



## DISCIPLINARY REGULATIONS 2011/2012

### DEFINITIONS

In these Disciplinary Regulations 2011/12 (the “**Disciplinary Regulations**”), the following words shall have the following meanings:

“**Appeal Panel**” means a panel appointed to hear an appeal in accordance with Regulation 9.13 of these Disciplinary Regulations.

“**Board of Directors**” means the board of directors for the time being of the WRU.

“**Club**” means a Welsh rugby union football club or organisation, including (unless expressly stated otherwise) a Regional Organisation and any other Member.

“**Disciplinary Notice**” means a notice to bring disciplinary proceedings in accordance with these Disciplinary Regulations.

“**Disciplinary Officer**” means a person appointed by the WRU to act on its behalf in matters arising under these Disciplinary Regulations.

“**Disciplinary Panel**” means a panel appointed to hear disciplinary cases in accordance with Regulation 5.7 of these Disciplinary Regulations.

“**Foul Play**” means a breach or breaches of Law 10 of the Laws of the Game.

“**Game**” means rugby union football.

“**IRB**” means the International Rugby Board, which is an association of national rugby football unions in membership therewith in accordance with its bye-laws.

“**IRB Regulations**” means the rules and regulations from time to time of the IRB;

“**Laws of the Game**” means the laws of the Game as framed from time to time by the council of the IRB.

“**Member**” means a member of the WRU.



“**Misconduct**” means any act of Foul Play by a Player and/or any conduct, behaviour, statements or practices by a Member and/or any of its Players, its other Persons or its supporters, on or off the playing enclosure, during a match or otherwise, that is in breach of the Codes of Conduct and/or is unsporting and/or insulting and/or that brings or has the potential to bring the Game, the WRU and/or any sponsor or other partner of the WRU into disrepute.

“**Person**” means a Player, trainer, referee, touch judge, coach, selector, medical officer, physiotherapist or any other individual who is or has been at any time involved in the Game or in the organisation, administration or promotion of the Game and any supporter of the Game.

“**Player**” means a player of the Game.

“**Regional Organisations**” means the Welsh rugby union football organisations designated as such from time to time by the Board of Directors.

“**Secretary to the Appeal Panel**” means a person appointed by the WRU to act as secretary to an Appeal Panel.

“**WRU**” means The Welsh Rugby Union Limited.

“**WRU Professional Disciplinary Panel**” means a panel appointed to hear disciplinary cases in accordance with Regulations 5.2 – 5.3 of these Disciplinary Regulations.

## 1 **JURISDICTION**

1.1 With effect from the start of season 2011/2012, the disciplinary rules and procedures of the WRU shall be as set out in these Disciplinary Regulations 2011/2012.

1.2 These Disciplinary Regulations also apply to disciplinary matters arising out of District Members, Under 19, Schools and Youth rugby.

1.3 These Disciplinary Regulations also include the Table of Recommended Sanctions for Offences within the Playing Enclosure (set out in Appendix 1) and the Codes of Conduct (set out in Appendix 2).

1.4 These Disciplinary Regulations do not apply to anti-doping offences which are dealt with under the WRU Anti-Doping Regulations.

- 1.5 Players may be subject to a separate disciplinary process when playing in a competition the rules of which provide for a separate process, such as the competitions organised by ERC Limited, Celtic Rugby Limited and the Rugby Football Union (currently the LV Cup and the British and Irish Cup competitions).

## **2 GENERAL PROVISIONS RELATING TO ALL DISCIPLINARY CASES AND APPEALS**

### **Standard of Proof**

- 2.1 The standard of proof in all disciplinary cases (including before Appeal Panels) is the balance of probabilities.

### **Rules of Evidence**

- 2.2 Proceedings, findings or decisions of Disciplinary Panels, WRU Professional Disciplinary Panels or Appeal Panels shall not be invalidated by reason of any minor defect, irregularity, omission or technicality unless such defect, irregularity, omission or technicality raises a material doubt as to the reliability of the relevant proceedings, findings or decisions.
- 2.3 Disciplinary Panels, WRU Professional Disciplinary Panels and Appeal Panels shall not be obliged to follow strict rules of evidence. They may admit such evidence as they think fit and accord such evidence such weight as they think appropriate in all the circumstances.

### **Representation**

- 2.4 The WRU may appoint a person to assist with the prosecution of any disciplinary case or appeal.
- 2.5 A Person or Club whose conduct is the subject of a Misconduct complaint may be represented at a disciplinary hearing or an appeal hearing by one person of their choice (in addition to representatives from the Club) and shall be entitled to be present throughout the proceedings, except during the deliberations of the Disciplinary Panel, the WRU Professional Disciplinary Panel or Appeal Panel (as applicable). For the avoidance of doubt this Regulation does not limit the number of witnesses that a Person or Club whose conduct is the subject of a Misconduct complaint may call to give evidence.

### **Confidentiality**

- 2.6 The WRU may publish the decisions of Disciplinary Panels, the WRU Professional Disciplinary Panels and Appeal Panels made under these Disciplinary Regulations. Any public announcement of a decision may include details of offences committed under these Disciplinary Regulations and of any sanctions imposed. Until such time as a decision is published, all parties and participants in the proceedings shall treat such proceedings as confidential.



## **Service of Documents**

- 2.7 Communications from the WRU to a Club and/or a Person shall be deemed to have been validly made and delivered if addressed to the Secretary of a Club or Chief Executive of a Regional Organisation at the postal address of the Club or Regional Organisation. It is the responsibility of the Club or Regional Organisation to notify the WRU in writing of any temporary or permanent changes of address and to make adequate arrangements to deal with absences (for example, in the case of holiday or sickness)

## **3 DISCIPLINARY OFFENCES**

### **Red cards**

- 3.1 A Player who is red carded (when a Player is sent off the playing enclosure permanently by the referee) can take no further part in the match in which he was sent off but may play in subsequent matches until such time as his case is determined by the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable).
- 3.2 In cases where a Regional Organisation's team or a Club's 1<sup>st</sup> XV has four Players sent off or where the Players sent off and Regional Organisation or Club officials reported by match officials total four during the season, the Regional Organisation or Club will receive a letter from the WRU warning it as to its future conduct.
- 3.3 In cases where a Club's 1<sup>st</sup> XV (which is not a Regional Organisation team) has six Players sent off or where the Players sent off and Club officials reported by match officials total six during the season, the Club will be fined 5% of the sum of the core grant made available to it in that season by the WRU. For each Player over six that is sent off, or Club official reported, an additional fine of 1% of the sum of the core grant made available to it that season by the WRU will be imposed on the Club.
- 3.4 In cases where a Regional Organisation's team has six Players sent off or where the Players sent off and Regional Organisation's officials reported by match officials total six or more in that season, such financial penalties as the WRU Professional Disciplinary Panel may determine shall be imposed on that Regional Organisation.

