

GERALTON HOCKEY ASSOCIATION

BY-LAWS

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COVERAGE: GHA COMPETITIONS AND EVENTS

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By-Laws: Intents & Purposes

A. Authority

These By-Laws are made under clause 15 of the Constitution - (BY LAWS).

These By-Laws should be read in conjunction with all specific FIH Rules of Hockey.

The FIH Rules of Hockey are an important source of information regarding how matches should be conducted. However, where the GHA By-Laws differ from the FIH Rules of Hockey, then the GHA By-Laws will apply.

B. Purpose

The GHA By-Laws are intended to:

- (a) Encourage the largest amount of participation at all levels of our sport;
- (b) Create an atmosphere of sportsmanship, equality and fair play; and
- (c) Penalise Clubs that seek to gain an unfair advantage.

C. Special Rules

All Special Rules are attached at the end of this document as appendices. The Rules contained within the body of the GHA Rules apply to all Clubs and Teams, regardless of their position within the Competition structure.

D. Penalty Provision

Where there is a prescribed financial penalty from a breach of any by-law in these By-Laws, the by-law will be designated as a Penalty. The amount of the penalty is set out in the Hockey WA Affiliation Rules or applicable By-Laws.

E. Definitions

The defined terms used in these By-Laws are set out in Appendix A.

Where these By-Laws incorporate any rule or by-law taken from the FIH Rules of Hockey, Hockey WA Codes of Behaviour or Hockey WA Affiliation Rules or By-Laws, these Rules are taken to incorporate any updates or changes. If these rules are silent on any matter, then Hockey WA rules and regulations apply. Hockey WA officials should be consulted to ensure correct application.

1. Competition structure

- A. The GHA is to be divided in descending order as follows:

Men's & Women's A Grade Division
Men's & Women's A Reserve Division
Club Junior Divisions
Other Junior Divisions as developed by Participation Director on GHA Board approval

- B. GHA may create additional divisional grades as required.

2. Conduct of matches

2.1 Match conditions

- A. All matches must be played on the date and time and at the ground nominated, unless determined by GHA by way of approval
- B. A match will consist of:
- A maximum period of ten (10) minutes may be added for delays or interruptions but the match must conclude at a time which is earlier of:
 - Five (5) minutes before the scheduled commencement of the next match scheduled to take place on the same field; or
 - Eighty-five (85) minutes after the commencement of play.

2.2 Uniforms

- A. Clubs must register their colours and uniforms with the GHA. Approval shall be sought from the committee prior to changing colours or uniform style in writing to the GHA Secretary.
- B. Game Day

Where both teams have similar playing uniforms	If the playing uniforms of both Teams in a match are so similar that it may lead to a possible confusion, the second named Team must wear an alternate contrasting uniform (shirt and socks).
Skins and undergarments	Must be neutral coloured or one of the colours of the team uniform. Where a clash occurs, and is considered an issue by the opposing team, they shall be removed or covered as appropriate.
Goalkeepers	Must wear an over shirt that is of a colour contrasting to the shirt colour of both Teams.
Recording a breach of these Rules	Should be noted on the match report and referred to the GHA.
Behaviour of Players or officials when in uniform	When in uniform, a Player must not behave on any occasion in a manner which reflects discredit to GHA. A breach of this Rule may result in expulsion of the Player(s) or Club concerned from GHA. All players and officials should refer to the GHA Codes of Conduct for guidance on behaviour expectations.

2.3 Match postponement

- A. If the weather or ground conditions are unsatisfactory, or there are any other extraordinary circumstances, a match may be postponed if both umpires agree. In the case of junior umpires, the ground controller will have the final call. Hockey Australia Weather policy will be utilised as a point of reference for determination.
- B. If a team leaves the venue before a decision is made to postpone the match, they will forfeit the

match.

- C. Where a match is postponed the following conditions will apply:

Situation prior to postponement	Outcome
The match had not started or was abandoned up to and including the half time break	Match will be replayed in full
The match was abandoned at any point between quarter-time and three-quarter-time	The remaining time will be completed at a postponed time and place
The match was abandoned during the third quarter or after	The match will be considered complete, no postponement or replay.

- D. Any match needing to be replayed or completed will be carried out at a time and venue determined by the teams and approved by GHA. If the teams cannot make an agreement GHA will have the final say. The match must be played within four (4) Fixture Weeks of the original playing date, or if the original date is within the last four (4) Fixture Weeks of the Qualifying Season, it must be played before the last Fixture Week.
- E. If during a match a Team declines to continue the match or to take it up where it left off, or if at any time during a match the number of its players on the field is fewer than seven (7) (or six for a 9-a-side competition), this Team will be deemed to have lost the match. The opposing Team will be deemed to have won with the score standing at the time or by a score of five (5) goals to nil (0), whichever is the greater

2.4 Blood rule

- A. If a Player is bleeding, they must immediately leave the field to receive treatment (substitution may be made).
- B. If the bleeding Player does not leave the field voluntarily or when asked, the umpire may suspend them for misconduct.
- C. The Player may return to the field once the bleeding has been controlled, the wound covered, and any blood-contaminated clothing changed. Coaches/Managers need to have spare shirts available for Players.

3. Forfeits and Withdrawals

3.1 Forfeits

- A. If a Team does not have at least seven (7) Players on the field at any time then it forfeits the match. Note: If the GHA has approved a 9-a-side competition for the current season then if a team does not have at least six (6) Players on the field at any time, it forfeits the match.
- B. If a Team does not take the field within ten (10) minutes of the nominated starting time, it forfeits the match.
- C. If a Team forfeits a match, this will be recorded as having lost the game nil (0) goals to five (5), and the opposing Team is credited with three (3) premierships points.
- D. A Senior Team must not forfeit three (3) or more matches in a season. Should the 3-match rule be breached, the team will be suspended for the remainder of the season.
Note: A Forced Loss is not considered a forfeit for the purpose of this By-Law.
- E. A Team intending to forfeit without attending the venue must notify the GHA office, the umpires or Club responsible for umpiring and phone contacts of the opposing Club, by midday on the last business day prior to the fixture.

