

TRIBUNAL BY-LAWS & PROCEDURES POLICY

Policy number	TB-01	Version	2
Drafted by	Peter Steve	Approved by Board on	2 MAR 2019
Responsible person	Governance	Scheduled review date	20 JAN 2020

RESPONSIBILITIES

The Board shall be responsible for communicating this policy to Members of Gridiron Victoria.

The Secretary of the Board shall be responsible for ensuring that a copy of this policy is available for reference online, for easy access by Members.

The Board Chair shall be responsible for making a ruling on any point in dispute in this policy.

With all Tribunals, the Board of Directors has appointed the Chairperson, as the Chair for all GV Tribunals. In the Chairperson's absence, one of the remaining Board members will assume the role of Chairperson, GV Tribunal. The Tribunal will be constituted as follows:

Chairperson (Non-Voting) - The Chairperson will oversee all procedures during the Tribunal hearing, including the reading of the charges and decisions. The Chairpersons' position is a non-voting position; however the Chairperson is encouraged to participate in the proceedings and remain during deliberations of the Tribunal.

Tribunal Panel (Voting) - The GV Tribunal Panel will be made up of representatives from three (3) non-involved GV League Clubs – All members shall have a vote and be involved in deliberations.

The procedures (By Laws) for the Tribunal are attached.

Contents

Responsibilities.....	1
Part 1 Jurisdiction and Establishment of Tribunals.....	2
Part 2 Reports & Notifications	3
Part 3 Conduct of Tribunal Hearing	5
Part 4 Offences and Penalties.....	9
Part 5 Appeals.....	12
Part 6 Miscellaneous.....	14
Related Documents	15
Authorisation.....	15

TRIBUNAL BY-LAWS & PROCEDURES POLICY

PART 1 JURISDICTION AND ESTABLISHMENT OF TRIBUNALS

1. Adoption of By-laws

- 1.1. These By-laws are made under the Gridiron Victoria ("GV") constitution and are known as the "Tribunal By-laws" and come into operation on 2 March 2019 and are binding on all members of GV and other persons who or organisations which submit themselves to otherwise come under the jurisdiction of GV.
- 1.2. Any and all By-laws of GV previously made concerning Tribunals are expressly rescinded. For the avoidance of doubt, all penalties handed down under previous by-laws shall continue to be recognised by GV.

2. Authority of Tribunal

- 2.1. GV has the power under its constitution to hear and determine charges made against persons, affiliated associations, teams or clubs arising from or related to Gridiron activities, matches and competitions conducted by GV, its affiliated associations ("association") or its commissions or leagues ("organising bodies") and has in its discretion the power to delegate such power.
- 2.2. GV delegates the power of hearing and determining such charges to the GV Tribunal ("Tribunal") in accordance with the provisions of these By-laws.
- 2.3. The Tribunal shall have power to suspend, disqualify, reprimand, fine, bond, ban or otherwise deal with any person involved with Gridiron (including, but not limited to players, coaches, teams, clubs, officials, and spectators) in accordance with these By-laws, regarding any incident arising from an activity conducted by the organising bodies. The incident may have occurred before, during or after the conduct of the activity, within the confines of the stadium, activity venue or its immediate surrounds or elsewhere if directly related to a Gridiron activity of any sort. Reportable conduct also includes conduct relating to Gridiron which occurs by email, telephone or computer and includes cyber bullying.
- 2.4. The Tribunal may also deal with any other disciplinary matter delegated to it for adjudication by GV.
- 2.5. The Tribunal must at all times act independently and impartially in carrying out its duties in accordance with these By-laws.

3. Membership of Tribunal

- 3.1. Tribunal members may be appointed by GV or an affiliated association.
- 3.2. The association shall advise GV of Tribunal members appointed by it.
- 3.3. Tribunal members may be dismissed without reason and in their absolute discretion by GV if appointed by GV or an association or by an association if appointed by that association.
- 3.4. Wherever possible, matters referred to the Tribunal for determination shall be heard by three (3) members of the Tribunal, however a quorum of the Tribunal shall be two (2) members.
- 3.5. No Tribunal decision shall be invalidated by any irregularity in the appointment of a member.

4. Responsibilities of Tribunal Chairperson

- 4.1. Without limiting the duties of Tribunal chairpersons as set out under the various Bylaws of these By-laws, a person appointed to the position of Tribunal chairperson shall have the following responsibilities:
 - 4.1.1. to ensure accurate records are kept of all of the Tribunal's proceedings and decisions and to make such records available to GV upon request;
 - 4.1.2. to communicate to GV in writing the results of hearings of the Tribunal;
 - 4.1.3. to chair hearings of the Tribunal or to ensure that such task is delegated to a member of the Tribunal;

TRIBUNAL BY-LAWS & PROCEDURES POLICY

- 4.1.4. to raise with any proposed Tribunal member any potential or possible conflict of interest which may arise from time to time.

