

WELSH RUGBY UNION

Disciplinary Structures, Procedures and Sanctions for Under 19 Rugby in Wales in 2007/2008

1. **Introduction**

In recent seasons the number of cases dealt with by the WRU Under 19 Disciplinary Committee has risen to an unacceptably high level.

In 2007/2008 the WRU will look to Schools and Clubs to have regard for a series of initiatives aimed to improve the standard of discipline at Mini, Junior and Youth levels of the Game in Wales.

Changes have been made to the Disciplinary procedures that will operate at Under 19 level next season. Those changes are set out in the following document.

The Union emphasises that Clubs and Schools are responsible for the behaviour of their players, coaches, officials and supporters during and after matches. Adherence to the principles of good discipline will enhance Rugby in Wales.

Those Clubs or Schools that breach the Disciplinary regulations will be dealt with fairly but if they are found to have transgressed they will be penalised severely.

Please ensure that your Club or School acts to support the WRU in its campaign to improve disciplinary standards at Junior and Youth levels of the Game in Wales.

2. **Organisation and structure**

2.1 Disciplinary matters involving Under 19 rugby and age groups below Under 19 level rugby in Wales shall be dealt with by the WRU Under 19 Disciplinary Committee (hereinafter called "the Committee")

2.2 The Committee shall have responsibility to deal with issues of discipline that occur in rugby in Wales at Under 19 and all other age group levels below 19 years. That responsibility shall exist for matters that may arise from the time that a team travels from its Club premises until the time that it arrives back at those premises after a match.

2.3 The Committee shall comprise:

- Chairman
- Deputy Chairman
- Secretary
- The Secretaries of the 4 Sub Committees set out in paragraph 2.4
- such members as are appointed from time to time by the WRU's Regulatory Committee

The Secretary shall be the WRU's Community Rugby Operations Manager (hereinafter called "the Manager") or the nominee of the Manager, that nominee to be called the "Convenor"

2.4 The Committee shall appoint annually 4 Sub Committees, namely:

Schools Disciplinary Sub Committee:	To deal with reports in respect of school matches (primary, intermediate and senior)
Youth Disciplinary Sub Committee:	To deal with reports in respect of youth matches (16 years to 19 years)
Junior Disciplinary Sub Committee	To deal with reports in respect of Club junior matches (7 years to 16 years)
Girls Disciplinary Sub Committee	To deal with reports in respect of girls junior matches (7 years to 19 years)

2.5 The 4 Sub Committees shall be responsible for dealing with:

- i. Reports from referees on the misconduct of players on the field of play
- ii. Reports from referees on the misconduct of Club Officials, those associated with the organisation of schools teams, coaches or supporters if the Manager deems that it is appropriate for the Sub Committee to deal with the case.
- iii. A complaint by a Club or School against another Club or School or those associated with another Club or School on a disciplinary matter if the Manager deems that it is appropriate for the Sub Committee to deal with the case.

2.6 Cases resulting from referee's reports on the misconduct of Club officials, those associated with the organisation of school teams, coaches or supporters, or Club or school complaints which the Manager deems to be sufficiently serious or complex may be referred to the Committee, rather than one of the Sub Committees.

2.7 The Secretaries of the 4 Sub Committees shall advise the Manager of sanctions imposed on players within 48 hours of the meeting at which the sanctions were imposed and the Manager shall ensure that this information is passed to each member of the Committee.

Following meetings of the Committee, referred to in 2.6 above, the Manager shall advise the Secretaries of the 4 Sub Committees of sanctions imposed on players, coaches, officials, parents, supporters, Clubs, Schools or other organisations within 48 hours of the meeting at which the sanctions were imposed.

2.8 An appeal against a decision of the Committee, or one of its Sub Committees may be referred to an Appeals Sub Committee. The procedure on appeals is set out in paragraph 5 below.

2.9 The quorum for a meeting of the Committee, one of the 4 Sub Committees, or the Appeals Committee shall be three members.

3. **Procedures**

3.1 Players who are sent off in Club and School matches in Wales at age group levels of Under 19 years and below shall be allowed to continue to play until the case involving them is dealt with by the Committee or one of the 4 Sub Committees

3.2 If a player is sent off by a referee appointed by the Welsh Rugby Union or one of the Appointments Officers of the Welsh District Rugby Union Districts the referee must forward his report on the incident to the Manager at the WRU Offices no later than 2 days after the match.

