

WAWPI JUDICIARY POLICY

Last updated: July 2020

1. PURPOSE

The purpose of this Policy is to support the Tribunal provisions of the WPWAI Constitution.

The intent of this document is to:

- Provide clear guidelines to Referees on the actions required of them when a reportable breach of the rules occurs;
- Provide players and officials with a full understanding of this process and the range of penalties that will be applied by the WPWAI Disciplinary Tribunal for breaches of the rules; and
- Enable consistent penalties to be applied by the WPWAI Disciplinary Tribunal for similar circumstances.

This Policy addresses breaches of FINA Rules of Water Polo or the WPWAI Code of Conduct by players, officials or spectators at any WPWAI event.

The Board may vary this Policy at any time in accordance with the authority conferred by the current WPWAI Constitution.

2. JUDICIARY PROCESS

2.1 Reporting Breaches of WPWAI Judicial Policy or Code of Conduct

One of two methods can be used to initiate investigation of breaches of the WPWAI Judicial Policy or Code of Conduct.

2.1.1 Method 1 – Referee or Match Official

A referee or match official may report a player, coach or team official who, in his or her opinion, has been engaged in conduct warranting such report under the terms of the WPWAI Judicial Policy and the WPWAI Code of Conduct. This power to report a player, coach or team official extends to any conduct of a player, coach or team official directly or indirectly involving or concerning WPWAI or a game organized by WPWAI and includes but is not limited to any conduct committed within the thirty (30) minutes before or after a WPWAI game.

2.1.2 Method 2 – Formal complaints by Officials or individuals of Member Clubs to WPWAI

Formal complaints about alleged breaches of the WPWAI Judicial Policy and the WPWAI Code of Conduct must be lodged in writing by officials or individuals of Member Clubs to WPWAI. The complaint must be made before the Friday of the week before the next fixtured game of the member club against which the complaint is made or within 7 days of when the incident occurred, whichever is the sooner.

2.2 Resolving reported breaches under Method 1 – Referee or Match Official

Players, coaches and team officials ejected from a match, or otherwise reported by the Officiating Referee(s) or Match Officials have two options:

2.2.1 Accept the facts alleged in the report and the following suspensions:

2.2.1.1 Except in the case of assault of a referee or match official (including threat to assault) the number of offences for players, coaches and team officials relates to the current season and the previous season only and balances (not suspensions which

do carry over) are re-set to zero at the start of every third season in which the player participates.

2.2.1.2 If a player, coach or team official is suspended for a fourth offence in any two season period as described above regardless of what the previous offences were then he/she shall be suspended for the higher of a minimum of 12 rounds or whatever the offence would normally incur as a 3rd. offence. One round is one week of games so all competitions are included in the suspension.

2.2.1.3 If a player, coach or team official is suspended as a result of a misdemeanor, then that suspension applies to that gender in all activities and roles of WPWAI. A suspended player/coach/team official cannot extinguish that suspension in another role in a match in the other gender.

FOR PLAYERS			
CHARGE	1ST OFFENCE	2ND OFFENCE	3RD OFFENCE
Misconduct: <i>Disrespect/Other Disobedience</i> Grade 1 Grade 2	1 round 2 rounds	2 rounds 2 rounds	4 rounds 4 rounds
Misconduct: <i>Violence</i> Grade 1 Grade 2	1 round 2 rounds	2 rounds 4 rounds	4 rounds 8 rounds
<i>Brutality</i> No Grading	4 rounds	8 rounds	16 rounds

FOR COACHES / TEAM OFFICIALS			
CHARGE	1ST OFFENCE	2ND OFFENCE	3RD OFFENCE
Red card	1 round	2 rounds	3 rounds

2.2.2 Defend the report:

2.2.2.1 The player, coach or team official may defend the report giving rise to the ejection, facts alleged within 48 hours to the WPWAI Judiciary Committee consisting of Chairman of the WPWAI Judiciary or his/her nominee and at least one other member appointed by him/her. All members of the committee must be neutral, i.e. they may not be from either club, a referee or delegate involved in the match that resulted in the complaint/charge/report.

2.2.2.2 Should the referee/official who reported the player, coach or team official consider the matter should be referred to the Judiciary then he/she also has that right to do so. All charges of assaulting an official (or threat to assault an official) shall be referred to the Judiciary for a hearing.