5. Records of Tribunals Proceedings

- 5.1. The method of recording the proceedings and determinations of the Tribunal shall be at the discretion of the Tribunal chairperson.

6. Convening Tribunal hearings

- 6.1. If practicable, the organising body shall provide notice to all teams participating in competitions conducted by it of the regular day, time and place of Tribunal hearings throughout the duration of the competition.
- 6.2. The Tribunal will be convened to hear charges arising from an incident as soon as is practicable, preferably prior to the next round of matches occurring.
- 6.3. Notification of persons charged under these By-laws shall include details of the day, time and place of the Tribunal hearing at which the charge will be heard in accordance with Part 3 of these By-laws, and must be provided a reasonable period prior to such hearing.

PART 2 REPORTS & NOTIFICATIONS

7. Reports by officials

- 7.1. Any game official (but not including an official who is not accredited) or official of the organising body who is so authorised by the organising body, shall be entitled to report any person who or team or club which, in the opinion of the official has committed an offence under these By-laws.

8. Investigations

- 8.1. Where an organising body or an official of an organising body believes an offence may have been committed or the organising body or GV receives a complaint, but no report has been made, the organising body, GV or official may investigate, or appoint a person to investigate, the alleged offence and if after the investigation it or the person appointed to investigate decides that a report should be made, the organising body or the person appointed by it may make a report.

9. Duties of persons or bodies making a report

- 9.1. Any person who or organising body which makes a report under By-laws 7.1 or 8.1 shall ensure that the charged person, team or club is notified of the report, as well as any other person involved in the report and all other relevant game officials as soon as possible, after the report is made. The reporting person shall fulfil this duty by giving the report to the organising body.
- 9.2. A person who or organising body which makes a report under By-laws 7.1 or 8.1 shall enter the details of the alleged offence(s) on the report form as soon as possible after the match or other activity, noting all the particulars in connection with the report so that a clear account can be given to the Tribunal when the report is to be dealt with.
- 9.3. A person who or organising body which makes a report under By-laws 7.1 or 8.1 shall lodge a report form with the person nominated by the organising body to take charge of reports as soon as possible after the activity. It is expected that in normal circumstances this would be no later than the first working day after the game or incident leading to the report but the failure to lodge the report does not in any way affect the validity of the report..

10. Duties of Organising Body Receiving a report

- 10.1. The organising body shall appoint an officer to be responsible for the receipt of reports made under these By-laws and to carry out the duties in connection with such reports ("Hearings Officer"). The officer to whom responsibility is delegated under this By-law may hold another position within the organising body.

TRIBUNAL BY-LAWS & PROCEDURES POLICY

- 10.2. The organising body shall require each team entered in competitions to designate on the entry form the telephone number and postal and email addresses of the team secretary, or manager, to be used for notification of reports.
- 10.3. The organising body shall maintain lists of names, addresses and telephone numbers of all officials registered with the Association.
- 10.4. The Hearings Officer designated under By-law 10.1 shall have the following duties:
 - 10.4.1. to organise the venue, time and day of the week to be set aside for hearings of the Tribunal;
 - 10.4.2. to convene hearings of the Tribunal to deal with matters referred to it;
 - 10.4.3. to ensure as far as possible that three (3) members of the Tribunal are present to deal with any matters referred to it for determination;
 - 10.4.4. to receive and refer to the Tribunal all material relating to any reports made under these By-laws;
 - 10.4.5. to ensure the availability of all forms required to be used in any proceedings of the Tribunal;
 - 10.4.6. to notify the charged person, team or club, directly or through their team secretary or manager, of the date, time and place of the Tribunal hearing;
 - 10.4.7. if the notification under By-law 10.4.6 is made by telephone, the officer giving the notification shall immediately make a written record of the time and details of the telephone conversation;
 - 10.4.8. if the charged person is under the age of 18 years, or because of some disability is unable to represent him or herself, then they are to be advised that they have the right to have an adult (not being a legal practitioner) with them at the Tribunal hearing, as an advisor ("advisor"), and that the advisor shall be allowed to ask questions;
 - 10.4.9. to provide the charged person, team or club with a copy of the report form and ensure the reporting official has a copy In carrying out this function the organising body shall:
 - 10.4.9.1. hand or send a copy of the report form to the charged person as soon as is reasonably practical following the activity out of which the report was made; or
 - 10.4.9.2. send a copy of the report form to the charged person, team or club at the address of the team secretary or manager as collected under By-law 10.2 above, as soon as possible after the date of the report being lodged by the official with the Association; or
 - 10.4.9.3. make a copy of the report form available for collection by the charged person, team or club and notify the team secretary or manager of the requirement to effect such collection.

If a report is given or sent to the team secretary or manager for notification to the reported person, team or club, it shall be deemed to have been provided to the charged person, team or club.