- a. Should a Team forfeit a match, without complying with this sub-rule (e), it will be responsible for all associated costs including administrative, ground hire and umpiring charges. This will be determined by the GHA in consultation with relevant parties.
- b. The penalty for failure to comply with this sub-rule (e) will not apply if a Team attempts to field a side but finds, on arrival at the ground, that they do not have the required minimum number of Players present.
- F. When a Team forfeits or abandons a match after the match has started, it will be deemed to have lost the game. If the Team was losing at the time of the forfeit, goals score for and against each Team will stand, or a five (5) goals to nil (0) result will be awarded to the opposing Team, whichever results in a greater goal difference in favour of the non-forfeiting Team.
- G. If the forfeiting Team was winning or scores were level at the time of the forfeit, a five (5) goals to nil (0) result will be awarded to the non-forfeiting Team.

3.2 Withdrawals

- A. When a Team withdraws after the commencement of the Winter Season, all points and goals scored in matches involving that Team prior to its withdrawal are cancelled.
- B. Where a Club wishes to withdraw a team due to lack of numbers, midway through the season, it must withdraw the lowest grade in which it is represented, to ensure higher grade divisions are maintained.
- C. Junior teams are exempt from this rule.

4. Officiating

4.1 Technical Officials

- A. GHA may appoint Technical Officers to control matches in any grade. The function and powers of Technical Officers are as determined by GHA.
- B. The captain or manager of each Team, as appropriate, must accurately complete the line-up sheet clearly indicating the starting eleven (11) and return it to the Ground Controller at least fifteen (15) minutes before the scheduled start time of the match.
- C. The Technical Officer will allow up to a maximum of four (4) non-playing persons on a Team bench during a game including the coach, assistant coach, manager and any medical staff, plus up to five (5) reserve Players.
- D. The Technical Officer can require any person on a Team bench who engages in loud or offensive behaviour to withdraw from the playing arena, in addition to any consequence referred to in by-law 5.1 (C) below.

4.2 Umpiring

- A. The GHA will form an umpires panel with nominations of umpires from each club.
 - a. Clubs must nominate a minimum of the following umpires:
 - i. Two (2) senior umpires each per senior grade (women & men)
 - ii. Two (2) umpires for Junior Boys
 - iii. Two (2) umpires for Junior Girls
- B. The Umpiring Panel will be headed by three (3) Umpiring Coordinators
 - a. Men's Coordinator
 - b. Women's Coordinator
 - c. Junior Coordinator
- C. Costs of the umpiring panel will be funded by the GHA and the clubs through an umpiring levy.
- D. Umpiring Coordinators will appoint umpires for a junior, women and men's panel and will schedule these umpires across games for the season.

- E. Umpires for finals will be selected on a merit and experience basis.
- F. Where the allocated umpire(s) fails to arrive by the scheduled starting time a replacement umpire(s) must be sourced by the competing Teams.
 - a. If an umpire does not show up to the designated game - it should be reported to the relevant coordinator on ground if possible otherwise by emailing the GHA Executive Officer.
 - b. If there is no reason for their absence an individual penalty may apply.
 - c. Failure of the allocated umpire(s) to attend the match does not give cause to request re-fixturing of the match.
- G. The umpiring of sub junior games will be organised by a coordinator and is utilised as a training program for new and/or inexperienced umpires. They will be supported by a mentor and when they have gained experience and demonstrated a good understanding of the FIH Rules of Hockey they will be able to nominate for an umpiring panel if they choose to do so.

5. Reportable incidents, misconduct and disciplinary action

5.1 Reportable Incidents

- A. All Clubs, coaches and other Club Officials, Players and umpires are, by reason of their participation in or presence at a match, bound by and must comply with the Sports Integrity Policies and the GHA Codes of Conduct.
- B. A person may be reported by any other person to GHA for an alleged breach of, or for conduct prohibited by, a Sports Integrity Policy and GHA Codes of Conduct.
- C. In the event of excessive harassment of an umpire by coaches, Club officials or supporters, the umpire (or Technical Officer where applicable) has the power to stop the match, call both captains and ascertain whether the offending person(s) is a coach, Club official or supporter. In the case of Junior Umpires, a technical official shall respond to the harassment on behalf of the umpires.
- D. The procedure and consequences of harassment are as follows:

Offender engaged in harassment	Procedure and consequence
Coach or Club Official	The offender's name and Club should be written on the match report, and the relevant captain asked to warn the offender that if harassment persists, the game may be terminated, with the result of the match reflecting the score at the time the match is terminated.
Supporter	The offender must be ignored, and the game continued. GHA may notify the Club after the game and require the Club to take action to address the supporter behaviour.

- E. A Player may be reported to GHA by the umpire or opposing Team captain if they:
 - i. disputed the decision of any umpire;
 - ii. used insulting or abusive language before, during or after the match;
 - iii. performed a deliberate act contrary to fair play;
 - iv. caused interference or attempted to cause interference with the control exercised by an umpire during a match; or
 - v. acted in a manner likely to bring discredit on the game of hockey.
- F. A report under clause 5.1 (A) or clause 5.1 (D) must be in the form of a Complaint Form and must be lodged with GHA no later than five (5) Business Days after the occurrence of the

incident that is subject of the report.