3.3 If a player is sent off by a referee appointed by a Club or School it is the responsibility of the appointing Club or School to forward the referees report on the incident to the Manager at the WRU Offices no more than 3 days after the match.

3.4 Referees, Clubs or Schools shall submit reports using the form prescribed by the WRU, a copy of which appears in Appendix 2 hereto

3.5 Within 48 hours of receiving the referee's report on a sending off the Manager shall forward it to the Convenor who in turn, within 48 hours, shall forward it to the Secretary of the appropriate Sub Committee.

3.6 The Secretary of the Sub Committee shall within 48 hours send the referee's report to the player's Club or School. The player shall be offered three options

- a. To accept the referee's report, or
- b. To submit written observations on the referee's report, or
- c. To apply for a hearing before the appropriate Sub Committee

3.7 If a player seeks a hearing the player's Club or School shall make it's request for a hearing in writing to the Secretary of the Sub Committee dealing with the case no later than seven days after the receipt of the referee's report and the request shall be accompanied by a cheque for £100 made payable to the Welsh Rugby Union.

3.8 In the case of a player who is 14 years old or older he or she should attend the hearing requested in company with an official from the Club or an appropriate person from a School. The player's parent or guardian may also attend the hearing.

3.9 In the case of a player who is under 14 years of age he or she shall not attend the hearing. A Club official or an appropriate person from a school shall represent the player at the hearing. The player's parent or guardian may also attend the hearing.

- 3.10 If the player does not attend or is not represented at a hearing his or her Club or School has requested the case shall proceed and the WRU shall retain the fee of £100.
- 3.11 When a hearing is requested the Sub Committee Secretary shall set a date for the meeting within 14 days of receipt of the request.
- 3.12 If the Club or School indicates that it accepts the Referees report on a player who has been sent off the Convenor in consultation with the Chairman of the Committee, but without a meeting of the Committee or the appropriate Sub Committee, shall determine the case on its merits, undertake an assessment of the seriousness of the player's conduct that constitutes the offence and categorise the offence as being at the lower end, mid range, or top end of the scale of seriousness in order to identify the appropriate entry point on the IRB sanctions list and shall apply the recommended sanctions for offences in accordance with IRB Regulation 17. The list of sanctions appears in Appendices 1, 1a, 1b, and 1c hereto. All such suspensions imposed shall be communicated to the Club or School in the same way as decisions taken by the Committee or Sub Committee. Such decisions will be reported as matters of information to the next meeting of the Committee or appropriate Sub Committee.
- 3.13 In cases where there is no reply from a player or a player's Club or School, or where a player, his or her Club or School has submitted a defence or plea in mitigation the Sub Committee dealing with the case shall determine the case on its merits and shall apply the IRB List of recommended sanctions for offences, in accordance with IRB Regulation 17. The Sub Committee shall undertake an assessment of the seriousness of the player's conduct that constitutes the offence and categorise the offence as being at the lower end, mid range, or top end of the scale of seriousness in order to identify the appropriate entry point on the IRB Sanctions list such assessment of the seriousness of the player's conduct shall be determined by reference to the following features of the offence:
- a. The offence was intentional, that is committed intentionally and deliberately
 - b. The offence was reckless, that is the player knew or should have known that there was a risk of committing an act of illegal or foul play.
 - c. The gravity of the player's action in relation to the offence.
- 3.14 When determining the suspension that a player shall serve a player's disciplinary record may be considered by the Sub Committee.
- 3.15 Playing suspensions shall be imposed in numbers of weeks or months
- 3.16 When the Sub Committee has determined the case, and if appropriate, decided upon the sanction to impose the Secretary of the Sub Committee shall notify the player's Club or School of the Sub Committee's decision and the term of any suspension that the player shall serve.

3.17 The Player's suspension shall commence immediately following the meeting of the Sub Committee that makes the decision on his or her case and the player may not play rugby anywhere during the period of suspension.

3.18 If a player's suspension has not terminated by the end of the current 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 of season in another Union. In this event the period of 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.

In respect of rugby at age groups including Under 18 group and below the playing season shall be between 1st September and 31st May. In cases of players who have attained the age of 18 the playing season shall be between 1st August and 31st May.

