIX 1

Definitions and Abbreviations

"AADA"	means an Assistant Area Disciplinary Administrator
"ADA"	means an Area Disciplinary Administrator
"ADAP"	means an Area Disciplinary Appeal Panel
"ADP"	means an Area Disciplinary Panel
"Area"	means an Area Hockey Association Limited as defined in EH's Articles of Association
"Affiliated body"	means any Member of EH, other than an individual Member, and includes the National Programme Umpires Association and any club, school, corporation, association, umpiring association or organisation for which an individual may participate or with which an individual may be principally connected at any material time and which is part of an affiliated body that is a Member of EH
"Appeal Body"	means the body appointed under the Red Card and MMO Regulations and the Disrepute Offence Regulations for the purposes of an Appeal in any particular case
"Area Standing Committee"	means the England Hockey Areas Standing Committee
"CDO"	means a Club Disciplinary Officer or person deemed to be a CDO
"Disciplinary Body"	means the appropriate individual, committee, panel or other body responsible in the circumstances of any particular case for imposing and/or enforcing any of the provisions of the Red Card and MMO Regulations and the Disrepute Offence Regulations
"Disrepute Advisory Panel"	means a panel of persons appointed from time to time by EH for the purposes of providing advice to the NDO on the use and application of the Disrepute Offence Regulations in relation to any incident that may be referred to the NDO for decision or advice
"Disrepute Complaint"	means the description of conduct which must be set out in an EH Disrepute Incident Form pursuant to Regulation 4.2 of the Disrepute Offence Regulations Form and is alleged to be a Disrepute Offence
"Disrepute Offence"	means an offence as more particularly described in Regulation 4.1 of the Disrepute Offence Regulations
"EH Appeal Panel"	means the England Hockey Appeal Panel
"EH"	means England Hockey Limited, the National Governing Body for hockey in England
"EHF"	means the European Hockey Federation
"EHL"	means the English Hockey League
"FIH"	means the International Hockey Federation
"Member"	means an individual, corporation, association or organisation admitted to membership (of any class or category) of EH whether entitled to vote at a General meeting of EH or not
"MMO"	means a Match Day Misconduct Offence
"NDO"	means the National Disciplinary Officer
"NDP"	means the National Discipline Panel
"PNF"	means a Penalty Notification Form
"RCRF"	means a Red Card and Match Day Misconduct Report Form
"Red Card Offence"	means an offence during a game as more particularly referred to in Part 4 of the Red Card and MMO Regulations

"The Disrepute Offence Regulations" means the England Hockey Disrepute Regulations

"The Red Card and Match Day Misconduct Offence Regulations" means the England Hockey Red Card and Match Day Misconduct Offence Regulations

"The EH Ethics and Welfare Manager" means the England Hockey Equity, Ethics and Welfare Manager appointed from time to time by England Hockey

APPENDIX 2

Guidelines for Oral Appeal Hearings

1. In these Guidelines, "the Panel" means either the EH Appeal Panel or the appropriate ADAP. "The Chairman" means the Chairman of the EH Appeal Panel or the appropriate ADAP that is to hear the particular Appeal.
2. The parties to any Appeal hearing are EH on the one hand and the Appellant on the other. EH should be represented by the NDO, or the relevant ADA or AADA but may appoint another individual as its representative. The Appellant may appear in person and/or be represented at the hearing. If under the age of 18 years, the Appellant is entitled to be accompanied by a person having parental responsibility as defined in the Children Act 1989 or nominated as a representative by such a person.
3. Although an Appeal, at the Oral Hearing the burden shall be upon EH to satisfy the Panel that the decision that is the subject of the Appeal should be upheld. Where any fact is required to be proved the Panel shall regard it as proved if proved on the balance of probabilities provided that, if any criminal act, or fraud or dishonesty is alleged against the Appellant, the allegation is only to be regarded as proved if it has been proved beyond reasonable doubt.
4. The Chairman may postpone the hearing on his own initiative, or upon the application in writing of EH or the Appellant, as he may think fit, in which case notice in writing stating the new date, time and place at which the Panel will hold the Hearing will be served on the Appellant not less than 7 days before the new hearing.
5. Where appropriate, and at the discretion of the Chairman, two or more Appeals may be heard together.
6. Save in exceptional circumstances, and subject to the discretion of the Chairman, no person may give evidence before the Panel unless a signed witness statement has previously been produced in accordance with these Guidelines.
7. If EH wishes to rely on any witness statements or documents in addition to those supplied to the Appellant prior to the making of the decision that is the subject of the Appeal, copies thereof must be sent to the Appellant not less than 14 days prior to the hearing. If the Appellant wishes to rely on any witness statements or documents in addition to those produced prior to the decision that is the subject of the Appeal, copies thereof must be sent to the NDO or the Secretary to the relevant ADAP as the case may be not less than 7 days before the hearing.
8. Any witness statement must be signed by the maker of the statement but the witness (unless also a party) will not be required to attend the hearing unless, not less than 72 hours before the hearing, a party informs the NDO or the Secretary to the relevant ADAP as the case may be that the presence of the witness is required, in which case the NDO or the Secretary of the relevant ADAP shall so inform the witness. Where a witness statement has been produced but the witness does not appear at the hearing having been requested to attend, the witness statement may be admitted as evidence at the discretion of the Chairman, subject to the Panel giving such weight to the statement as it thinks fit having regard to the fact that there will have been no opportunity to question the maker of the statement.
9. Procedure at Oral Hearings shall be informal, the details being at the discretion of the Chairman. The Chairman may amend and adapt the procedure in order to do justice in the particular case.
10. The attendance of the Appellant (or its duly appointed representative if an affiliated body) is required at the Oral Hearing, but if the Appellant nevertheless fails to attend, the hearing may proceed in the absence of the Appellant if the Panel is satisfied that all relevant procedures requiring the attendance of the Appellant have been complied with and that no acceptable explanation for the absence has been provided. Should the Panel not be so satisfied, it shall have power to adjourn the hearing to such time and date as it may think fit.
11. A record of each Oral Hearing shall be taken and retained by EH for not less than 2years.
12. The Panel may adjourn the hearing from time to time and upon such terms as it may think fit.
13. On an Appeal in respect of a Red Card Offence or an MMO and on an Appeal in respect of a Disrepute Offence where the initial Disrepute Complaint was made by an umpire, the umpire who issued the Red Card or reported the MMO or made the Disrepute Complaint as the case may be is entitled to