### **Yellow cards**

- 3.5 Players who are yellow carded (when a Player is cautioned in a match by the referee and temporarily sent off the playing enclosure for a period of ten minutes playing time) shall not, save in exceptional circumstances, lodge an appeal to a Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable). If an appeal is lodged, the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) shall first determine as a



preliminary issue whether or not there are any exceptional circumstances and only if it so determines will it then proceed to deal with the appeal.

- 3.6 Players who are yellow carded on three occasions during the season will be automatically suspended for one week following notification from the WRU. If a Player accumulates a further three yellow cards during the season he will automatically be suspended for two weeks.
- 3.7 If a Player is issued with two yellow cards for technical offences in any one match this will constitute a red card and the player will complete an automatic two week suspension. Save in exceptional circumstances, such a Player shall not lodge an appeal to a Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable). If an appeal is lodged, the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) shall first determine as a preliminary issue whether or not there are any exceptional circumstances and only if it so determines will it then proceed to deal with the appeal.
- 3.8 If a Player is issued with two yellow cards in any one match and at least one of those yellow cards is issued for Foul Play, this will constitute a red card and the appropriate sanction will be determined by reference to the available sanctions for offences committed, as set out in Appendix 1 and determined by a Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable).
- 3.9 Where a Player is sent from the field of play (yellow carded and/or red carded) for an offence and subsequently re-enters the field of play to involve himself with an incident, that Player will receive the suspension applicable to the original offence, along with a further three week suspension for re-entering the field of play.

### **Misconduct**

- 3.10 Any act or acts of Misconduct shall constitute an offence under these Disciplinary Regulations that may result in disciplinary proceedings being brought and (where appropriate) sanctions being imposed on the Person(s) and/or Club involved. For the avoidance of doubt, a Person and/or Club may be sanctioned for Misconduct that relates to conduct during a match even if the match referee has already penalised one or more Players for that conduct and/or the conduct has been the subject of a citing complaint.
- 3.11 Any matter that constitutes or is capable of constituting Misconduct shall be considered by the Disciplinary Officer on referral by the WRU, at his own instigation or as a result of a party submitting a Code of Conduct Report in accordance with Appendix 2. However, while the WRU may direct the Disciplinary Officer to investigate a matter and/or bring a Misconduct complaint, any other party may not. In the latter case, the Disciplinary Officer shall have sole discretion to determine whether to investigate a matter and/or bring a Misconduct complaint under these Disciplinary Rules, and his decision shall be final and shall not be subject to appeal by any party.



3.12 In carrying out his functions under Regulation 3.11 above, the Disciplinary Officer shall be entitled to undertake such investigations as he deems appropriate, and every Club and Person shall be obliged to cooperate with such investigations. A failure or refusal to cooperate with such investigations may itself constitute Misconduct under these Disciplinary Regulations.

#### **4 INTERIM SUSPENSIONS**

4.1 The Disciplinary Officer shall have the power to issue an interim suspension order against a Person against whom an allegation of Misconduct has been made and is being investigated in the event that the Disciplinary Officer determines that such a suspension is in the interests of the Game.

4.2 An interim suspension order may be issued without a hearing and, subject to Regulations 4.3 and 4.4 below, the interim suspension may be on such terms and for such period as the Disciplinary Officer directs.

4.3 Any Person subject to an interim suspension order shall have the right of appeal before a Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable). The procedure for the appeal shall be determined by the Chairman of the Disciplinary Panel or the Chairman of the WRU Professional Disciplinary Panel (as applicable).

4.4 An interim suspension order shall automatically cease:

- (a) when the matter has been dealt with at a disciplinary hearing; or
- (b) when the Disciplinary Officer confirms that no further disciplinary action is to be taken.

#### **5 APPOINTMENT OF WRU PROFESSIONAL DISCIPLINARY PANELS / DISCIPLINARY PANELS**

##### **WRU Professional Disciplinary Panel**

5.1 Where disciplinary proceedings relate to a Player, coach or employee of a Regional Organisation, whose only or main occupation is the playing, coaching and/or administration of the Game and who, at the time of the alleged offence or breach of the Codes of Conduct, was employed by a Regional Organisation, they shall be dealt with by an WRU Professional Disciplinary Panel.

5.2 Subject to Regulation 5.3 below, a WRU Professional Disciplinary Panel will comprise:

- (a) a legally qualified Chairman;
- (b) a former player; and



- (c) a member of the WRU Regulatory Committee (who shall be from a District which has no connection with the Player or the Clubs participating in the match in which the alleged offence occurred).
- 5.3 In exceptional cases, a second legally qualified person may be appointed to sit on a WRU Professional Disciplinary Panel instead of a former player or a member of the WRU Regulatory Committee.
- 5.4 The provisions in Regulation 5.1 above also apply to a Player of a Regional Organisation whose only or main occupation is the playing of the Game and who, at the time of the alleged offence or breach of the Codes of Conduct, was employed by a Regional Organisation but was playing under permit to a Club that is not a Regional Organisation.
- 5.5 Breaches of the WRU's Players Agents Regulations shall be dealt with by the WRU Professional Disciplinary Panel.
- 5.6 Where disciplinary proceedings are taken against two or more Players as a result of an incident occurring at the same match those disciplinary proceedings may be heard together. In the event that the case against one of the Players would ordinarily be dealt with by the WRU Professional Disciplinary Panel and the other Player would ordinarily be dealt with by the Disciplinary Panel, the Disciplinary Panel shall have the right to refer the disciplinary proceedings that would ordinarily have been dealt with by it to the WRU Professional Disciplinary Panel for determination.

### **Disciplinary Panel**

- 5.7 Save as provided for in Regulations 5.1 to 5.6 above, disciplinary offences, including breaches of the Codes of Conduct, shall be dealt with by a Disciplinary Panel of at least three members of the disciplinary sub-committee of the WRU Regulatory Committee, none of whom shall be from a District which has a connection with the Player(s), match officials or Clubs participating in the match in which the alleged offence occurred.

## **6 MISCONDUCT CASES**

### **Disciplinary Notice**

- 6.1 A Disciplinary Notice shall contain, or incorporate by reference to other documents, the material facts relied upon and particulars of the Misconduct alleged by reference to those facts. Any defect in a Disciplinary Notice shall not preclude the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) proceeding to consider and determine the allegations of Misconduct.