3.19 Referee's reports in respect of disciplinary breaches by Club or School officials, coaches or supporters shall be forwarded by the referee to the Manager at the WRU Offices, if he is appointed by the WRU or one of the Appointments Officers of the WDRU Districts, or by the Club or School if the referee has been appointed by the Club or School.

3.20 If a Club or School has a complaint against another Club or School on a disciplinary matter that complaint shall be made in writing to the Manager no later than ten days after the incident complained of.

3.21 On receipt of a report or complaint of the nature described in paragraphs 3.19 and 3.20 the Manager shall determine that the case is dealt with either by the appropriate Sub Committee or the Committee. If the case is to be one dealt with by the Sub Committee the Secretary of that Sub Committee shall deal with it in the same manner as the report on a player who has been sent off. If the case is to be dealt with by the Committee the Manager shall send copies of the reports or complaints to the Clubs or Schools involved and set a date for hearing the complaint or inquiring into the case not later than 14 days from the date of his receipt of the said report or complaint. The complainant and all parties complained of shall be invited to attend this hearing.

3.22 Where it is not appropriate to impose a playing suspension, for example in cases where a Club or School has offended or in cases where Club or School officials, or supporters of Clubs or Schools, offend the range of sanctions available to the Committee and its Sub Committees are:

- To issue a reprimand or warning
- To impose a fine on a Club, School or individual
- To suspend the Club, School or individual from all their activities associated with rugby

- To recommend to the Board of Directors of the WRU Ltd that an individual be prohibited permanently from any involvement in rugby
- To recommend to the Board of Directors of the WRU Ltd that a junior team be expelled from the District Junior Rugby Association, District Youth Rugby Union or Schools Union to which it is affiliated and that the team be disbanded.

The level of sanction shall be a matter of discretion for the Committee in each case.

3.23 If a School or Club plays a player after that School or Club has been notified that the player has been suspended from playing and that suspension has not been served the School or Club shall be required to appear before the appropriate Sub Committee and shall be sanctioned as the Sub Committee deems it appropriate.

3.24 Players that are involved in a match that a referee abandons for reasons of indiscipline, whether they are on the field of play or any replacements/ substitutes or players who have been previously replaced or substituted, at the time of the abandonment may continue to play in matches. If he has been appointed to the match by the WRU, or one of the Appointments Officers of the WDRU Districts, the referee shall report the abandonment to the Manager within 3 days of the match. If the referee was appointed by a Club or School that Club or School shall forward the referee's report to the Manager within 3 days of the match.

The Manager shall refer reports of abandoned matches to the Committee and a meeting of inquiry into the circumstances of the abandonment shall be made within 21 days of the date of the receipt of the report by the Manager.

3.25 The Committee shall monitor the behaviour of all Clubs and Schools throughout the season and record offences committed by players from each Club or School. Each offence by an individual shall be recorded as penalty points against the Club or School.

The penalty points to be recorded, and the sanctions to be imposed on Club and Schools that accumulate the appropriate number of penalty points are set out in Appendix 1c.

4. **Temporary suspensions ("Sin Bins/ Yellow cards")**

4.1 In matches where a referee is appointed by the WRU or the Appointments Officer of the WDRU, players who are temporarily suspended from playing for 10 minutes by the Referee (that is sin binned or yellow carded shall be reported by the referee and that report, in the form prescribed by the WRU, shall be forwarded to the Manager no later than 3 days after the match).

- 4.2 The Manager shall record each report received but shall not send this report to the player's Club.
- 4.3 If a player has been sin binned on three occasions during the season he or she shall be suspended from playing for a week and the Manager shall notify the player's Club of the period of suspension.
- 4.4 Should a player receive any further sin bins in the season he or she shall be suspended from playing for a further 2 weeks and for each additional similar offence the player will be suspended from playing for 2 further weeks. The Manager shall notify the Club of the player's further period of suspension.
- 4.5 If a player is temporarily suspended twice in the same match for technical offences, the second offence shall be deemed to be a sending off offence. He or she shall be sent from the field of play and shall subsequently be suspended from playing for two weeks.
- 4.6 If a player in a match is issued with one yellow card for a technical offence and subsequently receives a second yellow card for an act of foul play he or she shall be sent off but the appropriate sanction shall be determined by reference to the sanctions list in Appendix 1.
- 4.7 If a player who has been sent off re-enters the field of play for whatever offence that player shall receive the suspension applicable to it's original offence and in addition a further 3 weeks suspension for the offence of re-entering the field of play.