- G. GHA may, of its own volition and discretion (and regardless of the receipt or otherwise of a Complaint Form), investigate any match and, if thought fit, deal with any incident in that match under and in accordance with clause 5.1 (G).
- H. GHA, in its unfettered discretion, may dismiss or choose not to investigate a Complaint.
- I. If GHA chooses to investigate a Complaint, it will be dealt with under and in accordance with the Complaints Procedure (Appendix F) by:
 - i. imposition of a ban from participation in matches (which may or may not be suspended);
 - ii. imposition of ban;
 - iii. mediation;
 - iv. the issue of a warning;
 - v. reference to the Tribunal for determination;
 - vi. any combination of the above; or
 - vii. no action being taken.
- J. To remove any doubt, GHA has no obligation to refer a Complaint to the Tribunal unless GHA, in its unfettered discretion, considers that there is good cause for doing so.
- K. A decision or determination by GHA or by Tribunal in relation to a Complaint is final and binding and is not subject to review by any person.
- L. If, with respect to any incident in any match, two (2) Clubs reach agreement on an outcome and GHA is satisfied that it is reasonable, the matter will be finalised, and the outcome will be recorded and implemented. That outcome is final and binding and is not subject to review by any person.

5.2 Misconduct cards

A breach of the FIH Rules of Hockey may be dealt with in one of the following ways:

Action	Misconduct Card	Duration of suspension for offending player	Imposition on offending team
Verbal Warning	None	No suspension	The team does not play with any less players
Warning/Temporary Suspension	Green Card	Two (2) minutes	The team plays with one (1) less player
Temporary Suspension	Yellow Card	A minimum of five (5) minutes	The team plays with one (1) less player
Permanent Suspension	Red Card	The remainder of the match, the next following fixture week for which they are available, and they may face a tribunal where the tribunal will decide if further penalties will occur.	The team plays with one (1) less player for the remainder of the match.

- A. Misconduct cards cannot be contested after the fixture match except in the case of mistaken identity. A Player seeking to complain about mistaken identity in relation to a misconduct card

may lodge a protest with GHA, which will, in its unfettered discretion, deal with the matter itself or refer the matter to the Tribunal.

- B. For further explanation of green, yellow and red cards and the procedure refer to APPENDIX B at the end of this document.

5.3 Suspensions

- A. GHA will notify Clubs whose players are suspended, either through accrual of yellow cards or as a direct result of a red card, with a minimum twenty-four (24) hours' notice prior to the next fixtured match.
- B. For the avoidance of doubt, a Player will be available for a game unless the Player is serving one of the following:

Misconduct Card	Rule (also refer to Appendix B)
Yellow Card	When a Player accumulates three (3) yellow cards in any and all grades during the Competition season, a one (1) Fixture Week suspension from all grades will take effect upon notification by GHA
Yellow Card	For every additional two (2) yellow cards a player receives in any grades during the Competition season, a two (2) Fixture Week suspension from all grades will take effect upon notification by GHA
Yellow Card	When a Player accumulates two (2) yellow cards in any grade during a Finals series, a one (1) Fixture Week suspension will take effect in the next following Fixture Week for all grades for which they are available
Red Card	The Player will be suspended for the next following Fixture Week for all grades for which they are available

- C. For the purpose of Finals, all yellow cards will be removed from a Player's record at the end of the Qualifying season. If a Player is due for suspension under by-law 5.3 (A) at the end of the Qualifying season, the suspension will be served in the following Fixture Week for which they are available.

6. Player qualification

6.1 Eligibility for transfers

- A. The only reason for Clubs to put a player on their list of non-transferable players is that the player has outstanding money (including fees) or equipment to the Club.
- B. GHA will make a list of non-transferable players accessible to Clubs and Associations from no later than February 10th in the relevant year and throughout the winter season.
- C. Players who are not on the list of non-transferable players are eligible to transfer to a new Club, which may be in a different Association.
- D. Players who are on the list of non-transferable players are not eligible to transfer to a new Club,

which may be in a different Association.

- E. Clubs must ensure that GHA is updated as to changes to their list of non-transferable players after January 31st in the year of competition.

6.2 Process for transfers

- A. If the Player has not played for the Former Club in the current season, the transfer request must be received at least (2) matches before the end of the Qualifying Season.
- B. If the Player has played for the Former Club in the current season, the transfer request must be received before COB on the last business day in June.
- C. A transfer must be obtained from the players former GHA club before a player can play for another club, or before registering with a new club. This applies to any Western Australian Hockey WA affiliated club and Associations.
- D. A transfer must be lodged to the GHA office two (2) business days prior to the day of the fixture in which the club proposes to play that person. The transfer must be signed by a responsible officer of the former club prior to submission.

6.3 Player Eligibility

- A. Players must be registered to the relevant club, on the relevant online platform, before playing their first match. Failure to do so will result in the Player being classified as an ineligible player.
- B. A player may play in a junior game and a senior game on the same Fixture Week for different clubs, provided both clubs are in agreement and have notified in writing GHA of their agreement. If a player wishes to play for a different club on the same Fixture Week and the two clubs are not in agreement with this, then that player must seek written approval from GHA. In approving or refusing any such application, GHA shall have regard to the intent expressed in these by-laws to encourage the largest amount of participation in the sport of hockey.
- C. A postponed, rescheduled or replayed match will be deemed to have been played on the date originally fixtured and during the relevant original Fixture Week.
- D. In the case of Juniors playing in the senior competition, then the senior competition rules apply.
- E. Unless stipulated in Appendix C (Core Player Rule); A player may play in their own grade and a higher grade within the same round.
- F. A club with two (2) or more teams in the one (1) grade must register these as different colours for each team and Players stated for each team. Each team shall be treated as separate entities within that grade.
- G. Senior players cannot, without a permit, play for an alternative club in a different grade.
- H. Players listed as a Core Player cannot play in a lower grade when their team has a bye.
- I. Any player intending to play in the senior competition must turn thirteen (13) years of age as of June 30, of the current year of competition.
- J. To be eligible for Girls or Boys J10/12, players must be 17 years of age, or younger, as of June 30, of the current year of competition.
- K. To be eligible for Girls or Boys J7/9, players must be 14 years of age, or younger, as of June 30, of the current year of competition.