 - 10.4.10. to notify the reporting person and any officials or witnesses required to be in attendance, of the date, time and place of the Tribunal hearing. Where such reporting person is under 18 years of age, they are to be advised that they have the right to have an adult (not being a legal practitioner) with them at the Tribunal hearing, as an advisor, and that the advisor shall be allowed to ask questions;
 - 10.4.11. to notify each of the above persons of the consequences of nonattendance at a Tribunal hearing and the procedure to be followed in each case;
 - 10.4.12. to notify the chairperson (or his/her delegate) of the Tribunal that a report has been received, and to deliver to the chairperson (or his/her delegate) of the Tribunal the report form and any other information relevant to the case; and
 - 10.4.13. to ensure sufficient report forms are available to officials at competitions conducted by the organising body and that officials are aware of the availability of such forms.

TRIBUNAL BY-LAWS & PROCEDURES POLICY

11. Period Between Report & Tribunal Hearing

- 11.1. A charged person, team or club shall be entitled to participate in Gridiron activities until such time as the Tribunal has heard and determined the report unless a Tribunal chair believes the report is of a very serious nature and to allow participation may constitute a danger to other participants.

12. Alternative Procedure for Minor offences

- 12.1. If a reporting official believes the offence or offences reported are of a minor nature they may indicate such on the report.
- 12.2. Where an indication is made under 12.1, or no indication is made, the Hearings Officer shall refer the report to the Tribunal chairperson. If the Tribunal chairperson agrees that the offence or offences appear to be of a minor nature and would not normally attract a penalty of more than 10 weeks suspension, the Tribunal chairperson may, in their absolute discretion, offer the reported person a penalty of approximately 50% of the penalty which the Tribunal Chairperson believes would normally be imposed.
- 12.3. If the reported person accepts the penalty offered under 12.2 within 24 hours of the offer being conveyed to them, the penalty will be imposed and becomes an order of the Tribunal as if the person has been found guilty at a hearing of the Tribunal and is not subject to appeal under these By-laws.
- 12.4. If the reported person rejects the offer under 12.2 or fails to respond to it within 24 hours of the offer being conveyed to them or such other time as the Hearing Officer allows, the report will be referred to a hearing of the Tribunal.

PART 3 CONDUCT OF TRIBUNAL HEARING

13. Attendance at Tribunal hearings

- 13.1. Except where excused (on request or otherwise) from attendance from the Tribunal hearing, the following persons shall be required to attend a Tribunal hearing conducted under these By-laws:
 - a) the charged person;
 - b) the president, secretary or other delegate representing a charged team or club;
 - c) the reporting person(s) or representative of the reporting body;
 - d) any other person involved in the report (this includes any "victim" of the person reported);
 - e) witnesses as indicated by the reporting or charged person to be notified by the officer designated under By-law 10.1;
 - f) witnesses required by the Tribunal.
- 13.2. The following persons shall be entitled to attend a Tribunal hearing as appropriate:
 - a) any player of a charged team or club;
 - b) witnesses called to give evidence by a charged person, team or club;
 - c) witnesses called to give evidence by the reporting person(s) or body;
 - d) in the case of a charged person or reporting person where an advisor has been allowed - that advisor.
 - e) representatives of the media;
 - f) any other person.
- 13.3. Legal representatives or advocates are not permitted to appear before the Tribunal.
- 13.4. The Tribunal may order that any person, including the reported person or a member of a reported team or club, leave the hearing if it is of the opinion that the person is disrupting the hearing.

TRIBUNAL BY-LAWS & PROCEDURES POLICY

- 13.5. If the reported person or a member of a reported team or club is excluded from the hearing in accordance with By-law 13.4 the Tribunal shall continue to hear and determine the matter in his or her absence.

14. Non-attendance at Tribunal hearings

- 14.1. If any charged person (or representative of a charged team or club) required by Bylaw 13.1 to attend a Tribunal hearing fails to attend the Tribunal hearing without reasonable cause, the hearing may proceed and a determination made by the Tribunal in the absence of the charged person, team or club, provided that the Tribunal is satisfied that all notification procedures under these By-laws have been carried out and that in proceeding no significant unfairness will be suffered.
- 14.2. A charged person, team or club or reporting person or body may apply to the Hearings Officer to have a Tribunal hearing adjourned if there are compelling circumstances which warrant such steps being taken to avoid costs, hardship or significant inconvenience to the charged person, team or club. This will be at the discretion of the Hearings Officer (or the Tribunal if already convened) and if the application is granted a new date shall be fixed.
- 14.3. A charged person who is unable to attend a Tribunal hearing shall be entitled to appoint a representative (who is not a legal practitioner) to appear in his/her place subject to the Tribunal receiving a letter of consent from the charged person containing the person's plea to the charges contained in the report and any statement that person would have given to the Tribunal had he or she attended the hearing. The Tribunal shall give such weight to the facts in that statement as in all the circumstances it believes is appropriate given that the person will not be able to be questioned on those facts.
- 14.4. If any witness fails to attend a Tribunal hearing, the hearing may continue in their absence.
- 14.5. If a reporting person or representative of a reporting body fails to attend a Tribunal hearing without reasonable cause, the hearing may proceed and a determination made by the Tribunal in their absence, provided that the Tribunal is satisfied that all notification procedures under these By-laws have been carried out.
- 14.6. If a reporting person or body or organising body or its official inadvertently fails to carry out any duties listed in By-law 10, the charges shall not be dismissed for this reason, but may be adjourned to allow the omission to be rectified. Where appropriate, the Tribunal shall take the failure into account and make suitable allowance.