5. **Appeals**

- 5.1 A decision of the Committee, or a Sub Committee may be appealed by the player or the Club against which the decision is made provided that:
 - i. The Appeal is made in writing and signed by the Secretary of the Club appealing and submitted to the Manager at the WRU Offices
 - ii. The Appeal shall be made no later than 14 days from the date of notification to the Club of the original decision.
 - iii. The written request for appeal shall be accompanied by a cheque for £100 payable to the Welsh Rugby Union Ltd. This payment shall be retained in cases where the appeal fails.
 - iv. The reasons for the appeal shall be sent to the Manager with the request for appeal and the accompanying deposit cheque.
- 5.2 The Appeals Sub Committee shall comprise members of the Committee who were not involved in the original decision.
- 5.3 The Appeals Sub Committee shall meet within 21 days of receipt of the request for appeal by the Manager.

- 5.4 In cases where an appeal has been lodged and acknowledged by the Manager the suspension on the player shall be lifted and the player may continue playing until the Appeals Sub Committee deals with his case.
- 5.5 No player under 14 years of age may appear at a meeting of the Appeals Sub Committee.
- 5.6 The decision of the Appeals Sub Committee may be subject to a Appeal further to the WRU Board of Directors in accordance with the provisions of Article 23 of the WRU Ltd's Articles of Association.

6. Codes of Conduct

All Clubs and Schools, and all individuals shall comply and apply the Codes of Conduct that appear in Appendix 3.

7. Tournaments

A Club that wishes to stage a tournament for players under 19 years of age must seek permission from the Welsh Rugby Union at least 4 weeks before the proposed tournament.

The request shall be made in writing and addressed to the Manager and shall be made on the prescribed application form.

A School that wishes to stage a tournament must seek permission from the Welsh Schools Rugby Union.

8. Tours and Overnights stays

A Club that wishes to tour or to stay overnight must seek permission from the Welsh Rugby Union at least 4 weeks before the proposed tour or overnight stay. The request shall be made in writing and addressed to the WRU Youth Administrator, and shall be made on the prescribed application form.

A School that wishes a team to tour or to stay overnight must seek permission from the Welsh Schools Rugby Union.

9. Child Protection

All Clubs and Schools must comply with the WRU's policy on Child Protection. That policy has been distributed to all Clubs and appears on the WRU website and is available on request from the WRU at its main offices.

Appendix 1

The recommended sanctions for offences committed by players within the playing enclosure for the 2007/2008 season are :-

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 suspension
Verbal abuse of Match Officials	LE – 6 weeks MR – 12 weeks TE – 18+ weeks	52 weeks
Physical abuse of Match Officials	LE – 24 weeks MR – 48 weeks TE – 96+ weeks	Life
Threatening actions or words at Match Officials	LE – 12 weeks MR – 24 weeks TE – 48+ weeks	260 weeks
Striking another Player with a hand, arm or fist	LE – 2 weeks MR – 5 weeks TE – 8+ weeks	52 weeks
Striking another Player with the elbow	LE – 2 weeks MR – 5 weeks TE – 9+ weeks	52 weeks
Striking with knee	LE – 3 weeks MR – 8 weeks TE – 12+ weeks	52 weeks
Striking with head	LE – 4 weeks MR – 8 weeks TE – 12+ weeks	104 weeks
Stamping on an Opponent	LE – 2 weeks MR – 5 weeks TE – 9+ weeks	52 weeks
Trampling on an Opponent	LE – 2 weeks MR – 5 weeks TE – 9+ weeks	52 weeks
Kicking an Opponent	LE – 4 weeks MR – 8 weeks TE – 12+ weeks	52 weeks
Tripping an Opponent with the foot/leg	LE – 2 weeks MR – 4 weeks TE – 7+ weeks	52 weeks
Dangerous tackling of an Opponent including early or late and including the action known as the "stiff arm tackle"	LE – 2 weeks MR – 6 weeks TE – 10+ weeks	52 weeks