## **Response**

- 6.2 A party that receives a Disciplinary Notice shall within such period as is set out in the Disciplinary Notice confirm in writing:
- (a) whether he/it admits the offence specified in the Disciplinary Notice and wishes to plead guilty; or
  - (b) whether he/it disputes the allegations set out in the Disciplinary Notice.
- 6.3 Should a Player request a personal hearing for a red or yellow card offence, this request must be made in writing to the Disciplinary Officer within seven days of receipt of the Disciplinary Notice. A cheque for £100 made payable to The Welsh Rugby Union Limited must accompany a request for a personal hearing. The fee will be retained should the personal hearing prove unsuccessful.
- 6.4 If a Player does not request a personal hearing in writing in accordance with Regulation 6.3 above, the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) will proceed to deal with the Misconduct specified in the Disciplinary Notice in the absence of the Player.

## **Directions**

- 6.5 The procedure for the disciplinary proceedings shall be determined by the Chairman of the Disciplinary Panel or the Chairman of the WRU Professional Disciplinary Panel (as applicable) who may give any directions necessary for the proper conduct of proceedings including, but not limited to:
- (a) requiring that parties make written submissions in advance of the hearing;
  - (b) extending or abridging time limits;
  - (c) requiring disclosure of documents in possession of the parties;
  - (d) granting an adjournment; and/or
  - (e) establishing the date, time and place of any hearing.

## **Attendance / Adjournments**

- 6.6 Subject to Regulation 6.3 and 6.4 above, the Player and Club representative must attend the hearing, unless the Chairman of the Disciplinary Panel or the Chairman of the WRU Professional Disciplinary Panel (as applicable) directs that the hearing may proceed without such attendance. Where relevant, the match referee shall be invited to attend the hearing, although attendance is not mandatory and no inference may be drawn if the match referee does not attend and the hearing may proceed without such attendance.
- 6.7 Where a Person to whom a Disciplinary Notice has been sent fails to attend a hearing, the Disciplinary Panel or WRU Professional Disciplinary Panel (as



applicable) has the discretion to adjourn the hearing or, where it is satisfied that there are no reasonable grounds for the failure to attend, to:

- (a) proceed to hear the case against the Person; or
- (b) suspend the Person until such time as he appears.

6.8 Where a Person is subject to a Misconduct complaint pursuant to Regulation 3.11 above and is or is likely to be subject to civil or criminal proceedings arising from the circumstances which are the subject of the Misconduct complaint, the Disciplinary Officer, the Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) will decide whether it is in the interests of the Game to proceed. If he/it adjourns the matter until the conclusion of the civil or criminal proceedings, the Disciplinary Officer may impose an interim suspension on the Person against whom the allegations are made in accordance with Regulation 4.1 above.

### **Decision**

6.9 Where the alleged offence is not admitted, the Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) shall consider their decision in private and shall determine whether the alleged offence has been proven. The Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) shall reach a decision on a majority vote with the Chairman having the casting vote in the event of equality.

### **Sanction**

6.10 Where the offence is admitted or proven, the Disciplinary Panel shall proceed to hear submissions regarding sanction:

- (a) the Person or Club facing the allegations may call evidence as to character and address the Disciplinary Panel in mitigation;
- (b) the WRU and/or the party that submitted the Code of Conduct Report and/or the party that made the citing may make representations as to any aggravating factors; and
- (c) a Person's previous disciplinary record in all rugby union competitions and in other sports (as appropriate) during his playing career shall be considered.

6.11 Whilst each case will be dealt with on its merits, the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) will apply the IRB list of recommended sanctions for offences within the playing enclosure (in accordance with IRB Regulation 17). The list of sanctions is set out in Appendix 1, which shall be deemed to have been automatically amended to reflect any amendment or change approved by the IRB during the season.

- 6.12 In cases of fully professional players, the WRU Professional Disciplinary Panel shall have the right to impose financial penalties.
- 6.13 In respect of offences not covered by the list of recommended sanctions set out in Appendix 1, appropriate sanctions may be imposed at the sole discretion of the Disciplinary Panel or the WRU Professional Disciplinary Panel (as the case may be) which may include but not be limited to:
- (a) for a Person, a reprimand, a financial penalty or suspension from playing, administration or both; or
  - (b) for a Club, in addition to the sanctions set out in Regulation 6.13 (a) above, deduction of league points, relegation or exclusion or disqualification from any competition.
- 6.14 The Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) shall undertake an assessment of the seriousness of the Player's conduct, which constitutes the offending and categorise the offence as being at the lower end (LE), mid range (MR) or top end (TE) of the scale of seriousness in order to identify the appropriate entry point for consideration of a particular incident(s) where such incident(s) is expressly covered in the IRB list of recommended sanctions for offences within the playing enclosure. Such assessment of the seriousness of the Player's conduct shall be determined by reference to the following features of offending:
- (a) whether the offence was intentional, that is, committed intentionally or deliberately;
  - (b) whether the offence was reckless, that is the Player knew (or should have known) there was a risk of committing an act of illegal and/or foul play;
  - (c) the gravity of the Player's actions in relation to the offence:
    - (i) nature of actions, manner in which offence committed including part of body used (such as fist(s), elbow(s), knee(s) or boot(s));
    - (ii) the existence of provocation and whether the Player acted in retaliation and/or self-defence;
  - (d) the effect of the offending Player's actions on the victim (such as the extent of injury or removal of the victim Player from the game);
  - (e) the effect of the offending Player's actions on the match;

- (f) the vulnerability of the victim Player including the part of the victim's body involved/affected, the position of the victim Player and his ability or otherwise to defend himself;
  - (g) the level of participation in the offending and level of premeditation;
  - (h) whether the conduct of the offending Player was completed or amounted to an attempt; and
  - (i) any other feature of the Player's conduct which constitutes the offending.
- 6.15 Having identified the applicable entry point for consideration of a particular incident, the Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) shall identify all relevant aggravating factors and determine what additional period of suspension, if any, above the applicable entry point for the offence should apply to the case in question. Aggravating features include:
- (a) an absence or lack of remorse and/or contrition on the part of the offending Player;
  - (b) the Player's status as an offender of the Laws of the Game;
  - (c) the need for a deterrent to combat a pattern of offending; and
  - (d) any other off-field aggravating factor that the Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) considers relevant.
- 6.16 Thereafter, the Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) shall identify all relevant mitigating factors and determine if there are grounds for reducing the period of suspension, if any. Mitigating factors include:
- (a) the presence and timing of an acknowledgment of culpability/guilt by the offending Player;
  - (b) a good record and/or good character;
  - (c) the age and experience of the Player;
  - (d) the Player's conduct prior to and at the hearing;
  - (e) remorse for the Player's actions; and



(f) any other off-field mitigating factor that the Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) considers relevant.