- a. Each Club is permitted to have up to three (3) year 6 players per team. If a team wishes to have more than three (3) year 6 players, the Club must submit in writing a permit for any further year 6 players.
- L. No Club is to have two (2) teams in a Junior Grade unless all Clubs have enough players to nominate a team in that grade. Approval for a second team must be sought from GHA.

6.4 Players from Another Association

- A. Teams intending to field a player who has played in another association in the current season must ensure they are registered in the GHA and notify the GHA administrator prior to playing.
 - a. Players who have played a match in Perth's top divisions, currently Premier League 1 & 2 (or interstate equivalent) in the current season are required to apply for a permit to play in a GHA fixture.

6.5 Finals qualification

- A. To play in a Final, a player must have played at least five (5) senior Fixture Weeks and four (4) junior Fixture Weeks in the Qualifying Season.
- B. A Player is only eligible to play a final in their Regular Grade or a higher division.
- C. Players not meeting the criteria (A) may request permission to play from GHA by way of permit. Only in circumstances when it is proven to the satisfaction of GHA that an unfair advantage is not the objective of the club, may a permit be granted.
- D. Juniors playing in senior competitions are considered seniors for the purposes of finals qualification.
- E. In the event of an ineligible player playing in a Finals fixture, the outcome will be forfeiture of the fixture in which the breach occurred.

7. Match reporting

Each match report must record:

- i. the result of the match played;
- ii. a list of Players (both surname and first names) in the Team completing the match report;
- iii. details of misconduct cards received by individual Players;
- iv. details of goal scorers;
- v. details of Player roles (Goalkeepers = GK, Nominated Players = N. Multiple codes may be entered);
- vi. names and Club (if applicable) of umpires who officiated; and
- vii. all injuries or incidents that have occurred during the match.
- viii. In the event of a forfeit, no scores should be entered for either Team. Only the result should be entered. Team lists should be entered for both Teams that reflect the Players available for the match.

8. Ineligible players

- A. Ineligible players will be determined by the GHA. The relevant club will be notified. Any protest relating to ineligible players must be submitted to the GHA within two (2) business days of notification.
- B. A protest relating to the last two (2) rounds of the Qualifying Season and Finals matches must be lodged within two (2) business days of the match.

- C. If GHA believes that there is good cause for doing so, then it may investigate any match at their discretion through random audits, regardless of receipt of a protest.
- D. Should a Team be found to have played an ineligible player, the consequence will be forfeiture of the match. The Team that has not offended will be awarded the three (3) premiership points and the score of the match will reflect a three (3) goals to nil (0) result in favour of the non-offending Team, unless the original score-line reflects a greater goal difference in favour of the non-offending Team, in which case this score will be kept.
- E. Should the opposing Team also have fielded an ineligible player, then neither Team will receive any points, and nil (0) goals will be recorded against both Teams.
- F. In the event of the false recording of a Player name on a match report the offending Team forfeits the fixture.
- G. A Player who plays under a false name and the person whose name that Player plays under will be deemed not to have played in the game for the purposes of qualifying for Finals under bylaw 6.
- H. If a Team plays an ineligible player or records a false Player name on the match report in a Final, it loses the Final.
- I. Should the opposing Team also have fielded an ineligible player in a Final, then neither team will win the Final, and nil (0) goals will be recorded against both Teams. In this instance, how the result impacts other Finals within that division will be decided by GHA.

9. Premiership table

- A. Teams will be awarded three (3) premiership points for a win, one (1) premiership point for a draw and nil (0) premiership points for a loss.
- B. The Team finishing first at the completion of the Qualifying Season in each grade is the Season Premier (or a name to be determined by GHA) for that grade.
- C. Where two (2) or more Teams have played in an equal number of fixtures and have an equal number of premiership points, their relative positions on the premiership table will be decided:
 - a. firstly, on goal difference. Goal difference is determined by subtracting the goals scored against a Team from the goals scored by it (e.g. 40 goals scored by the Team and 20 goals conceded by the Team, gives a goal difference of +20);
 - b. then if still equal, by the greatest number of goals scored for;
 - c. then if still equal, on the number of matches won; (iv) then if still equal, by the highest total of goals scored when the Teams played each other during the Qualifying Season;
 - d. then if still equal, by the tossing of a coin.
- D. Where two (2) or more Teams have played an unequal number of matches at the end of the Qualifying Season and have an equal number of premiership points, their relative positions on the premiership table will be decided on:
 - a. firstly, percentages. A Team percentage is arrived at by dividing the points scored by the possible points and multiplying the result by a hundred (e.g. matches played 10 = possible points 30, points scored = 15. Percentage $15/30 \times 100 = 50\%$);
 - b. then if still equal, by following the steps outlined above in sub-rule (c).
- E. Clubs querying or wishing to correct the premiership table must do so in writing to GHA. Changes will not be made without confirmation from Clubs directly affected by the correction.

- F. Should an error on the premiership table not be queried or otherwise corrected within two (2) weeks of the date of publication of that premiership table, the premiership table will be deemed to be correct.

10. Finals

10.1 Format for Finals

- A. The top four (4) Teams on the premiership table at the completion of the Qualifying Season will play in the final series.
- B. If a grades makeup is such that GHA sees fit to change the finals structure to better suit the competition, it may do so at its discretion.
- C. The final series will comprise of:

Final	Explanation	Result
First Semi-final	The third and fourth placed teams on the premiership table play other	The losing team is eliminated from the finals. The winning team will play the losing team of the second semi-final in the preliminary final.
Second Semi-final	The first and second placed teams on the premiership table play each other	The losing team will play the winning team of the first semi-final in the preliminary final. The winning team will play the winning team of the preliminary final in the Grand Final.
Preliminary Final	The winning team of the first semifinal and the losing team of the second semi-final play each other	The losing team is eliminated from the finals. The winning team moves into the Grand Final to play the winner of the second semifinal.
Grand Final	The winning team of the second semifinal and the winning team of the preliminary final play each other	The winning team is the season winner for that grade.