2.2.2.3 Except in the case of assault of a referee or match official (including threat to assault) the number of offences for players, coaches and team officials relates to the current season and the previous season only and balances (not suspensions which do carry over) are re set to zero at the start of every third season in which the player participates.

2.2.2.4 If a player, coach or team official is suspended for a fourth offence in any two season period as described above regardless of what the previous offences were then he/she shall be suspended for the higher of a minimum of 12 rounds or whatever the offence would normally incur.

2.2.2.5 If a player, coach or team official is suspended as a result of a misdemeanor, then that suspension applies to that gender in all activities and roles within WPWAI supervision or subject to WPWAI Judiciary policy. A suspended player/coach/team official cannot extinguish that suspension in another role in a match in the other gender.

2.2.2.6 Whilst a player, official or registered Member is under Report for an offence to be heard by the Disciplinary Tribunal Panel they are in ineligible to perform the role for which they were reported until the report has been heard by the Disciplinary Tribunal and an outcome determined. If the Disciplinary Tribunal is unable to hear the case prior to the next event that the person would normally participate in, permission may be granted for the person to participate. The granting of the permission is at the sole discretion of the Disciplinary Tribunal Chairman.

The levels of suspension that the Judiciary Committee in its discretion apply if the charge is upheld are:

FOR PLAYERS			
CHARGE	1ST OFFENCE	2ND OFFENCE	3RD OFFENCE
Misconduct: <i>Disrespect/ Disobedience/ Other</i> Grade 1 Grade 2	2 rounds 4 rounds	4 rounds 8 rounds	8 rounds 16 rounds
Misconduct: <i>Violence</i> Grade 1 Grade 2	2 rounds 4 rounds	4 rounds 8 rounds	8-16 rounds 8-16 rounds
<i>Brutality</i> No Grading	8 rounds	8-16 rounds	16-32 rounds
<i>Assault of Official</i> (including Threat to Assault) No Grading	1 year - Life	Life	

FOR COACHES/TEAM OFFICIALS			
CHARGE	1ST OFFENCE	2ND OFFENCE	3RD OFFENCE
Red card	Minimum 2 rounds	Minimum 4 rounds	Minimum 6 rounds

2.2.3 Grading of Offences:

For Referees and the Tribunal the following guidelines may be used. However, each case must be individually considered when determining the grading of offences:

2.2.3.1 Misconduct - Disrespect/Disobedience/Other:

Examples of Grade 1 include:

- Unacceptable language
- Equipment abuse
- Disobedience
- Disrespect
- Splashing
- Any other occurrences determined by the reporting official

Examples of Grade 2 include:

- All of Grade 1 (depending on the circumstances)
- Attempted contact that may have caused injury if contact had been made
- Minor Contact (no injury)
- Persistent foul or rough play
- Continuous disrespect
- Any other occurrences determined by the reporting official

2.2.3.2 Misconduct - Violence

Examples of Grade 1 include:

- All of Misconduct 2.2.3.1 (depending on the circumstances)
- Attempting to kick an opponent
- Attempting to strike an opponent
- Unwelcome and deliberate contact to sensitive body part (e.g. female breast, genitals)
- Any other occurrences determined by the reporting official

Examples of Grade 2 include:

- All of Grade 1 of 2.2.3.2 (depending on the circumstances)
- Kicking an opponent
- Striking an opponent
- Persistent foul or rough play
- Unwelcome and deliberate contact to sensitive body part (e.g. female breast, genitals)
- Continuous disrespect
- Any other occurrences determined by the reporting official

2.2.3.3 There is no grading for brutality or threats of brutality.

2.2.3.4 Provocation is not a defense but may be taken into consideration by the Referee and Tribunal when considering grading of offences and the suspension/penalties to apply.

2.2.3.5 A Referee, upon being advised that a player, coach or team official has elected to defend the report, may inform the Judiciary Chairman that he/she does not wish to proceed with the report or that he/she is prepared to lower the Grading of the offence. The Judiciary Chairman, at his/her sole discretion approve the downgrading of the offense or require the report to proceed without hearing from the player.

2.2.4 Coaches and Team Officials:

2.2.4.1 During and incidental to a match, referees and match officials will use a yellow and red card system to govern the behavior of all coaches and team officials. Referees are encouraged to warn coaches and team officials before issuing a card. A red card may only be issued to a coach after that coach has been warned using a yellow card first, unless, the incident, in the opinion of the referee or match official, is extreme enough to warrant the immediate use of a red card.