6.17 Notwithstanding the above, in cases where the Player's actions constitute mid range or top end of offending for any type of offence which had the potential to result and/or did result in serious/gross consequences to the health of the victim, the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) may impose any period of suspension (including a suspension for life) as it deems appropriate.

### **Suspensions and other sanctions**

6.18 Suspensions will be calculated in numbers of weeks and will be imposed until a stated date (in accordance with IRB Regulation 17).

6.19 Any period of suspension imposed:

(a) will commence immediately following the written notification or, where the Player attends a personal hearing, oral notification of the decision of the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable);

(b) may be divided into two separate periods in order to exclude the whole or part of the closed season provided that the Player is not permitted to play during such closed season; and

(c) shall apply universally such that a Player may not play the Game (in any form) anywhere during the period of suspension.

6.20 If a Player's suspension has not finished by the end of the 2011/12 playing season, it shall continue until a stated date in the next playing season, unless he has been selected for a close season tour, or he intends to play during the close season in another Union. In this event the period of the tour in the playing season in the visited Union and the fact that he intends to play in another Union must be taken into account in determining when the suspension shall come to an end.

6.21 Sanctions other than suspensions shall take effect in accordance with the written decision of the Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable).

### **Notification of the decision**

6.22 The Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) shall deliver its decision to the parties to the disciplinary proceedings orally at the end of the disciplinary hearing or in writing within five days after the conclusion of the disciplinary hearing.

6.23 Where a party to the disciplinary proceedings requires that written reasons be produced it must request such reasons within 48 hours following receipt of the decision, following which written reasons will be produced by the Disciplinary Panel or WRU Professional Disciplinary (as applicable) as soon as is reasonably practicable.

## 7 CITING CASES

7.1 The Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) will consider cases in which a Player is cited for an act of foul play.

7.2 A Player may be cited for an act of foul play by:

(a) a Club involved in the relevant match;

(b) a match official involved in the relevant match; or

(c) a member of the Board of Directors.

7.3 The citing may be for an act of Foul Play dealt with by match officials at the time as well as for incidents of foul play which were not detected by match officials.

7.4 To be valid, a citing must be in writing and addressed to the WRU Administration Department and should be accompanied by a video and/or DVD recording of the relevant incident and must be made within 7 days of the date of the relevant match. Failure to provide a video and/or DVD recording at the same time as the written citing shall not invalidate the citing but the video and/or DVD must be lodged with the WRU Administration Department in time for the Player who has been cited to adequately consider and prepare for the Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) hearing.

7.5 It shall be Misconduct under these Disciplinary regulations to make a citing frivolously or in bad faith (such as in retaliation for a citing complaint made by another Club).

7.6 On receipt of a citing, the WRU Administration Department will write to the Club of the Player cited to advise them of the citing and provide that Club with a copy of the DVD/video of the relevant incident and inform them that they are required to attend a hearing of the citing before a Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable).

7.7 Once the WRU Administration Department has received a citing, it may only be withdrawn at the discretion of the Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable).

- 7.8 The Player, a representative of his Club, representatives of the Club that made the citing or the person citing the Player will be requested to attend a hearing of the Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable). If the representative of the Club that made the citing or the person citing the Player fails to attend the hearing, the citing will not be dismissed and the Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) may proceed to a decision in the matter.
- 7.9 Match officials may be invited to attend the hearing when required but such attendance is not mandatory and no inference may be drawn if the match official does not attend. The hearing may proceed without such attendance.
- 7.10 Subject to the power of the Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) to regulate its own procedures, the following procedural steps shall ordinarily be followed:
- (a) the video and/or DVD of the incident will be viewed without the sound or commentary associated with it being heard (save where the sound commentary includes the comments made by the referee through his microphone in relation to the specific incident in question) and in the presence of all those persons attending the hearing;
  - (b) the Player and Club representatives will then leave the hearing after answering any questions which the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) may have;
  - (c) the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) shall be entitled to call on experts to provide specialist advice, including legal advice;
  - (d) the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) will make its decision in private; and
  - (e) the Player and the representatives of both Clubs will be invited to return to the hearing to be advised of the decision of the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable).
- 7.11 If an offence is proven, the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) may deal with the matter in the same way as a sending off or a yellow card offence and impose a sanction in accordance with the list of sanctions set out in Appendix 1.



## 8 **PLAYERS AGENTS REGULATIONS CASES**

8.1 Where a breach or breaches of the Players Agents Regulations is proved, the WRU Professional Disciplinary Panel may impose such penalty or sanction as it may in its absolute discretion deems appropriate, including without limitation, the imposition of a financial penalty and, in addition to any penalties referred to in the Players Agents Regulations:

(a) in the case of a Player, a reprimand or warning, a match suspension or a ban on taking part in any Game-related activity;

(b) in the case of a player's Agent, a suspension of licence, a licence withdrawal or a ban on taking part in any Game-related activity; and

(c) in the case of a Club, a refusal to register a Player to that Club.

## 9 **APPEALS**

9.1 A Person or Club which has been found guilty of an offence may appeal the decision of a Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) to an Appeal Panel.

9.2 In a citing case, the party that made the citing may appeal the decision of a Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) to an Appeal Panel.

9.3 The WRU shall have a right to appeal any decision of a Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable) to an Appeal Panel.

9.4 Pending an appeal, a Player who has been suspended shall not be eligible to play the Game until the earlier of:

(a) the appeal being determined by an Appeal Panel; and

(b) the suspension imposed by the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) expiring.

9.5 Ordinarily, the parties to an appeal shall be entitled to make oral submissions to the Appeal Panel but an appeal shall be by way of a review of documents only without witness evidence. The evidential assessment of the Disciplinary Panel or WRU Professional Disciplinary (as applicable) at first instance should not be overturned save as in circumstances where central findings of fact made by the Disciplinary Panel or the WRU Professional Disciplinary Panel are clearly wrong.

9.6 A de novo hearing against the decision of a Disciplinary Panel or WRU Professional Disciplinary Panel may be permitted if the Appeal Panel



considers it to be in the interests of justice. This will only be permitted in exceptional circumstances, such as when new evidence which was not reasonably available at the original hearing is to be adduced.