15. Recording of Tribunal Hearings

- 15.1. Subject to these By-laws and such other conditions as the Tribunal may decide upon, video or audio tape recording of a Tribunal Hearing may be made by any person appearing before the Tribunal, provided at least 48 hours' prior notice has been given to the Tribunal.
- 15.2. The Tribunal is not required to advise participants that they have the right to request video or audio taping of hearings.
- 15.3. Regardless of whether recording equipment is provided by the participant or the Tribunal, the tape, disc or other storage device shall be retained by the Tribunal, provided that the participants in the hearing are permitted to copy the tape or disc under supervision of a GV Tribunal officer.
- 15.4. No person other than at the direction of the person(s) investigating may record an investigation and only the person(s) investigating may listen to or view the tape unless a Tribunal directs otherwise.
- 15.5. Any person who records a hearing or an investigation in breach of this By-law or of any conditions placed by the Tribunal shall be guilty of contempt and may be dealt with by the Tribunal accordingly.

TRIBUNAL BY-LAWS & PROCEDURES POLICY

16. Tribunal hearing Conducted Electronically

- 16.1. A charged person, team or club, reporting official or witness may apply to the Tribunal chairperson to have a Tribunal hearing conducted in whole or in part by telephone or video conference call or by other electronic means if there are compelling circumstances which warrant such steps being taken to avoid costs, hardship or significant inconvenience to the charged person, team or club, reporting official or witness. A Tribunal may otherwise direct a hearing by telephone or video conference or by other electronic means. Unless there are technical difficulties or other problems preventing it, all persons involved in the hearing should be able to hear and/or see all the persons involved.
- 16.2. If the Tribunal grants a request of a charged person, team or club, reporting official, or witness or the Tribunal directs under By-law 16.1, the Tribunal shall attempt to organise for the presence of a neutral official at the offsite location to assist the Tribunal in the conduct of the hearing. In all other respects the procedure of the Tribunal hearing shall be conducted in accordance with these Bylaws.

17. Procedures of the Tribunal

- 17.1. For the purpose of this By-law 17, a reference to a charged person includes a reference to the representative(s) of a charged team or club.
- 17.2. In the event of a team or club being reported, one (1) member of the team or club shall act as spokesperson for the team or club provided that an individual member of that team or club may elect to speak on their own behalf. The Tribunal may exempt any member or members of a team or club from any findings and penalties against the team or club if it believes that that person was or those persons were not involved in the incident leading to the finding against the team or club.
- 17.3. At the commencement of a hearing, the chairperson shall identify the members of the Tribunal and determine if the charged person is present to answer the charge(s) set out in the report.
- 17.4. The charged person shall be asked whether he/she accepts the members of the Tribunal as impartial and independent, or whether he/she wishes to raise any objection in relation to any member. If the objection is found by the Tribunal to be valid, then the Tribunal member shall stand down for the duration of the hearing.
- 17.5. The charged person and the reporting person(s) shall be notified of their right (subject to By-law 13.4) to remain in the hearing until all evidence is presented but not to be present whilst the Tribunal considers its findings and determines an appropriate penalty (if any).
- 17.6. The chairperson shall advise all those persons present of the method (if any) of recording the hearing.
- 17.7. The charge(s) as contained in the report shall be read out in the presence of all persons eligible to be present.
- 17.8. The charged person shall be asked whether the charge is understood and the reporting person asked whether the charge correctly represents their intention.
- 17.9. The charged person shall be asked to plead.
- 17.10. If the charged person pleads guilty to the charge(s), the chairperson may read a short summary of the facts, admit the reporting official's evidence (written/verbal) and no witnesses need be called to give evidence unless the Tribunal requires it.
- 17.11. If the charged person pleads not guilty then the chairperson shall ask all witnesses except the reporting person(s) and the charged person (and their advisors) to leave the room and to wait to be called to give their evidence.
- 17.12. The reporting person shall proceed to give evidence and the witnesses of the reporting person(s) shall be called upon to give his/her evidence in turn, subject to the approval of the