2.2.4.2 A yellow card indicates a warning. A red card indicates that the coach or team official against whom the card was issued must leave the pool deck area immediately for the remainder of the match.

2.2.4.3 Subject as hereinafter provided, a red card will result in a minimum one round suspension for the coach or team official against whom it was issued commencing immediately after the completion of the round in which the red card was issued. Where a coach or team official is issued with a second red card during the period detailed in 2.2.1.1 that second red card will result in a minimum two round suspension, and if a third red card is issued against that person in the period detailed in 2.2.1.1 they will be given a minimum three round suspension. Should a coach or team official receive a fourth red card during the period detailed in 2.2.1.1 they shall be suspended for a minimum of four rounds if the coach or team official is found guilty of the conduct for which the fourth red card was issued.

2.2.4.4 Every red card is to be reported to the Judiciary Chairman for the WPWAI Judiciary Committee to determine if the conduct for which the card was issued is deserving of a greater penalty than that which is automatically imposed herein. If the Judiciary Committee determines that a greater penalty is required, the committee shall convene a hearing to adjudge an appropriate penalty.

2.2.4.5 A person against whom a red card is issued may appeal that card to the WPWAI Judiciary as detailed in Clause 3.2.2 of this policy. Should that person be found guilty of the conduct for which the card was issued after appealing, then that person shall receive a minimum of twice the penalty that would have otherwise been imposed.

2.2.4.6 Notwithstanding any other provision of this Clause, should a referee or match official consider that the conduct of a coach or team official is such that it should be referred to the WPWAI Judiciary then he or she may do so irrespective of whether a red or yellow card has been issued to that person in respect to the conduct. The WPWAI Judiciary has the power to reprimand, fine, suspend, disqualify, expel or

otherwise deal with that coach or team official as it sees fit.

2.2.4.7 All reports of assaulting a referee or match official (or threatening to assault a referee or match official) shall be referred to the WPWAI Judiciary for hearing.

2.2.5 Complaints against referees/match officials:

Official complaints by clubs against referees/officials must be in writing and delivered to WPWAI General Manager and the Chairman of WPWAI Referees Commission within 48 hours of the completion of the match/event in which it occurred. The WPWAI Judiciary will hear the charges. Please note FINA rule WP 7.1 when considering appeals/ complaints. The rule is “The referees shall be in absolute control of the game. Their authority over the players shall be effective during the whole time that they and the players are within the precincts of the pool. All decisions of the referees on questions of fact shall be final and their interpretation of the Rules shall be obeyed throughout the game. The referees shall not make any presumption as to the facts of any situation during the game but shall interpret what they observe to the best of their ability.”

2.2.6 General

2.2.6.1 If a charge of bringing the game into disrepute or charges that relate to FINA / WPA / WPWAI rules outside the charges of Misconduct or Brutality is made against any player, coach or club or league official, the WPWAI Judiciary Committee will determine the matter.

2.2.6.2 In the absence of evidence from the player that satisfies the Tribunal, on the balance of probabilities, that the offence did not happen the complaint shall be deemed proven.

2.2.6.3 In the absence of evidence from the player that satisfies the Tribunal, on the balance of probabilities, that the offence did not happen the complaint shall be deemed proven.

2.2.6.4 Pursuant to FINA Water Polo Rules 2013 - 2017 WP 7.1, the referee is deemed to be the sole judge of the fact as to the events which occur in the playing enclosure.

2.2.6.5 In the absence of evidence from the player that satisfies the Tribunal, on the balance of probabilities, that the offence did not happen the complaint shall be deemed proven.

2.2.6.6 The proceedings and/or findings of a Judiciary Tribunal shall not be deemed invalid due to defects, irregularities, omissions or any technicalities.

2.2.6.7 The General Manager or nominee shall notify the relevant player and club, opposition club, both referees and the Competitions Manager of the decision of the Tribunal.

2.2.6.8 The General Manager or nominee shall keep a written record of all penalties incurred by any player or official under Rule 2.2 or 2.3.

2.4 Resolving reported breaches under Method 2 – Formal complaints by Officials or individuals of Member Clubs to WPWAI

2.4.1 Upon receipt for a written complaint, the General Manager or nominee of General Manager is to investigate the complaint. Upon receipt of a written complaint, the General Manager or nominee of General Manager will convey the allegation or particulars of the complaint to the person against whom the complaint is made (respondent). The respondent upon being served in writing with the particulars of the complaint, be provided the opportunity to respond in writing (to the General Manager or nominee of General Manager) to the allegations raised in writing.