Holding, pushing or obstructing an Opponent not holding the ball except in a scrum, ruck or maul	LE – 2 weeks MR – 4 weeks TE – 6+ weeks	52 weeks
Dangerous charging or obstructing or grabbing of Opponent without the ball, including shouldering	LE – 2 weeks MR – 5 weeks TE – 9+ weeks	52 weeks
Dangerous charging or obstructing or grabbing of Opponent with the ball, including shouldering	LE – 2 weeks MR – 5 weeks TE – 9+ weeks	52 weeks
Causing a scrum, ruck or maul to collapse	LE – 2 weeks MR – 4 weeks TE – 8+ weeks	52 weeks
Testicle grabbing or twisting or squeezing	LE – 12 weeks MR – 18 weeks TE – 24+ weeks	208 weeks
Biting	LE – 12 weeks MR – 18 weeks TE – 24+ weeks	208 weeks
Contact with eyes or the eye area	LE – 12 weeks MR – 18 weeks TE – 24+ weeks	156 weeks
Spitting at players	LE – 4 weeks MR – 7 weeks TE – 11+ weeks	52 weeks
Verbal abuse of Players based on religion, race, colour or national or ethnic origin or otherwise	LE – 4 weeks MR – 8 weeks TE – 13+ weeks	52 weeks

* NB. In respect of offences not referred to above, appropriate sanctions may be imposed at the discretion of the Disciplinary Sub Committee.

FOUL PLAY LAW' IN WOMEN'S & GIRLS RUGBY

Penalties

Law 10 Foul play offences all apply, along with the following three extras as seen more and relating to Women & Girls rugby.

- PULLING OF HAIR – A player must not use another player’s hair whether tied up or loose to prevent them from playing the game at any point**

Ref to Law 10.2a (Unfair play)
10.4e, i & k (Foul Play)

Proposed Penalties

Range of Penalties	Norm
1 – 8 weeks	3 weeks

- HAND OFF’S – A player must always use the flat of the hand when handing off; they should never present the hand with fingers or nails first**

Ref to Law 10.3 a,b,c & d(Repeated infringements)
10.4 k (Foul play)

Proposed Penalties

Range of Penalties	Norm
1 – 12 weeks	3 weeks

- PINCHING OR BITING - A player must never pinch/ bite to gain advantage over an opposition**

Ref to Law 10.3 a, b & c (Repeated infringements)
10.4 i, j, k & l (Foul Play)

Proposed Penalties

Range of Penalties	Norm
12 – 36 months	18 months

Also refer to red and yellow cards ref to law 10.5 and 10.6 in the IRB Law Book 2007 (page 43)

Appendix 1b

Recommended Sanctions for Offences by Club, Team, Officials, Parents or Supporters on or off the playing enclosure

	Range of Penalties	Norm
Parents/ Supporters		
Entering field of play	8 – 16 weeks	12 weeks
Abusive behaviour	8 – 16 weeks	12 weeks
Threatening & Abusive behaviour	12 – 24 months	18 months
Physical abuse	2 yrs to Sine die	5 years
Repeated incidents of above: <ul style="list-style-type: none"> ▪ 2nd offence ▪ 3rd offence 	<ul style="list-style-type: none"> ▪ Double first sanction ▪ Sine Die ban thereafter 	
Club/ School Officials		
Entering field of play	8 – 36 weeks	12 weeks
Abusive behaviour	8 – 36 weeks	12 weeks
Threatening & Abusive behaviour	12 – 36 month	18 months
Physical abuse	2 yrs to Sine die	5 years
Repeated incidents of above: <ul style="list-style-type: none"> ▪ 2nd offence ▪ 3rd offence 	<ul style="list-style-type: none"> ▪ Double first sanction ▪ Sine Die ban thereafter 	

If found guilty of any of these offences the WRU Under 19 Committee can order a retraining programme for those concerned

Club/ School failing to submit discipline reports to the appropriate U19 Discipline Secretary	Fine or other sanction at the discretion of the U19 Disciplinary Committee
Players, teams, officials, parents or supporters brawling before, during or after any game	Suspension, fine or other sanction at the discretion of the U19 Disciplinary Committee
Club/ School failing in its responsibility to prevent bad behaviour by their players, officials or supporters and/or failing to protect match officials from abusive or threatening behaviour	Fine (without maximum), suspension or other sanction at discretion of U19 Disciplinary Committee
One or more instances of offences committed by a coach	Suspension, retraining, or other sanction at discretion of U19 Disciplinary Committee