TRIBUNAL BY-LAWS & PROCEDURES POLICY

- number of witnesses to be called by the Tribunal in its discretion. Normally there would be only one witness allowed in addition to any other game official. The reporting person may produce to the Tribunal written witness statements for any witness not available to attend the hearing or in excess of the number of witnesses allowed by the Tribunal. The person producing the witness statement must have sufficient numbers of copies of the statement for each of the Tribunal members and the reported persons. The Tribunal must ensure that the charged person receives a copy of the statement before or at the hearing and allow a reasonable time for the statement to be read by all concerned. The Tribunal shall not place as much weight on the written statement as it would on oral evidence of a witness who attends the hearing. The charged person or his/her advisor may ask questions of the reporting person or any witness called.
- 17.13. Each witness shall be entitled to leave the Tribunal hearing after giving evidence unless otherwise directed by the Tribunal. Witnesses shall be entitled to remain in the hearing room after giving evidence with the permission of the Tribunal.
- 17.14. The charged person shall then be entitled to present their defence. Witnesses may be called subject to the approval of the number of witnesses to be called by the Tribunal in its discretion. Normally there would be only one witness allowed. The charged person may produce to the Tribunal written witness statements for any witness not available to attend the hearing or in excess of the number of witnesses allowed by the Tribunal. The person producing the witness statement must have sufficient numbers of copies of the statement for each of the Tribunal members and the reporting person. The Tribunal must ensure that the reporting person receives a copy of the statement before or at the hearing and allow a reasonable time for the statement to be read by all concerned. The Tribunal shall not place as much weight on the written statement as it would on oral evidence of a witness who attends the hearing. .Reporting persons or the advisor to a reporting person may ask questions of the charged person or any witness called.
- 17.15. The Tribunal is empowered to question any person giving evidence.
- 17.16. Where a person has an approved advisor present, an opportunity for consultation shall be provided.
- 17.17. Video evidence may be presented at the discretion of the Tribunal.
- 17.18. At the conclusion of all of the evidence and submissions the chairperson shall ask the charged person, the reporting official and all other persons present to leave the hearing room while the Tribunal considers its findings.
- 17.19. If the Tribunal is not satisfied that a particular charge has been proved, but is satisfied that a lesser charge has been established, then the Tribunal may find such lesser charge established and shall apply the penalty applicable to the lesser charge.
- 17.20. Where it appears to the Tribunal that the reporting official has made an error in laying the wrong charge or omitted charges that should have been laid, the Tribunal may amend the charges and proceed to make a finding.
- 17.21. Where charges have been amended under By-law 17.20 and if the Tribunal considers that the reported person team or club may suffer significant prejudice as a result of the amendment, the Tribunal shall adjourn the hearing unless the charged person consents to it proceeding at that time.
- 17.22. The decision of the Tribunal shall be given in the presence of all, by the Tribunal chairperson.
- 17.23. Subject to By-law 17.19, if the Tribunal is not satisfied that a charge has been established it shall dismiss such charge.

TRIBUNAL BY-LAWS & PROCEDURES POLICY

- 17.24. If a charge has been found proven by the Tribunal the charged person shall be informed of the finding. Any previous convictions against the charged person should then be laid before the Tribunal.
- 17.25. The charged person should then be given the right to make a final statement in relation to previous convictions or other mitigating circumstances before being asked to leave the room a second time.
- 17.26. The Tribunal shall then determine the penalty to be imposed (if any) and shall recall the charged person and reporting official to advise of the penalty.
- 17.27. The Tribunal is not obliged to give oral or written reasons for any decision made by it under this By-law.
- 17.28. A charged person who has been convicted of an offence and suspended under this By-law shall not play, coach (including being involved in any way in training), referee or otherwise take part in any Gridiron activities (unless GV directs otherwise*) until the penalty has been served to the satisfaction of the GV. This does not prevent a person being a spectator unless the person is banned from venues. If the suspended person is an employee of an organising body, the suspension will not prevent that person from carrying out their duties in that employment. For the purposes of this By-law, persons such as referees or coaches who have signed the Australian Taxation Office's hobbyist declaration and/or under the ATO Ruling for hobbyists receive expense reimbursement and do not pay tax on that reimbursement are deemed not to be employed. A suspended person who is employed as a professional coach shall be suspended from all Gridiron activities during the suspension.

*The principles upon which GV shall make the decision of applicability shall be:

1. The sentence shall not apply to activities which do not require attendance at games or public representation of the Club, Association or League.
2. An exception to this shall be if GV considers the offence to be evidence that the person might be a danger to others with whom that person might interact in those volunteer activities.

PART 4 OFFENCES AND PENALTIES

- 18.1. By-law 18.2 sets out the standard offences and maximum penalties to be applied where a charge has been established by a Tribunal.
- 18.2. For the purposes of this By-law, penalties for many offences which are established by a Tribunal shall be provided as per below and categorised;
- a) Physical
 - b) Verbal
 - c) Other

Offences and penalties

Physical		
Main Charge	Assault player/ coach/ sideline staff/ spectator (Includes but not limited to: punching, striking, elbowing, kneeing, spitting, assault with an object etc)	6 to 50 matches
Lesser Charge	Attempted Assault (as above)	3 to 25 matches
Main Charge	Tripping	3 to 25 matches
Lesser Charge	Attempted Tripping	2 to 12 matches
Main Charge	Fighting	3 to 25 matches
Lesser Charge	Wrestling	2 to 12 matches