### **Notice of Appeal**

- 9.7 Any appeal must be lodged with the WRU Administration Department within 48 hours of the date on which the decision of the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) has been notified to the Person or Club.
- 9.8 The notice of appeal shall be sent to the WRU Administration Department in writing and must be signed by the Person or Club lodging the appeal (the “Appellant”). The notice of appeal must be accompanied by a cheque of £100 (made payable to The Welsh Rugby Union Limited) which may or may not be returned and shall specify:
- (a) the name of the Person or Club lodging the appeal;
  - (b) the decision appealed against;
  - (c) the date of the decision appealed against; and
  - (d) the specific grounds of the appeal.
- 9.9 For the purposes of Regulation 9.7 above, the written notification of the disciplinary decision will be deemed to have been delivered:
- (a) when it is communicated at the end of the disciplinary hearing;
  - (b) the second day after it has been sent by first class post to the Club and/or Person; or
  - (c) where written notification is served by e-mail, on the second day after the day on which it is transmitted.
- 9.10 For the purposes of Regulation 9.7 above, the Notice of Appeal will be deemed to have been served:
- (a) the second day after it has been sent by first class post by the Appellant;
  - (b) where it has been sent by fax, if it is transmitted on a business day before 4pm, on that day, or in any other case, on the business day after the day on which it is transmitted; or



- (c) where written notification is served by e-mail, on the second day after the day on which it is transmitted.
- 9.11 In case of any dispute in relation to the sending of a Notice of Appeal, the burden shall be on the Person making the appeal to produce evidence of posting or confirmation of transmission (as appropriate).
- 9.12 An appeal may only be withdrawn if the Chairman of the Appeal Panel grants his permission to such withdrawal.

### **Composition of Appeal Panel**

- 9.13 The WRU shall appoint an Appeal Panel made of three members to hear any appeal under these Disciplinary Regulations and shall designate one of those members, who shall be legally qualified, to act as Chairman.

### **Powers of Appeal Panel**

- 9.14 The Appeal Panel has the power to:
  - (a) dismiss the appeal;
  - (b) quash a finding and any sanction imposed by the original Disciplinary Panel or WRU Professional Disciplinary Panel (as applicable);
  - (c) remit the matter for a re-hearing;
  - (d) substitute an alternative finding;
  - (e) reduce or increase the original sanction; and/or
  - (f) make such further order as it considers appropriate.

### **Attendance of the Appeal Hearing**

- 9.15 Where the appeal is against a decision which followed a citing or is in respect of a Code of Conduct case not arising from a player being sent off ("a citing case"), the party responsible for the complaint shall be entitled to a copy of the documents to be referred to at the appeal and shall be invited to attend the appeal hearing to prosecute the case.
- 9.16 A match official or referee adviser (if one was present at the relevant match) may be invited to attend the appeal hearing where there is an issue of fact to be determined and in any case where the Chairman of the Appeal Panel or the Disciplinary Officer considers it desirable. Such attendance is not mandatory



and no inference may be drawn if the match official does not attend. The hearing may proceed without such attendance.

- 9.17 A member of the original panel which heard the case at first instance may attend the appeal hearing as an observer. He may give evidence at the appeal hearing about the first hearing where it becomes apparent that the Appellant or any witnesses (where witness evidence has exceptionally been allowed) have changed their account of what had occurred.
- 9.18 The Secretary to the Appeal Panel (or his nominee) shall be in attendance and shall record the decision of the Appeal Panel.

### **Procedure for Appeal**

- 9.19 The procedure for the appeal shall be determined by the Chairman of the Appeal Panel who may give directions as to the procedure for the appeal and the evidence to be adduced in order to limit the issues to be adjudicated upon or for the more efficient determination of the hearing including, but not limited to:
- (a) requiring that parties make written submissions in advance of the hearing;
  - (b) extending or abridging time limits;
  - (c) requiring disclosure of documents in possession of the parties;
  - (d) granting an adjournment; and/or
  - (e) establishing the date, time and place of the hearing.
- 9.20 Where a de novo hearing is exceptionally permitted, the Appeal Panel shall have regard to, but shall be entitled to depart from, the procedure for the appeal hearing set out below:
- (a) the body or person responsible for the citing or complaint shall call his evidence first;
  - (b) where the appeal is against a finding of fact, the evidence against the Person making the appeal shall be called first;
  - (c) the Person making the appeal may call witnesses in support of his case;
  - (d) at the discretion of the Chairman of the Appeal Panel, additional evidence may be presented by the Person making the appeal irrespective of whether or not the additional evidence was available to that Person or by

reasonable enquiry could have been made available to that Person at the time of the original hearing;

- (e) the Appeal Panel shall have discretion to hear any further witnesses and to seek such other evidence as they consider will be of assistance;
- (f) the Appeal Panel may question the Appellant or any of the witnesses;
- (g) in cases of match official abuse, the match official may, through the Chairman of the Appeal Panel, question:
  - (i) the Person making the appeal; and
  - (ii) witnesses who have given evidence against the Person making the appeal; and
- (h) the Appellant shall be given the right of the last word.

### **Decision**

- 9.21 The Appeal Panel shall consider their decision in private and shall reach a decision on a majority vote with the Chairman having the casting vote in the event of equality.
- 9.22 Any sanction or suspension imposed, confirmed or varied by the Appeal Panel shall normally commence on the day following the date of the appeal, but may be delayed to take account of the end of the season or other relevant factors, or backdated if the player has not played since the incident.
- 9.23 The decision of an Appeal Panel shall be final and binding upon the parties, and there shall be no further right of appeal from it.
- 9.24 The Appeal Panel shall deliver its decision to the parties to the appeal proceedings orally at the end of the hearing or in writing within five days after the conclusion of the hearing.
- 9.25 Where a party to the appeal proceedings requires that written reasons be produced it must request such reasons within 48 hours following receipt of the decision, following which written reasons will be produced by the Appeal Panel as soon as is reasonably practicable.

### **Costs**



9.26 Whilst the Appeal Panel shall have discretion in this regard, a Person making an unsuccessful appeal will normally be required to pay the costs of the appeal which may include:

- (a) the costs of the Appeal Panel (including the cost of any independent members of the Appeal Panel);
- (b) the travelling expenses of any match official or referee adviser that attended the appeal hearing; and
- (c) the legal costs of the WRU (but not the legal costs of any other party to the appeal).