2.4.2 After the General Manager or nominee of General Manager is in receipt of the written submission made by both the complainant and the respondent, the General Manager or nominee of General Manager will investigate the complaint. The General Manager or nominee of General Manager, may in the course of investigating the complaint, interview the complainant and the respondent and may also involve interviews with witnesses and obtain written statements from witnesses.

2.4.3 The outcomes from an investigation may include informal resolution with the complainant and respondent or referral to the Disciplinary Tribunal for a formal hearing. General Manager or nominee of General Manager shall deem themselves ineligible from being involved in the investigation where they believe there is a conflict of interest.

2.4.4 Club officials will be notified of any investigation or complaint against any of their Members.

2.4.5 Players and Club Officials must be aware of FINA Rule WP 7.1 “The referees shall be in absolute control of the game. Their authority over the players shall be effective during the whole time that they and the players are within the precincts of the pool. All decisions of the referees on questions of fact shall be final and their interpretation of the Rules shall be obeyed throughout the game. The referees shall not make any presumption as to the facts of any situation during the game but shall interpret what they observe to the best of their ability”. Complaints relating to any decision or interpretation of the rules by a referee in a match will not be addressed by the Judicial Tribunal Panel.

2.5 Arrange Judiciary Tribunal

2.5.1 Judiciary tribunals, where required, must be held within a reasonable time after the match in which the alleged offence occurred. Consideration must be given to travel arrangements. The process will be outlined in detail in Clause 2.9 of this policy

2.5.2 The Tribunal Chairman will communicate with the reported person(s) and all Panel members to co-ordinate and confirm a mutually agreeable date and time of the hearing.

2.5.3 It is preferable that the reported person and the referee/official providing the written complaint to attend the Disciplinary Tribunal in person.

2.5.4 The Disciplinary Tribunal Chairman will always be eligible to be part of a Disciplinary Tribunal.

2.5.5 If the Disciplinary Tribunal Chairman is not available to conduct an Appeal then he/she shall appoint a Deputy Chairman who shall act as Chairman in relation to any specified appeal.

2.5.6 The Disciplinary Tribunal Panel will be appointed by the Disciplinary Tribunal Chairman and is to consist of a Chair and minimum of two panel members and no two panel members are to be from the same Club.

2.5.7 Where circumstances prevent a panel of three members hearing the matter, the Disciplinary Tribunal Panel may proceed with two panel members with the consent of the reported person.

2.6 Distribution of Reports

Distribution of the Report Form is as follows:

2.6.1 Referee completes report, and along with the Team Sheet for the game sends it to the WPWAI Competitions Manager / Executive Officer via email ASAP.

2.6.2 WPWAI logs and files the report and team sheet and prepares information for relevant parties including:

- Details of the report;
- Referees involved and their contact details; and
- Athletes involved and their contact details.

2.6.3 If the report is for an automatic suspension, the report and team sheet are distributed to the Registrar or President of the Club of the athlete/s reported. The Club are advised of the process if they wish to defend the report.

2.6.4 If the report is for an offence which requires a tribunal hearing, or is the result of a Club's wish to defend an automatic suspension, then the report and team sheet is distributed as follows:

- Competition Manager / Judiciary Chairman; and
- Registrar/ Secretary or President of the Club of the athlete / s reported.

2.6.5 A report and team sheet received by the WPWAI Competition & Development Manager is then distributed as follows:

- WPWAI Judiciary Chairman;
- Potential Tribunal members – to request their involvement;
- Club(s) of the athletes involved in the report and subject to the proceedings;
- Referees involved in the report and subject to the proceeding; and
- Any other witness who may be part of the proceedings.

2.6.6 Outcomes of any Tribunal proceeding are distributed to:

- WPWAI – to record in competition software and file;
- Tribunal members;
- Club(s)' of the athletes involved in the report and subject to the proceedings;
and
- Referees involved in the report and subject to the proceeding.

2.8 Penalty Adjustment Factors

After a guilty verdict has been found and Incident Severity Levels applied, other adjustment factors may be considered to increase or decrease the prescribed penalty. These factors are:

	Adjustment Factors
1	Previous reports and/or appearances at the Tribunal and outcomes
2	Length of sport participation without being reported
3	Acknowledged service to the sport (e.g. coach, referee, official, volunteer)
4	Circumstances of the offence

Notes:

1. More than one adjustment factor may be applied to the original penalty.
2. The Judiciary Tribunal has absolute authority as to whether to increase or decrease the penalty based on the above adjustment factors and to determine whether any portion of the penalty is to be suspended and the duration of the suspension period.