be independently represented at the hearing.

14. Unless otherwise directed by the Chairman prior to the hearing, the NDO or the Secretary to the appropriate ADAP shall prepare a bundle of documents ("the Appeal Bundle") for use at the Appeal. The Appeal Bundle should contain copies of all documents and witness statements intended for use at the Appeal, paginated and indexed. Seven copies of the Appeal Bundle should be produced: one for each member of the Panel, one for the Appellant, one for the EH representative, one for the umpire in the case of an Appeal in respect of a Red Card Offence or an MMO or a Disrepute Complaint made by an umpire, and one for the use of witnesses at the hearing. Copies of the Appeal Bundle should be supplied to the members of the Panel, the Appellant, the EH representative and the umpire (if appropriate) not less than 48 hours before the hearing.
15. Prior to the hearing, the NDO or the Secretary to the appropriate ADAP shall prepare a schedule containing a summary of the actual and anticipated costs and expenses of and occasioned by the Appeal.
16. Subject to the discretion of the Chairman in any particular case, the procedure at the Appeal hearing will be as follows:

    16.1 The Chairman will introduce the members of the Panel and ascertain the identity and role of all those present.

    16.2 The decision that is the subject of the Appeal shall be read out by the EH representative. Unless the Panel indicate that the documents and witness statements in the Appeal Bundle have been read, the EH representative shall read out, or invite the members of the Panel to read, the documents and witness statements in the Appeal Bundle.

    16.3 The Chairman shall then invite the Appellant to make a statement and the EH representative shall be entitled to ask the Appellant questions.

    16.4 Any witness giving oral evidence against the Appellant shall be asked to verify his witness statement and, in the case of an umpire, the contents of the relevant RCRF. The witness shall be asked to correct any mistakes or omissions in his witness statement and may, with the permission of the Chairman, be asked questions by the EH representative, supplementing his evidence. The Appellant or the Appellant's representative may then question the witness. With the permission of the Chairman, the EH representative may then question the witness further upon any new matter arising out of the Appellant's or the Appellant's representative's questions.

    16.5 Any witness giving oral evidence on behalf of the Appellant shall be asked to verify his witness statement. The witness shall be asked to correct any mistakes or omissions in his witness statement and may, with the permission of the Chairman, be asked questions by the Appellant or the Appellant's representative, supplementing his evidence. The EH representative may then question the witness. With the permission of the Chairman, the Appellant or the Appellant's representative (if any) may then question the witness further upon any new matter arising out of the EH representative's questions.

    16.6 Where the Appeal is concerned with a Red Card Offence or an MMO made by an umpire, the umpire or the umpire's representative may, if and when permitted by the Chairman, question any witness.

    16.7 The Chairman and any member of the Panel, with the consent of the Chairman, may at any stage of the hearing question any witness, the EH representative, the Appellant and the Appellant's representative if any.

    16.8 At the conclusion of the evidence the Appellant or, if represented, the Appellant's representative shall be invited to make final submissions as to whether the decision appealed against should be upheld.

    16.9 If so required by the Chairman, the EH representative may be invited to make submissions concerning whether the decision appealed against should be upheld.

    16.10 At the conclusion of the hearing the Chairman will either ask the parties to withdraw or the Panel will withdraw to consider its decision.

    16.11 The Panel may either invite the parties to wait for its decision, or state that the announcement of the decision will be deferred and put in writing to be sent to the parties.
17. The Panel may direct that all or a proportion of the costs and expenses incurred in connection with

the Appeal as set out in the schedule referred to in 15 above should be paid by the Appellant, in which case the Panel shall summarily assess the amount to be paid.

18. Where a decision is announced at the conclusion of the hearing, the decision shall be confirmed in writing within 48 hours. Succinct reasons for the decision shall be sent to the parties within 7 days of the decision.