## Appendix 1

### TABLE OF RECOMMENDED SANCTIONS FOR OFFENCES WITHIN THE PLAYING ENCLOSURE

Law No.	Description	Entry point based on scale of seriousness of the player's conduct, which constitutes the offending. Lower end (LE), mid range (MR), top end (TE)			Maximum sanction
10.4(s) 10.4 (m)	Verbal Abuse of Match Officials	LE	-	6 weeks	52 weeks
		MR	-	12 weeks	
		TE	-	18+ weeks	
10.4(s) 10.4 (m)	Physical Abuse of Match Officials	LE	-	24 weeks	Life
		MR	-	48 weeks	
		TE	-	96+ weeks	
10.4(s) 10.4 (m)	Threatening Actions or Words at Match Officials	LE	-	12 weeks	260 weeks
		MR	-	24 weeks	
		TE	-	48+ weeks	
10.4 (a)	Striking another Player with a hand, arm or fist	LE	-	2 weeks	52 weeks
		MR	-	5 weeks	
		TE	-	8+ weeks	
10.4 (a)	Striking another Player with the elbow	LE	-	2 weeks	52 weeks
		MR	-	5 weeks	
		TE	-	9+ weeks	
10.4 (a)	Striking with Knee	LE	-	3 weeks	52 weeks
		MR	-	8 weeks	
		TE	-	12+ weeks	
10.4 (a)	Striking with head	LE	-	4 weeks	104 weeks
		MR	-	8 weeks	
		TE	-	12+ weeks	
10.4 (b)	Stamping on an Opponent	LE	-	2 weeks	52 weeks
		MR	-	5 weeks	
		TE	-	9+ weeks	
10.4 (b)	Trampling on an Opponent	LE	-	2 weeks	52 weeks
		MR	-	5 weeks	
		TE	-	9+ weeks	
10.4 (c)	Kicking an Opponent	LE	-	4 weeks	52 weeks
		MR	-	8 weeks	
		TE	-	12+ weeks	
10.4 (d)	Tripping an Opponent with the foot/leg	LE	-	2 week	52 weeks
		MR	-	4 weeks	
		TE	-	7+ weeks	

10.4 (e)	Dangerous tackling of an Opponent including early or late and including the action known as the “stiff arm tackle”	LE MR TE	- - -	2 weeks 6 weeks 10+ weeks	52 weeks
10.4. (e)	Dangerous tackling of an Opponent including a tackle or attempted tackle above the line of the shoulders even if the tackle starts below the line of the shoulders	LE MR TE	- - -	2 weeks 6 weeks 10+ weeks	52 weeks
10.4 (f)	Holding, pushing or obstructing an Opponent not holding the ball , by a player who is not in possession of the ball, except in a scrum, ruck or maul	LE MR TE	- - -	2 weeks 4 weeks 6+ weeks	52 weeks
10.4(f) 10.4(k)	Dangerous charging or obstructing or grabbing of Opponent without the ball, including shouldering.	LE MR TE	- - -	3 weeks 5 weeks 9+ weeks	52 weeks
10.4 (g)	Dangerous charging or knocking down an Opponent with the ball, including shouldering.	LE MR TE	- - -	2 weeks 5 weeks 9+ weeks	52 weeks
10.4(h)	A player must not charge into a ruck or maul. Charging includes any contact made without use of the arms, or without grasping a player	LE MR TE	- - -	3 weeks 5 weeks 9+ weeks	52 weeks
10.4 (i)	Tackling, tapping, pushing or pulling an Opponent jumping for the ball in a lineout or in open play	LE MR TE	- - -	3 weeks 6 weeks 10+ weeks	52 weeks
10.4 (j)	Lifting a Player from the ground and either dropping or driving that Player’s head and/or upper body into the ground whilst the Player’s feet are off the ground	LE MR TE	- - -	3 weeks 6 weeks 10+ weeks	52 weeks

10.4 (k)	Causing a scrum, ruck or maul to collapse.	LE MR TE	- - -	2 weeks 4 weeks 8+ weeks	52 weeks
10.4 (m)	Testicle grabbing or twisting or squeezing	LE MR TE	- - -	12 weeks 18 weeks 24+ weeks	208 weeks
10.4 (m)	Biting	LE MR TE	- - -	12 weeks 18 weeks 24+ weeks	208 weeks
10.4 (m)	Contact with Eyes or the Eye Area	LE MR TE	- - -	12 weeks 18 weeks 24+ weeks	156 weeks
10.4 (m)	Spitting at Players	LE MR TE	- - -	4 weeks 7 weeks 11+ weeks	52 weeks
10.4 (m)	Verbal abuse of Players based on Religion, Race, Colour or National or Ethnic Origin or otherwise	LE MR TE	- - -	4 weeks 8 weeks 13+ weeks	52 weeks
10.4 (m)	Any other acts (not previously referred to) which are contrary to good sportsmanship	LE MR TE	- - -	4 weeks 7 weeks 11+ weeks	52 weeks



## APPENDIX 2

### CODES OF CONDUCT

- 1 There are separate Codes of Conduct for:
  - (a) Players;
  - (b) coaches, team managers and Club officials;
  - (c) match officials; and
  - (d) referee advisers,each of which shall be applied accordingly.
- 2 For breaches of the Codes of Conduct, the Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable) may impose such penalties as it deems appropriate but subject to the right to appeal in accordance with the Disciplinary Regulations.
- 3 A Code of Conduct case may be commenced by any of the following submitting a Code of Conduct Report in accordance with paragraph 5 below to the WRU Administration Department:
  - (a) a Club;
  - (b) match officials; or
  - (c) coaches, team managers or Club officials.
- 4 A Code of Conduct case may be commenced by the WRU in accordance with Regulation 3.11 of the Disciplinary Regulations.
- 5 A Code of Conduct Report shall contain:
  - (a) the name of the Person or Club submitting the Code of Conduct Report;
  - (b) full details of the complaint; and
  - (c) any evidence relied on by the party submitting the Code of Conduct Report.

- 6 The Disciplinary Officer shall determine what steps, if any, to take in relation to the allegations contained in the Code of Conduct Report in accordance with Regulation 3.11 of the Disciplinary Regulations.
- 7 If a match official is the subject of a Code of Conduct Report, the Chairman of the Disciplinary Panel shall discuss the issues raised in the Code of Conduct Report with the WRU's National Referees Manager before deciding whether the matter should be referred to the Disciplinary Panel for determination.