TRIBUNAL BY-LAWS & PROCEDURES POLICY

Main Charge	Assault GV Representative	5 years to Life Ban
Main Charge	Assault Game Official	5 year to Life Ban
Main Charge	Physical Contact of Game Official (other than assault)	3 to 25 matches
Main Charge	Playing with Undue Roughness	2 to 12 matches
	Violently Pushing	2 to 12 matches
Verbal		
Main Charge	Use Threatening Language to Game Official	6 to 50 matches
Lesser Charge	Use Threatening Language to Other Person	3 to 25 matches
Main Charge	Disputing Decisions	2 to 12 matches
Main Charge	Obscene Gestures	2 to 12 matches
Main Charge	Offensive Language	3 to 25 matches
Lesser Charge	Obscene Language	2 to 12 matches
	Abusive Language	2 to 10 matches
	Insulting Language	2 to 8 matches
Other		
Main Charge	Putting a Game Official in Fear of Impending Violence	6 to 50 matches
Main Charge	Threaten Violence	6 to 50 matches
Main Charge	Unsportsmanlike Conduct	2 to 12 matches
Main Charge	Fail to Attend Tribunal	2 matches
Main Charge	Playing/Coaching/ Sideline Staff Whilst Under Suspension	Double Original suspension
Main Charge	Bringing the Game into Disrepute	2 to 50 matches
Main Charge	Breach of the Code of Conduct	2 to 50 matches
Main Charge	Giving False or Misleading Evidence to GV Tribunal	2 to 50 matches
Main Charge	Cheating, tanking, bribery, betting or tampering with intent for any reason including to alter the result of a game	Life Ban
Main Charge	False, Frivolous, Mischievous or Without Substance, Tribunal requests	2 to 50 matches
Main Charge	Coaching, refereeing, playing while under suspension	2 to 50 matches

- 18.3. Where charges arising from one particular incident are heard together and the Tribunal finds the person or team guilty of more than one offence, it may impose a single penalty, being not more than the maximum penalty for the total maximum penalties of the offences, or it may impose individual penalties for each offence.
- 18.4. A penalty handed down under these By-laws shall commence from the date of the Tribunal finding unless otherwise expressly directed by the Tribunal and end on a later appropriate date. To ensure that the penalty is served in full, in setting the commencement and end dates of a penalty, the Tribunal may take into account any season breaks or other reasons such as intended absence from Gridiron due to holidays. (this discretion may not be exercised to allow a person to participate in finals or for other similar reasons). Penalties are expressed to be in calendar weeks as opposed to number of matches.
- 18.5. Where a Tribunal imposes more than one period of suspension, it may impose them to be served concurrently or cumulatively or partly concurrently and partly cumulatively.
- 18.6. Persons on a first offence, or persons who indicate to the Tribunal at least 24 hours prior to the hearing that they intend to plead guilty to some or all of the offences with which they are charged shall have this taken into account when assessing the penalty to be handed down.

TRIBUNAL BY-LAWS & PROCEDURES POLICY

- 18.7. A Tribunal may take into account a charged person's prior convictions in determining a penalty to be handed down provided the penalty does not exceed the maximum penalties assigned to offences under By-law 18.2.
- 18.8. An additional penalty of up to fifty-two (52) weeks may be imposed by a Tribunal if injury to a person or damage to property has been caused in the course of the matter before the Tribunal or for other special reasons decided by the Tribunal and notified when the decision is announced. More severe penalties may be imposed when a team or group is involved in a brawl and refusing of future admission of such teams to competition may be recommended to the organising body and the Tribunal may order the forfeit of points already earned in that season or that the team not be granted any points for part or all of the rest of the season or the next season. A tribunal may recommend to GV that penalties be increased over the maximum penalty where offences are extreme. If GV agrees, further penalties may be imposed.
- 18.9. In addition to any suspension imposed, the Tribunal may be ban a suspended person from attending any venue under the control of any organising body for the whole or any part of the period of suspension.
- 18.10. A fine of up to \$500 may be imposed on any non-player or team and a bond of up to \$500 may be imposed on any person or team before the Tribunal. A bond shall be forfeited if the person or the team or any member of it is found guilty of any offence committed during the term of the bond. Otherwise it is to be returned.
- 18.11. A person who is suspended shall not contact their team directly, or indirectly, from fifteen (15) minutes before the game. They must sit outside of the playing area (behind a fence or roped area). Any person banned must not enter any venue when the venue is under the control of or being used by a controlling body. Any violations may be reported to a Tribunal which may impose a further penalty of between 2 and 5 weeks for each violation.
- 18.12. Where a fine is imposed, or a team placed on a bond, the amount shall be collected by the organising body.
- 18.13. When a fine or bond imposed by the Tribunal is not paid within one (1) calendar month, the Tribunal may take any action necessary until the matter is finalised to the satisfaction of the Tribunal. Such action may include suspension until the fine or bond is paid, or a further fine/bond provided.
- 18.14. A person required under By-law 13.1 to attend a hearing who fails to do so may be dealt with by the Tribunal as appropriate and may be suspended for up to 20 weeks.
- 18.15. If the Tribunal is of the opinion that another person who has not been reported ought to have been reported, the Tribunal may make a report.
- 18.16. Suspended sentences are permitted for persons having a good record. (1st offence only)
- 18.17. Fines, in lieu of suspensions for players are NOT permitted.
- 18.18. Fines not exceeding one hundred dollars (\$100) may be imposed on a non-player.
- 18.19. Fines not exceeding five hundred dollars (\$500) may be imposed on a team.
- 18.20. A player may be placed on a Good Behaviour Bond not exceeding one hundred dollars (\$100).
- 18.21. A team may be placed on a Good Behaviour Bond not exceeding five hundred dollars (\$500).
- 18.22. A penalty may be increased by up to a maximum of eight (8) matches if that person has incurred a previous penalty from the Tribunal.
- 18.23. An additional penalty of up to sixteen (16) matches may be incurred if injury is caused, contempt for Board Committee or Tribunal, or for any other 'special reasons' decided by the Tribunal and notified at the time the decision is announced.
- 18.24. More severe penalties may be imposed when a team or group is involved in a brawl.