10.2 Tie breakers

- A. The format for tie breakers will be as follows:
 - a. If the score in a finals game is level at the end of normal time, then, after a five (5) minute rest period, umpires will toss a coin with the captains and the winner will have the choice of ends or possession of the ball to re-start the match. Two (2) periods of up to five (5) minutes of extra time will be played, in between which Teams must change ends without a rest period.
 - b. The first Team to score a goal in extra time is the winner of the game.
 - c. In the event that the score is still level at the end of the two (2) periods of extra time then a penalty competition will be played to establish the winner of the match.

- d. Penalty competition is to commence no later than five (5) minutes after the conclusion of extra time.
- e. The format for Penalty Competition for each grade is specified below.

10.3 Penalty Competition

- A. Penalty Shoot-out Competition will occur for grades J10/12 boys and girls and all senior grades. Rules, procedures and structure of the competition is outlined in Appendix D.
- B. Penalty Stroke Competition will occur for junior grades J7/9 boys and girls. Rules, procedures and structure of the competition is outlined in Appendix E.

11. Situations not covered by these Rules

- A. GHA must consider the intent and purpose of these Rules so that they may be intelligently applied to any given situation.
- B. The GHA will align with the policies and by-laws of Hockey WA. Any situation not provided for explicitly in these Rules will be referred to Hockey WA for consideration and determination.

12. Seeking an unfair advantage

- A. Clubs or Teams who deliberately seek to gain an unfair advantage will be subject to a penalty.
- B. For example, Clubs or Teams that collude or conspire to predetermine the results of any match will be deemed to be seeking an unfair advantage.

13. Fines table

Where any Rule confers discretion on GHA to determine a fine, GHA will be guided by the following fines table:

Level of Breach	Example	Maximum Fine
Minor Breach	Procedural Breach only	As prescribed by Hockey WA
Medium Breach	Has the potential to operate to the detriment of another club	As prescribed by Hockey WA
Serious Breach	Wilfully attempting to gain advantage, to the detriment of another club or team	As prescribed by Hockey WA

14. Appendix A: Defined terms

Association, GHA, all refer to the name of the Geraldton Hockey Association Incorporated and its Staff, Board and Committees.

Club means any Club or Association, or any other group within Australia or overseas controlling the playing of field hockey, according to the Rules of FIH.

Committee refers to a Committee that is set up by GHA to carry out delegated functions or powers of GHA.

Competition grades means the divisions controlled by GHA.

Complaint is a formal written submission of an allegation made by a Complainant, relating to Prohibited Conduct under a Relevant Policy and against a Respondent.

Complaints Process means the process for managing a Complaint under the guidance of this document from the time the Complaint is received to the Resolution Process.

Complainant is a person or an organisation who or which is directly affected by the alleged Prohibited Conduct and makes a Complaint about a Respondent in accordance with this document. A Complainant cannot be anonymous.

Eligibility Period means Fixtured Weeks for all Divisions.

FIH refers to the International Hockey Federation.

Final refers to any of the series of matches played at the end of the Qualifying Season to determine the Premier.

Fixture Week refers to a period during which a set of fixtures for that Competition takes place, as set out in GHA's season calendar.

GHA means Geraldton Hockey Association.

Members are the Clubs affiliated with GHA.

Official Activity refers to championship fixtures and all commitments associated with them, and rest periods for athletes sanctioned by the governing bodies responsible for those athletes.

Penalty means a Rule which if breached could result in the imposition of a financial penalty (usually a fine or points deduction)

Player refers to any player regardless of their position, includes field players and goalkeepers.

Protective Headgear refers to a full goalkeeping helmet, not just a facemask.

Provisional Action means the process undertaken to impose a temporary measure on a Respondent while they are subject to a Complaints Process, or an investigation by law enforcement.

Qualifying Season is the round matches played prior to the Finals series.

Regular Grade is the grade in which a player has played most of their matches in the current season at

that point in time up to and including the last qualifying round. Where a player has played an equal number of matches in more than one grade, his/her Regular Grade will be the higher of those grades.

Respondent is a Relevant Person or Relevant Organisation about whom a Complaint or Report has been made and who was bound by the Relevant Policy/ies at the time the alleged Prohibited Conduct occurred.

Rule or Rules means these GHA Rules.

Rules of Hockey means current edition of the FIH Rules of Hockey.

Season Premier refers to the Team in each grade that finishes on top of the premiership table at the end of the Qualifying Season.

Senior Competition refers to the Men's and Women's A and A Reserve Grades.

Special Rules refer to the Rules set out in appendices and are special to a particular grade or grades.

Team means a number of players registered with a Club and designated by that Club to represent it in a scheduled match in the Competition.

Technical Officers may be appointed by GHA to any match and have the functions and powers as outlined in the Hockey Australia Australian Championship Operations Manager.

Winter Season means a Winter Season Competition run by GHA, including junior Competitions, the first day of which will be the date of the first match of the Competition and the last day of which will be the date of the grand final match of the Competition for that season.