Sanctions on Clubs or Schools

The Committee will record each offence committed by an individual associated with a Club or School and offences by Club/ School coaches or officials

The penalty points to be attributed to these offences shall be:

- | | | |
|---|---|------------------|
| Each sending off | - | 3 penalty points |
| Each proven case against a Club/ School coach or official | - | 3 penalty points |
| Each abandoned match (both Clubs and Schools) | - | 3 penalty points |

The points will be accumulated and recorded separately against:

- 1) The Mini and Junior section of each Club or School
- 2) The Youth section of each Club or School

When a section of a Club or School reaches the defined penalty points threshold sanctions will be imposed as follows:

Penalty points	Sanctions
9	- Warning letter to senior Club Secretary or School
12	- Club to be fined £50 and second warning letter to senior Club Secretary or School
15	- Under 19 or Junior section of Club or School suspended from playing for 2 weeks
Every additional 3 points	- Club fined £50 and Under 19 or Junior section of Club suspended for a further 2 weeks



SENDING OFF REPORT FORM FOR MINI, JUNIOR AND YOUTH RUGBY

Match v

Venue Date
Weather conditions: dry/wet Ground conditions: firm/muddy

Name of Player Sent Off	Club or School
.....
.....
.....
.....

Nature of offence:

Law:

Description of Incident (to include temper of game, if previous warnings given, relation of incident to phase of play e.g ruck, maul, line-out etc. provocation is seen)

.....
.....
.....

continue overleaf if required

Did the incident require attention on or off the field or hospitalisation? YES/NO

Referee's name

WRU/District/Other
(delete as appropriate)

Address

..... Tel no.....

Years refereeing 1st year/ 2nd year/ 3rd year/ over 3 years (delete as appropriate)

Signed Date

To be completed by the referee and sent to:
Peter Owens, Community Rugby Operations Manager, WRU, Golate House, 101 St. Mary Street, Cardiff, CF10 1GE within 2 days of the match.



Appendix 2b

SIN BIN OFFENCE REPORT FORM FOR MINI, JUNIOR AND YOUTH RUGBY

Match v

Venue Date
Weather conditions: dry/wet Ground conditions: firm/muddy

Name of Player Sent Off	Club or School
.....
.....
.....
.....

Nature of offence:

Law:

Description of Incident (to include temper of game, if previous warnings given, relation of incident to phase of play e.g ruck, maul, line-out etc. provocation is seen)

.....
.....
.....

continue overleaf if required

Did the incident require attention on or off the field or hospitalisation? YES/NO

Referee's name

WRU/District/Other
(delete as appropriate)

Address

..... Tel no.....
Years refereeing 1st year/ 2nd year/ 3rd year/ over 3 years (delete as appropriate)

Signed Date

To be completed by the referee and sent to Peter Owens, Community Rugby Operations Manager, WRU, Golate House, 101 St. Mary Street, Cardiff, CF10 1GE within 2 days of the game concerned

Codes of Conduct

For breaches of the Codes of Conduct the Disciplinary Sub Committee may impose such penalties as it deems appropriate but subject to the provision of Articles 20 to 23 of the Union's Memorandum and Articles of Association. In the 2006/2007 season where a breach of the codes of conduct is proved the Disciplinary Sub Committee will generally penalise by the imposition of a fine.

The Codes of Conduct and the Protocol for the Game are as follows:-

Code of Conduct for Players

1. A Player shall accept and observe the authority and decisions of match officials and shall not use crude or abusive language or gestures towards match officials or spectators.
2. A player shall not abuse, threaten or intimidate a referee, touch judge or other match official, whether on or off the field of play.
3. A Player shall not 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, but he will have recourse to the complaints procedure of the Union and which procedure should be adhered to.
4. A player shall not publish or cause to be published criticism of the manner in which the Disciplinary Sub Committee handled or resolved any dispute or disciplinary matter arising from a breach of the Bye Laws, Regulations or Laws of the Game.
5. 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, colour or national or ethnic origin.
6. 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.
7. A player shall not commit a Doping Offence as defined in IRB Regulation 21.
8. A Player shall take all possible steps to promote the reputation of the game of Rugby Union Football and to prevent it being brought into disrepute.