## **1 CODE OF CONDUCT FOR PLAYERS**

- 1.1 A Player shall comply with the Laws of the Game, the IRB Regulations, the Rules and Regulations of the WRU, the rules of any competition in which his Club participates and his Club rules.
- 1.2 A Player shall accept and observe the authority and decisions of all match officials and all other rugby union Disciplinary bodies.
- 1.3 A Player shall not abuse, threaten or intimidate match officials or spectators (whether on or off the field of play) and shall not use crude or abusive language or gestures towards match officials or spectators.
- 1.4 A Player shall not publish or cause to be published in any medium (including via social networking websites) or make any public criticism of any match official or any other team manager, club official or any Player, or employee of his or another Club.
- 1.5 A Player shall not publish or cause to be published in any medium (including via social networking websites) criticism of the manner in which the Disciplinary Panel, the WRU Professional Disciplinary Panel or the Appeal Panel (as applicable) handled or resolved any dispute or disciplinary matter.
- 1.6 A Player shall not do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other Person on the ground of their religion, race, sexual orientation, colour or national or ethnic origin.
- 1.7 A Player shall conduct himself at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing and shall not engage in any conduct or any activity (whether on or off the field) that may impair public confidence in the honest and orderly conduct of a match, tour, tournament or series of matches (including, but not limited to, the supply of information in relation to the Game, directly or indirectly, to bookmakers) or in the integrity and good character of any person.
- 1.8 A Player shall comply with the WRU's Anti-Doping Regulations and all anti-doping regulations issued by the IRB.
- 1.9 A Player shall comply with the Wagering Regulations issued by the IRB.



1.10 A player shall promote the reputation of the Game at all times and shall take all possible steps to prevent the Game from being brought into disrepute.

## **2 CODE OF CONDUCT FOR COACHES, TEAM MANAGERS AND CLUB OFFICIALS**

2.1 All coaches, team managers and Club officials shall comply with the Laws of the Game, the IRB Regulations, the Rules and Regulations of the WRU, the rules of any competition in which his Club participates and his Club rules. A coach, team manager or Club official shall not encourage or incite any Person (including other employees of his Club) to act in breach of the same but shall take all possible steps to ensure that they comply with them.

2.2 Club officials shall use best endeavours to ensure that there is in force at his Club a fair and effective disciplinary policy applicable to players and other employees under his control and that it is applied consistently.

2.3 A coach, team manager and Club official shall take all reasonable steps to ensure that players and/or other employees under his control accept and observe the authority and decisions of match officials at all times.

2.4 A coach, team manager or Club official shall not publish or cause to be published in any medium (including via social networking websites) or make any public criticism of any match official or any other coach, team manager or Club official or any Player and/or employee of his or another Club.

2.5 A coach, team manager or Club official shall not publish or cause to be published in any medium (including via social networking websites) criticism of the manner in which the Disciplinary Panel, WRU Professional Disciplinary Panel or the Appeal Panel (as applicable) handled or resolved any dispute or disciplinary matter.

2.6 A coach, team manager and Club official shall conduct himself at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.

2.7 Each coach, team manager and Club official shall comply with the Wagering Regulations issued by the IRB.

2.8 Coaches, team managers and Club officials shall take all possible steps to promote the reputation of the Game at all times and to prevent the Game being brought into disrepute.

2.9 A coach, team manager or Club official shall not:

- (a) abuse, threaten or intimidate the match officials, spectators or Players/officials of an opposition Club (whether on or off the field);



(b) use crude or abusive language or gestures towards match officials, spectators and Players/officials of an opposition Club; or

(c) do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of their religion, race, sexual orientation, colour or national or ethnic origin.

### **3 CODE OF CONDUCT FOR MATCH OFFICIALS**

3.1 A match official shall not make any public criticism in any medium (including via social networking websites) of any other match official or any team manager, Club official or Player of any Club.

3.2 A match official shall not publish or cause to be published in any medium (including via social networking websites) criticism of the manner in which the Disciplinary Panel, WRU Professional Disciplinary Panel or the Appeal Panel (as applicable) handled or resolved any dispute or disciplinary matter.

3.3 A match official shall conduct himself at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.

3.4 A match official shall comply with the Wagering Regulations issued by the IRB.

3.5 A match official shall take all possible steps to promote the reputation of the Game at all times and to prevent the Game being brought into disrepute.

3.6 Match officials will endeavour to apply the Laws of the Game fairly and to an agreed interpretation as specified by the WRU and to provide the style of play as determined by the WRU.

3.7 Match officials must wear the agreed kit and adhere to any sponsorship agreement as determined by the WRU.

3.8 Match officials are expected to attend disciplinary hearings involving them whenever requested to do so. The reason for any non-attendance must be provided to the WRU Administration Department in advance of the relevant hearing.

### **4 CODE OF CONDUCT FOR REFEREE ADVISERS**

4.1 A referee adviser shall not make any public criticism in any medium (including via social networking websites) of any match official or any Team Manager, Club Official or Player of any Club.



- 4.2 A referee adviser shall not publish or cause to be published in any medium (including via social networking websites) criticism of the manner in which the Disciplinary Panel, WRU Professional Disciplinary Panel or the Appeal Panel (as applicable) handled or resolved any dispute or disciplinary matter.
- 4.3 A referee adviser shall conduct himself at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.
- 4.4 A referee adviser shall comply with the Wagering Regulations issued by the IRB.
- 4.5 A referee adviser shall take all possible steps to promote the reputation of the Game at all times and to prevent the Game being brought into disrepute.



## PROTOCOL FOR MATCHES IN WALES

### Before the Match

Clubs are responsible for notifying match officials of the date, venue, kick off time and team colours at least **72 hours** before the match.

1. Match officials will arrive at the ground at least 60 minutes before kick off and Clubs should make their arrangements based on this. **Failure to notify a match official of a postponement prior to his arrival at the ground may result in the home Club having to reimburse the referee's travel costs.**
2. **Clubs are responsible for the safety of match officials during the time that they are at the Club in question.** Where possible a referee liaison officer should be appointed by the home Club to be responsible for match officials.
3. Match officials will be available up to 30 minutes prior to kick off to Club captains and coaches for discussions regarding the Laws of the Game, kit and other relevant matters.
4. Access to the match officials' dressing room(s) is restricted to persons who have a legitimate reason for seeing them and then only with the express consent of the referee.
5. Clubs will submit their team sheet and replacements to the referee before taking the field for kick off, indicating the replacement front row players. Once this has been submitted no changes should be made without the permission of the referee.

A team sheet **must** identify any player(s) on permit, dual registration and/or loan and their parent Club.