15. Appendix B: Green, yellow and red misconduct cards

- A. Further explanation of the Rules and procedure attached to a green card is as follows:
 - a. The offending player is temporarily suspended for two (2) minutes.
 - b. The offending player must leave the field immediately and the suspension commences when the player is seated in a place designated by the umpires, Technical Officer or ground controller. The umpire will immediately restart the game and if the offending player interferes with play whilst leaving the field, the umpire will further penalise the player in accordance with the Rules of Hockey.
- B. Further explanation of the Rules and procedure attached to a yellow card is as follows:
 - a. The offending player is temporarily suspended for a minimum of five (5) minutes.
 - b. The timing of yellow card suspensions is determined by the umpire that issued the card. The offending player must leave the field immediately and the suspension commences when the player is seated in a place designated by the umpires, Technical Officer or ground controller. The umpire will immediately restart the match and if the offending player interferes with play whilst leaving the field, the umpire will further penalise the player in accordance with the Rules of Hockey.
- C. If a player receives a second yellow card (for the same offence) in the same game, the player is not permitted to take any further part in the game.
- D. When a player accumulates three (3) yellow cards in any GHA grade during the Competition season, a one (1) Fixture Week suspension from all GHA grades will take effect upon notification by GHA.
- E. For every additional two (2) yellow cards a player receives in any GHA grade during the Competition season, a one (1) week suspension from all GHA grades will take effect upon notification by GHA.
- F. All yellow cards will be removed from a player's record at the end of the Qualifying Season. When a player accumulates two (2) yellow cards in any GHA grade during finals series, a one (1) Fixture Week suspension will take effect upon notification by GHA.
- G. Further explanation of the Rules and procedure attached to a red card is as follows:
 - a. The offending player is suspended for the remainder of the match. They are also suspended for the next following Fixture Week for which they are available, and they may face a tribunal where the tribunal will decide if further penalty/penalties are to be incurred. The offending player must leave the field of play for the remainder of the match.
 - b. Should the umpire consider it necessary, they may require the offending player to leave altogether the venue where the match is being played. The umpire who issued the red card must submit a report on the incident to the GHA within 72 hours of the offence occurring.
 - c. The player who has received the red card, has the right to appeal the one match suspension, provided it is received by the secretary within 72 hours of the game taking place. The appeal should be in detail and will be reviewed by the GHA Board and/or any subcommittee constructed for the dealing of Complaints and misconduct or

16. Appendix C: Core Player Rule

The aim of the Core Player by-law is to simplify player movement between A and A Reserve grades, whilst preventing teams gaining an unfair advantage in the lower senior grades.

It is intended that Players listed as Core Players should be the best Players normally selected first by each Club each week. These Players are considered the Club's Core Players.

The following outlines the rules for Core Players:

- A. Each Club is required to submit in writing to GHA a list of A-Grade players (minimum of 9), referred to as Core Players, ten (10) days prior to the first Senior Fixtured match of the current competition season. The total number of Core Players will be determined by the GHA after receipt of the lists and in consultation with the Clubs.
- B. These lists will be disseminated to each Club for review.
- C. Core Player status will generally be a function of:
 - a. The Player's skill level
 - b. The Player's playing level over the last three (3) seasons
 - c. The Player's request
- D. Core Players named can ONLY play in A Grade, except;
 - a. If an A Grade goalkeeper is nominated in the Core Player list, they can play on the field in A Reserve without a permit. That player can qualify for two Finals but can only qualify in a final for the position in which that player has played in that grade throughout the year.
- E. A meeting will convene after the third (3) fixtured match with a representative of each senior team to agree on the Core Players list. Each Club's Core Players list will be finalised with the GHA prior to the first Senior Fixtured match.
 - a. Core Players named and finalised with GHA after this meeting can ONLY play in A Grade.
- F. Core Players can only play one (1) senior match per Fixture Week.
- G. All other players can move freely between senior grades without any restrictions on the number of matches played.
- H. During finals, players who have played across multiple grades are eligible to play finals for the lower grade only if the majority of their games have been played for the lower grade. All players who have played across multiple grades are eligible to play finals for A grade given they meet Finals Qualification stipulated in by-law 6.5.
- I. GHA can investigate situations where a Core Player has been absent from fixtures for at least four (4) consecutive Fixture Weeks. Unless due to injury or suspension, this will lead to a request to change a Club's Core Player List.
- J. Core Players may play as a goalkeeper in a lower senior grade provided that the team's regular goalkeeper is unavailable. The Core Player may do this up to four (4) times without a permit. It must be noted on the match report and is the club's responsibility to monitor this.

17. Appendix D: Penalty Shoot-out Competition

The following sets out both the playing Rules and the procedures to be followed for a Penalty Shoot-out Competition:

- A. In a penalty shoot-out competition, five (5) Players from each Team will take a penalty shoot-out alternatively.
- B. Permanently suspended (red card) Players are ineligible to take part in a penalty shoot-out competition. A player who has been warned (green card) or temporarily suspended (yellow card) may take part in the penalty shoot-out even if the period of their suspension has been completed at the end of the match.
- C. The umpires, after consultation with the Team captains and Technical Bench Official if present, will choose the goal to be used and will toss a coin with the captains, the winner having the choice to take or defend the first penalty shoot-out. The method of timing the shoot-out competition will be determined by the Technical Bench Official keeping in mind the resources available to be used.
- D. All persons listed on the Match Report other than any player excluded permanently (red card) during the match which leads to the shoot-out competition are permitted to enter the field of play outside the 23m area used for the shoot-out competition but must be at least 10 metres from the spot where the ball is placed at the start of the shoot-out.
- E. The goalkeeper of the team taking the shoot-out shall wait on the backline outside the circle.
- F. One of a Team's nominated goalkeeper/s must defend for their Team unless unable to do so, in which case another Player may replace them. This Player must wear approved goal keeping equipment, including Protective Headgear.
- G. If during a shoot-out competition, an attacker is incapacitated, that attacker may be replaced by another player from among the players listed on the Match Report for that particular match, except as excluded above or unless suspended by an Umpire during the shoot-out competition.
- H. Taking a shoot-out:
 - a. The goalkeeper starts on or behind the goal-line between the goal posts;
 - b. The ball is placed on the nearest 23m line opposite the centre of the goal;
 - c. An attacker stands outside the 23m area near the ball;
 - d. The Umpire blows the whistle to start time;
 - e. An official starts the clock;
 - f. The attacker and the goalkeeper may then move in any direction;
 - g. The shoot-out is completed when:
 - i. 8 seconds has elapsed since the starting signal;
 - ii. A goal is scored;
 - iii. The attacked commits an offence;
 - iv. The goalkeeper commits an unintentional offence inside or outside the circle in which case the shoot-out is re-taken by the same player against the same goalkeeper;
 - v. The goalkeeper commits an intentional offence inside or outside the circle, in which case a penalty stroke is awarded and taken;