Code of Conduct for Coaches/Team Managers/Club Officials

1. A Coach/Team Manager/Club Official shall comply with the Laws of the Game, the Regulations of the WRU, the Rules of any Competition in which his club participates and his Club Rules. The Coach/Team Manager/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. A Coach/Team Manager/Club official 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.

3. A Coach/Team Manager/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.
4. **A Coach/Team Manager/Club Official shall not make any public criticism of any match official or any other Coach, Team Manager, Club Official or any Player, and/or employee of his or another Club but he will have recourse to the complaints procedure of the Union and which procedure should be adhered to.**
5. A Coach/Team Manager/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.
6. A Coach/Team Manager/Club Official shall take all possible steps to promote the reputation of the game of Rugby Union Football and to prevent it being brought into disrepute.

Code of Conduct for Match Officials

1. A *Match Official* shall not make any public criticism of any other match official or any Team Manager, Club Official or Player of any Club, but he will have recourse to the complaints procedure of the Union and which procedure should be adhered to.
2. 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. A *Match Official* shall take all possible steps to promote the reputation of the game of Rugby Union Football and to prevent it being brought into disrepute.
4. A *Match Official* shall attain, and subsequently maintain, a level of fitness to the standards set by the WRU.
5. *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.
6. *Match Officials* must wear the agreed kit and adhere to any sponsorship agreement as determined by the WRU.
7. *Match Officials* are expected to attend disciplinary hearings involving them personally whenever possible. The reason for non-attendance must be given to the WRU's Administration Department in advance of the hearing.
8. *Match Officials* are expected, whenever practicable, to attend all training sessions arranged by the Director of Match Officials. The same would apply should these training sessions be incorporated into monthly District *Match Official* meetings.

Code of Conduct for Referee Advisors

1. An Advisor shall not make any public criticism of any other match official or any Team Manager, Club Official or Player of any Club, but he will have recourse to the complaints procedure of the Union and which procedure should be adhered to.
2. An Advisor shall conduct himself at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.
3. An Advisor shall take all possible steps to promote the reputation of the game of Rugby Union Football and to prevent it being brought into disrepute.

Protocol for Games in Wales

Before the Game.

1. Clubs are responsible for notifying match officials of the date, venue, kick-off time and team colours at least 72 hours before the game.
2. 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.**
3. 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 person should be appointed by the home Club to be responsible for the match officials.
4. Match officials will be available up to 30 minutes prior to kick-off to club captains and coaches for discussions regarding laws, kit, etc.
5. Access to the match officials dressing room is restricted to persons who have a legitimate reason for seeing them.
6. Clubs will submit their team *sheet* and replacements to the *Match Official* 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 *Match Official*.

*The team sheet **must** identify any player(s) on permit, dual registration and/ or loan and their parent Club.*
7. A Player may not receive local anaesthetic on Match day unless it is for the suturing of bleeding wounds or for dental treatment administered by an appropriately qualified medical or dental practitioner. (IRB Reg 10.2.1)
8. The Match Official 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.
9. The match balls should be available for inspection by the match officials a minimum of 15 minutes prior to kick off.
10. 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 game starting at the allocated time e.g. broken glass, animal droppings, etc.
11. **The playing enclosure must be roped off.**

During the Game.

12. Clubs must restrict entry to the playing enclosure to all but players, match officials, ball boys, replacements when required, one coach, one water carrier, two medical support staff, and where necessary, television personnel
13. **Coaching staff must remain within the confines of their own 10m line and halfway line 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 agreed manner. 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 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, where possible will remain seated at all times during the match unless they are warming up in the agreed area or are going onto the playing area as a replacement. Where no seating is available **replacements must remain outside the playing enclosure.**
16. Prior to kick off, depending on the ground, an agreed warm up area will be designated following consultation between the clubs and the 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. **Throughout the game, Clubs must ensure that spectators are not allowed to molest, or otherwise attempt to interfere with or intimidate or verbally/ physically abuse match officials** (see Article 21 re available Sanctions)
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, administrator or spectator.**

After the Game

21. **At the end of the game Clubs should ensure that match officials are not harassed 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 area 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 from players, coaches, club officials or spectators.

Sanctions for a breach of this protocol will be applied in accordance with Articles 20 – 23.