TRIBUNAL BY-LAWS & PROCEDURES POLICY

- 18.25. Refusal of future admission of such teams or persons to the GV competition may be recommended to GV.
- 18.26. Charges arising from one incident shall be considered together. The maximum penalty for a composite group of offences shall be for the most serious offence, plus eight (8) matches.
- 18.27. A forfeit shall count towards any suspension

PART 5 APPEALS

19. Right of Appeal

- 19.1. There shall be no appeal from a decision of the Tribunal unless the person seeking to appeal ("Appellant") satisfies the officer of GV determining whether there shall be a right of appeal the ("Appeals Officer"), or their nominee, in that officer's sole discretion, that one or more of the following grounds of appeal are satisfied:
 - a) that significant new or additional evidence has become available that would have caused the Tribunal to come to a different decision had it been available;
 - b) that the penalty imposed by the Tribunal exceeds those allowed to be imposed under these By-laws; or
 - c) that the Tribunal failed to follow procedures or requirements of these Bylaws to the significant detriment of the person seeking the appeal.
- 19.2. The Appeals Officer shall make a determination under By-law 19.1 only after consultation with the original Tribunal Chair, the relevant Hearings Officer or such other person who can assist in judging the merits of the appeal.
- 19.3. Only a charged person shall have the right of appeal from a decision of the Tribunal under this By-law.
- 19.4. The Appeals Officer or nominee will determine one of the following:
 - a) That the person appealing has not established any of the grounds for the appeal, in which case the appeal shall be dismissed; or
 - b) That the person appealing has established one or more of the grounds for the appeal;

If the Appeals Officer or nominee decides that the person appealing has established one or more of the grounds for the appeal they shall direct that the appeal take place in one of the following forms:

- a) A complete rehearing of the charge; or
- b) That a nominated person or persons investigate a specific area of the original hearing and determine the outcome of the appeal.

Where the Appeals Officer has directed that a person or persons investigate only a specific area of the original hearing, the person or persons nominated may carry out that investigation in any manner they believe reasonable.

- 19.5. The Appeals Officer may direct a stay of the execution of the penalty imposed by the Tribunal pending the determination of the appeal where they are satisfied that there are exceptional and compelling circumstances that make it harsh and unconscionable if such an order was not made.
- 19.6. Where the Appeals Officer determines that the Tribunal has imposed a penalty that is not in accordance with the By-laws he or she may reduce the penalty so that it accords with the By-laws.
- 19.7. There shall be no further appeal from a decision of the Appeals Officer or from a rehearing or on investigation directed under By-law 19.3.

20. Notice of Appeal

TRIBUNAL BY-LAWS & PROCEDURES POLICY

- 20.1. A person seeking to appeal a decision of the Tribunal must lodge a notice stating full details of charges and results thereof and stating in full the grounds of appeal with the Hearings Officer within fourteen (14) calendar days of the notification of a determination of a Tribunal hearing ("Notice of Appeal").
- 20.2. Upon receipt of an appeal, the Hearings Officer shall immediately forward all relevant papers to GV.
- 20.3. An Appellant shall be notified as soon as is reasonably possible after receipt of the Notice of Appeal as to whether an appeal hearing is to be granted and the time, date and place of the Appeal hearing, in the event that it is granted. Notice must also be given to the organising body and the reporting official.