- vi. The ball goes out of play over the backline or side-line; this includes the goalkeeper intentionally playing the ball over the backline.
 - h. If a penalty stroke is awarded as specified above, it can be taken and defended by any eligible player on the Match Report card.
- I. Once each Team has taken five (5) penalty shoot-outs, the Team with the highest number of goals is the winner of the game.
- J. A player may be suspended by a yellow or red card but not by a green card during the shoot-out competition.
- K. If during a shoot-out competition (including during any penalty stroke which is awarded) a player is suspended by a yellow or red card:
 - a. That player takes no further part in that shoot-out competition and, unless a goalkeeper, cannot be replaced;
 - b. The replacement for a suspended goalkeeper can only come from the five players of that team nominated to take part in the shoot-out competition:
 - i. The replacement goalkeeper is allowed reasonable time to put on protective equipment similar to that which the goalkeeper they are replacing was wearing;
 - ii. For taking their own shoot-out; this player is allowed reasonable time to take off their protective equipment to take their shoot-out and subsequently to put it on again.
 - c. Any shoot-out due to be taken by a suspended player is forfeited; any goals scored by this player before being suspended count as a goal.
- L. If during a shoot-out competition, a defending goalkeeper is incapacitated:
 - a. That goalkeeper may be replaced by another player from among the players listed on the Match Report for that particular match, except as excluded in this Appendix or unless suspended by an Umpire during the shoot-out competition;
 - b. The replacement goalkeeper is allowed reasonable time to put on protective equipment similar to that which the incapacitated goalkeeper was wearing.
- M. If during a shoot-out competition, an attacker is incapacitated, that attacker may be replaced by another player from among the players listed on the Match report for that particular match, except as excluded above or unless suspended by an Umpire during the shoot-out competition.
- N. In the event of an equal number of goals having been awarded to each Team during the first penalty shoot-out competition, a second penalty shoot-out competition will occur as follows:
 - a. the same Players as featured in the first penalty shoot-out competition will take part;
 - b. it will feature 'sudden death', which means that the winning Team will be the first Team to have scored one (1) more goal than the opposing Team after an equal number of penalty shoot-outs has been taken by each Team;
 - c. the sequence of Players taking penalty shoot-outs does not need to be the same as in the first penalty shoot-out competition and the Team captain has freedom of choice at the time of each penalty shoot-out as to which of the nominated Players will take it;
 - d. all five (5) nominated Players must take a penalty shoot-out before any of them are eligible to take a further one;
 - e. the Team which defended the first penalty shoot-out of the first competition must not defend the first penalty shoot-out of this second competition.

18. Appendix E: Penalty Stroke Competition

The rules and procedures for a penalty stroke competition are the same as the above outlined rules and procedures for penalty shoot-out competition in Appendix D. Please refer to the below for specifics on procedures for taking a penalty stroke.

Taking a penalty stroke:

- a. The ball is placed on the penalty spot
- b. The player taking the stroke must stand behind and within playing distance of the ball before beginning the stroke
- c. The goalkeeper defending the stroke must stand with both feet on the goal-line and, once the whistle has been blown to start the penalty stroke, must not leave the goal-line or move either foot until the ball has been played
- d. The whistle is blown when the player taking the stroke and the player defending it are in position
- e. The player taking the stroke must not take it until the whistle has been blown. The player taking the stroke or the player defending it must not delay the taking of the stroke.
- f. The player taking the stroke must not feint at playing the ball.
- g. The player taking the stroke must push, flick or scoop the ball and is permitted to raise it to any height. Using a 'dragging' action to play the ball at a penalty stroke is not permitted.
- h. The player taking the stroke must play the ball only once and must not subsequently approach either the ball or the player defending the stroke.
- i. The penalty stroke is completed when:
 - i. A goal is scored
 - ii. The ball comes to rest inside the circle, lodges in the goalkeeper's equipment, is caught by the goalkeeper, or goes outside the circle.
- j. For an offence during the taking of a penalty stroke:
 - i. The stroke is taken before the whistle is blown and a goal is scored: the penalty stroke is taken again.
 - ii. The stroke is taken before the whistle is blown and a goal is not scored: the penalty stroke is completed and counted as 'not scored'.
 - iii. For any other offence by the player taking the stroke: the penalty stroke is completed and counted as 'not scored'.
 - iv. For any offence by the player defending the stroke including moving either foot before the ball has been played: the penalty stroke is taken again.
 1. If the player defending the stroke prevents a goal being scored but moves either foot before the ball has been played, the player may be cautioned and for any subsequent offence must be suspended (green card, and for further offences with a yellow card).
 2. If a goal is scored even though there has been an offence by the player defending the stroke, the goal is awarded.

- k. For an offence by a player of the defending team and a goal is not scored: the penalty stroke is taken again.
 - l. For an offence by a player for the attacking team other than the player taking the stroke and a goal is scored: the penalty stroke is taken again.
 - m. Once each Team has taken five (5) penalty shoot-outs, the Team with the highest number of goals is the winner of the game.
- B. In the event of an equal number of goals having been awarded to each Team during the first penalty stroke competition, a second penalty stroke competition will occur as follows:
- a. the same Players as featured in the first penalty stroke competition will take part in any order as determined by the Team captain;
 - b. it will feature 'sudden death', which means that the winning Team will be the first Team to have scored one (1) more goal than the opposing Team after an equal number of penalty strokes has been taken by each Team;
 - c. the sequence of Players taking penalty strokes does not need to be the same as in the first penalty strokes competition and the Team captain has freedom of choice at the time of each penalty stroke as to which of the nominated Players will take it;
 - d. all five (5) nominated Players must take a penalty stroke before any of them are eligible to take a further one;
 - e. the Team which defended the first penalty stroke of the first competition must not defend the first penalty stroke of this second competition.