6. Clubs must comply in full with the IRB Regulations relating to medical treatment of Players on the day of the game.
7. The referee will ensure that the two captains are available to toss up prior to taking the field before kick off. Stud and padding inspection will take place immediately following the toss up.



8. The match balls should be available for inspection by the match officials at least 15 minutes prior to kick off.
9. The home Club shall be responsible for ensuring that the playing area/enclosure is fit to play on and is free of all materials/substances that would prevent the match starting at the allocated time e.g. broken glass, animal droppings, etc.
10. **The playing enclosure must be roped off.**

### **During the Match**

11. **Premier Division Clubs** must provide technical zones and comply with the Technical Zone Protocol issued by the IRB as set out below. The Technical Zone Protocol shall be deemed to have been automatically amended to reflect any amendment or change approved by the IRB during the season.
12. Clubs must restrict entry to the playing enclosure to all but players, match officials, ball boys, replacements when required, two coaches, two water carriers, two medical support staff, and where necessary, television personnel. **Coaches are not allowed in the Technical Zone.**
13. Coaching staff must remain within the confines of their own 10m line and halfway line or take up a position behind the posts within the playing enclosure throughout the match. **At no time will they be allowed to move along the touchline.** Medical staff will be allowed to enter the playing enclosure to treat injured players or to supply drinks in the manner agreed by the referee. Replacements will only be allowed to enter the playing enclosure when warming up and also when nominated to participate in the match.
14. Clubs will provide an area clearly indicated for medical support personnel (Divisions 1-6) and coaches. Clubs will provide a seated area for replacements on the same side of the ground, where applicable under the control of the fourth match official.
15. **Replacements must remain seated outside the playing enclosure at all times during the match** unless they are warming up in the agreed area or going into the playing area as a replacement. Where no seating is available **replacements must still remain outside the playing enclosure.**
16. An agreed warm up area may be designated following consultation between the Clubs and match officials.



17. Replacements will only enter the field of play at the half way line after the player being replaced has left the field. Replacements will only be allowed during a stoppage of play and when the match official has clearly signalled the replacement.
18. Drinks will be permitted during a stoppage in play. **Drinks must not be taken on following the awarding of a penalty.**
19. Clubs must ensure that spectators do not and do not attempt to assault, intimidate or verbally/physically abuse match officials.
20. Where match officials leave the field at half time, Clubs must ensure that there is no entry to their dressing room during that period by any Player, Coach, Club administrator or spectator.

#### **After the Match**

21. At the end of the match Clubs should ensure that match officials are not assaulted, harassed or abused by Players, coaches, Club officials or spectators and are escorted safely to their dressing room.
22. There should be no unauthorised entry to the match officials' dressing room(s) after the end of the match. Players, coaches and Club officials should not attempt to enter this area unless with the express permission of the match officials.
23. Clubs are responsible for ensuring that match officials leave the Clubhouse and ground safely without any harassment or abuse from Players, coaches, Club officials or spectators.

***Sanctions for a breach of this protocol will be applied in accordance with Articles 14 – 17.***



## Premier Division Technical Zone Protocol

### 1. Dimensions of the Technical Zone

- a. Two technical zones must be provided within the playing enclosure on the same side of the pitch, each one on either side of the half-way line and outside the field of play.
- b. These technical zones must be marked on the ground.
- c. The line nearest the touch line must be parallel to the touch line.
- d. The technical zones commence a **minimum of** five metres from the half-way line. The technical zones must not exceed ten metres in length and three metres in width and must be at least two metres from the touch line (see below graphic)
- e. Wherever practically possible, the technical zones should be behind advertising hoardings with easy access to the field of play.
- f. At any venue where there is insufficient space for such technical zones at the places identified above, alternative places and/or dimensions shall be designated by the WRU.

### 2. Personnel permitted in the Technical Zone

- a. No more than two medically trained persons (certified doctors or physiotherapists only) and two water carriers per team are permitted to operate from the technical zones. All personnel in the Technical Zone should wear the appropriate bibs specified by the WRU.
- b. No other person (including coaches, team officials or Players) is permitted in the technical zones.
- c. One of the medical personnel permitted to operate from the technical zone, may be positioned instead on the far side of the playing area on the touch line opposite the technical zone. No person may replace such medically trained personnel in the technical zone at any time.



- d. Where practically possible, the medical personnel on the far side of the playing area must stay outside the advertising hoardings. The medical personnel on the far side may keep up with play, but must pay due regard to the needs and rights of Players, spectators, broadcasters and commercial partners.
- e. The medical personnel may enter the field of play in accordance with the Laws of the Game at any time a Player is injured. They **must not** obstruct, interfere or aim comments at match officials.
- f. Substituted Players must return to their allocated seats in the stand or if no stand, they must move outside the playing enclosure.

### **3. Roles of Water Carriers in the Technical Zone**

- a. Water may only be taken on the playing area during stoppages in play for injuries in the playing area and when a try has been scored.
- b. **Only the two authorised water carriers are permitted in the playing area. They are not permitted in the playing area during penalty kicks at goal.**
- c. The water carriers must remain in the technical zone at all times unless they enter the playing area to provide water or when **ONE** enters to provide a kicking tee to a kicker at a penalty kick.
- d. Players may come to the touch line adjacent to the technical zone to receive water.
- e. Water bottles must not be thrown on to the field of play.

**NB – Apart from injuries requiring a doctor or stretcher, there can only be a maximum of 4 personnel on the field from each Club during a stoppage.**

### **4. Management of the Technical Zone**

- a. All personnel permitted in the technical zones in accordance with this Technical Zone Protocol must wear an appropriate distinguishing mark e.g. arm bands/vests/bibs (where appropriate).



- b. Where appointed, the fourth and fifth officials will manage the technical zones. If there is a transgression of the protocol, the matter will be reported to the referee.
- c. The referee may caution any offender or at his discretion expel the person(s) from the playing enclosure for any breach of this Technical Zone Protocol.
- d. Any breach of the Technical rotocol may be reported to the W RU who shall be entitled to undertake investigations and, where deemed appropriate, impose sanctions.
- e. Should any Person be expelled from the playing enclosure for a breach of the protocol they must be reported by the referee to the WRU Disciplinary Panel or the WRU Professional Disciplinary Panel (as applicable), who shall be entitled to undertake investigations and, where deemed appropriate, impose sanctions

#### **5. Personnel outside of the Technical Zone**

- a. If replacements require to warm up and there is not an area outside the playing enclosure, they may warm up in the opposition in-goal area but must not use balls in their warm up.

Technical Zone:



TRAINED PERSON