21. Review of Tribunal Decision

- 21.1. If the Executive Committee (howsoever designated) of an organising body believes that a Tribunal has made a serious error in its findings of not guilty on a charge or that the penalty imposed is grossly inadequate for the offences for which the reported person has been found guilty, it may make a request for review to GV. Such request shall not be made until the Tribunal members concerned have had an opportunity to consider the matter and the Executive committee has considered any comments made by the Tribunal members. The request for review must be made in writing and must contain a detailed explanation for the request, any evidence to support it and any comments from the Tribunal members. A copy of the request must be given to the reported person or persons at the same time it is submitted to GV and they have a right to also make a submission within 3 days to GV to oppose the request.
- 21.2. Upon receipt of a request for review under 21.1, GV shall refer it to three independent Tribunal members for review. Those Tribunal members shall consider the written material and may either dismiss the request or direct that the matter be reheard in total or partially by an independent Tribunal, which may be constituted by one or more of the Tribunal members who directed the rehearing.
- 21.3. If GV believes that a Tribunal has made a serious error in a decision and it has not been the subject of a successful appeal or a review under By-law 21.1, GV may require a rehearing by an independent Tribunal of the whole or part of a decision of the original Tribunal.
- 21.4. Any decision made under 21.2 or 21.3 and of any rehearing directed shall not be the subject of any further review or appeal by any person.

22. Appeal Tribunal and Judiciary Committee

- 22.1. If an appeal hearing is granted, the Hearings Officer shall convene an Appeal Tribunal to hear and determine the appeal in accordance with this By-law.
- 22.2. An Appeal Tribunal shall consist of no fewer than three (3) persons appointed from time to time to hear appeals as required but a quorum shall be two (2) members. Members of an Appeal Tribunal will preferably have experience in hearing and determining disciplinary matters in sport, however need not have any particular experience with the sport of Gridiron.
- 22.3. Tribunal members who were not involved in the hearing of a matter the subject of an appeal shall be eligible to sit on an Appeal Tribunal.
- 22.4. The Appeal Tribunal shall also serve as a Judiciary Committee to adjudicate on:
 - a) Disputes between organising bodies; and
 - b) any other matter which in the view of the Board of GV requires adjudication.

23. Serving of Tribunal Penalties

- 23.1. Subject to By-law 19.4, where the Tribunal imposes a penalty that prevents the Appellant from participating in a match, the appellant shall serve that penalty pending the determination of the appeal.

TRIBUNAL BY-LAWS & PROCEDURES POLICY

24. Proceedings of Appeal Tribunal

- 24.1. The Appeal Tribunal and persons appearing before it are bound by the same procedures under these By-laws as if the Appeal Tribunal was a Tribunal hearing a matter at first instance.
- 24.2. The Appeal Tribunal shall have the discretion to conduct the hearing as a complete re-hearing or to limit the hearing to consideration of the ground(s) of appeal relied upon by the Appellant under By-law 19.1.
- 24.3. An Appeal Tribunal shall have the power to:
 - a) dismiss the appeal;
 - b) uphold the appeal;
 - c) impose any of the penalties set out in Part 4 of these By-laws.
 - d) reduce, increase or otherwise vary any penalty imposed by the initial hearings Tribunal in such manner as it thinks fit.
- 24.4. The Appeal Tribunal is not obliged to give oral or written reasons for a decision under By-law 24.3.
- 24.5. At the conclusion of the appeal, the chairperson of the Appeal Tribunal shall ensure that the Appellant and the reporting person are correctly informed of the determinations of the Appeal Tribunal.

25. Single Right of Appeal

- 25.1. There is only one right of appeal following the decision of the initial Tribunal. Any appeal must be solely and exclusively resolved by the Appeal Tribunal and the decision of the Appeal Tribunal is final and binding on the parties.

26. Exhaust Internal Appeal

- 26.1. A person shall exercise their right of appeal under these By-laws and have any appeal heard and determined by the Appeal Tribunal before commencing any proceedings or becoming a party to any proceedings in a court of law.

PART 6 MISCELLANEOUS

27. Relationship with criminal matters

- 27.1. If during a Tribunal hearing or an investigation under these By-laws it becomes known that criminal charges have been brought (as opposed to merely the subject of police investigation) arising out of the actions the subject of the hearing or investigation, the Tribunal or the Hearings Officer may rule that further action be deferred until completion of the criminal charges.
- 27.2. In making a determination under By-law 27.1, the Tribunal and / or Hearings Officer shall have regard to the need to ensure the ongoing safety of players, referees and other persons involved in Gridiron.

28. Natural Justice

- 28.1. To the extent that the principles of natural justice are not included in the provisions set out in these By-laws they are expressly excluded.

29. Recognition of Penalties From other States and Territories

- 29.1. GV acknowledges and agrees that it and all organising bodies are required to recognise and enforce penalties handed down against individual persons, teams or clubs by the disciplinary tribunals of all other Gridiron associations, leagues and competitions which are affiliated with Gridiron Australia and or its Constituent Associations.
30. An organising body and GV may publish results of Tribunal hearings, including the names of persons found guilty by the Tribunal together with details of offences and penalties, by posting those details on notice boards in the stadium, offices and/or on their web sites.

RELATED DOCUMENTS

- Ops Rules – www.gridironvictoria.com.au/about-us/

AUTHORISATION

Peter Steve – Director & Chairperson
Gridiron Victoria Ltd.

2nd March 2019