19. Appendix F: Complaints Procedure

The GHA Board may choose to construct a sub-committee to handle Complaints. The GHA Board, or any sub-committee, will follow the following process for receiving, reviewing and closing complaints.

- A) Complaints Form received from the Executive Office or GHA Board member. Complaints Forms are to be submitted within five (5) days of the alleged incident. Any complaints received outside of this time frame should not be considered for review.
 - a. Any Complaint Forms which relate to the Safeguarding Children and Young People Policy or the Member Protection Policy must be forwarded directly to the GHA President or Vice President for immediate action.
 - b. GHA Executive Officer will notify the Respondent/s and associated Club President/s of the Complaint.
- B) The GHA Board reviews the Complaint to determine if an investigation is required.
 - a. No investigation can occur if:
 - i. There is not sufficient evidence to substantiate the Complaint.
 - ii. There are not enough resources within the GHA at the time to provide the means for an investigation in a timely manner.
 - iii. The GHA Board can deliver a decision which does not involve a suspension to resolve the complaint. To ensure procedural fairness, no suspensions can be delivered without an investigation of the Complaint.
 - iv. As per by-law 5.1 (L); If, with respect to any incident in any match, two (2) Clubs reach agreement on an outcome and GHA is satisfied that it is reasonable, the matter will be finalised, and the outcome will be recorded and implemented. That outcome is final and binding and is not subject to review by any person.
 - b. If no investigation is required, the GHA Board communicates the outcome with the Executive Officer. The Executive Officer will communicate the outcome to the Respondent and Complainant at the conclusion of the process.
 - c. If an investigation is required:
 - i. The GHA Board will contact the Respondent for a written statement of the alleged incident to ensure procedural fairness is adhered to. The Respondent should be requested to provide witness names and contact details.
 - ii. Facts of the alleged incident can be established through any evidence provided. This includes but is not limited to;
 - 1. Verbal or Written statements from Complainant, Respondent and Witnesses.
 - 2. Video footage from the GHA security cameras. This can be accessed on request to the Executive Officer. Specific details of when the alleged incident occurred are required on request.
 - iii. A report of the investigation along with recommendations will be tabled to the GHA board.
 - iv. Disciplinary Penalty Guideline (Appendix G) may be utilised where applicable.
- C) The GHA Board will communicate the outcome and finalisation of the Complaint to the Respondent and Complainant at the conclusion of the process.

- a. If required a Breach Notice will be issued to the Respondent with the opportunity to appeal the decision as per the tribunal process.
- D) If the GHA board decides that Provisional Action is necessary whilst an investigation occurs, this will be communicated to the Respondent at least two (2) business days prior to the next fixtured match.

19.1 Provisional Action

Where an allegation suggests a risk of harm to a Participant which justifies imposing Provisional Action, GHA board and the Resolutions Committee will determine whether any Provisional Action will be taken to mitigate any potential harm to any person and/or interference in an investigation. Provisional Action may include suspension, supervision or restriction of duties.

If a decision is made to impose Provisional Action, a Respondent may seek to have that decision reviewed by a Hearing Tribunal. The Hearing Tribunal will only consider whether the decision to impose the Provisional Action is proportionate to the perceived risk of harm and will not consider the merits of the Complaint except as is necessary to assess proportionality.

20. Appendix G: Disciplinary Penalty Guideline

The GHA Board may utilise the following chart as a guide to the level of penalty imposed on an individual (in a playing, official or spectating capacity) if found guilty of an offence both on or off the field of play:

Level	Misconduct or Offence	Recommended Penalties
1	An act or acts detrimental to hockey including abuse of equipment and facilities	Formal warning. Plus restitution of any costs.
2	Seriously disputing an umpire decision, non-acceptance of umpire's decisions or questioning an umpire's integrity Use of lewd gestures or unacceptable language towards players, officials and spectators	Formal warning - 1 week plus any enforcement by the umpire/s during the game in which the player was reported.
3	Use of language that discriminates or vilifies another based on race, religion, age, gender, ability or sexual orientation. Unduly rough or dangerous play. Pushing/ shoving & wrestling. Attempting to strike a player with anything other than a hockey stick (including retaliation) Serious or prolonged abuse towards a player/s, official/s and spectator/s	1 - 2 weeks suspension plus any enforcement by the umpire/s during the game in which the player was reported.
4	Spitting on or at a player/s, official/s and spectator/s. Striking at a player/s, official/s and spectator/s with anything other than a hockey stick (including retaliation). Striking at a player, official, spectator with a hockey stick – no contact (including retaliation).	2 - 3 weeks suspension plus any enforcement by the umpire/s during the game in which the player was reported. 8 weeks suspension for a second offence within 2 years.
5	Threatening another player, official, spectator with a hockey stick (including retaliation).	4 weeks suspension plus any enforcement by the umpire/s during the game in which the player was reported. 10 weeks suspension for a second offence within 2 years.
6	Striking a player, official, spectator with a hockey stick (including retaliation).	6 weeks suspension plus any enforcement by the umpire/s during the game in which the player was reported.

		1 calendar years suspension for a second offence within 2 years.
7	Assault of an umpire or match official whether on or off the field.	Up to life suspension.

Note: All players, officials and spectators must be aware that any conduct may result in criminal charges if the complainant so chooses.