2.9 Notification of Penalties

The WPWAI Judiciary Chairman will advise the player/coach/team official, club and of tribunal decisions within 24 hours of tribunal hearing.

2.10 Appeals

All appeals against decisions made by the WPWAI Judiciary Tribunal must be directed in writing within 48 hours of any decision to the Executive Officer, WPWAI for presentation and hearing by the WPWAI Board.

2.11 Suspensions

Any suspension awarded to a player, coach or team official as contemplated herein only applies to that person's involvement and participation in WPWAI except where the conduct for which the person is suspended is deemed by the WPWAI Board to warrant suspension from all levels of water polo competition under the control or ambit of WPA, a Member or Club, in which case the WPWAI, Member or Club must enforce and uphold that suspension in relation to such other levels of water polo. Suspensions carry over from year to year and are not diminished at the end of a season.

2.12 Order of Hearing and Appeal

The following hearing procedures shall generally apply, but may be amended by the Chairman, depending on the circumstances and nature of the issue before the hearing.

2.12.1 Announcement of the right of attendance of all parties:

- a) The Chairman shall open the hearing and announce
 - (i) the reasons for the convening of the hearing;
 - (ii) the names of all parties to the hearing whether in person or by conference call; and
 - (iii) the right of attendance of each party.

2.12.2 Reading the report:

- a) The Chairman shall read the report/s and provide copies to the relevant person/s, for their perusal, if they have not already received copies of same.

- b) In the event of two (or more) reports arising from the same incident, the Chairman may consider hearing them together. Submissions may be sought from the parties and other Judiciary members on this issue, however, the Chairman's decision on this matter is final.
- c) The Chairman shall ask the applicant whether the plea is "Guilty" or "Not Guilty".

2.12.3 If the plea is Guilty:

- a) The player (or his/her advocate) may make a submission by way of explanation of the circumstances surrounding the incident, or with a view to mitigation of penalty.
- b) Depending on the nature of the submission, the player may be subject to questioning by the referee or Judiciary.
- c) Finalize the hearing, as provided for in Rule 10.9.5.

2.12.4 If the plea is Not Guilty:

First: Presenting the Case

1. The Chairman shall ensure that all intending witnesses (not the player/applicant or his/her advocate) are excluded from the hearing.
2. The Referee/complainant shall be called to expand upon their written report and make any further explanation of the circumstances so desired.
3. The Referee/complainant shall then be subject to questioning by the player (or advocate) and the Judiciary. The Judiciary Chairman must ensure that questions only are asked, and there is no aggressive cross-examination.
4. The Referee/complainant may choose to call one or more witnesses to provide further information before the hearing. In such a case, the above three (3) steps are repeated. Each witness must retire from the hearing prior to a subsequent witness giving evidence.

Second: Presenting the Defense

1. The player/applicant shall then be given the opportunity to provide information before the hearing and deny any items from the incident report, including any new or additional information provided by the Referee/complainant during his/her/their further explanation. If that person accepts this opportunity, assistance by his/her advocate is permitted.
2. The player/applicant and any witnesses may then be subject to questioning by the Referee/complainant. The Judiciary Chairman must ensure that questions only are asked and there is no aggressive examination.
3. The player/applicant may then be subject to questioning by Judiciary members, through the Chairman.
4. The player/applicant may choose to call one or more witnesses to provide further information before the hearing. In such a case, the above three (3) steps are repeated. Each witness must retire from the hearing prior to a subsequent witness giving information.

2.12.5 Decision Process after Hearing:

After hearing all the Information, the Chairman shall ask all parties to retire from the hearing until recalled for the notification of the findings of the Judiciary.

- a) The Judiciary members shall discuss the information and information presented before them in order to reach agreement on a decision.
- b) If a decision can be reached, each member of the Judiciary shall have a primary vote with the Chairman having both a primary and a casting vote.
- c) If a decision cannot be reached, the hearing may be adjourned, and the Chairman will announce a time and date for the reconvening of the hearing. This type of an adjournment would only occur in extenuating circumstances, such as the Judiciary requiring further information or clarification from a party not in attendance at the hearing.

The hearing shall reconvene with all in attendance, and the Chairman shall announce the findings of fact and, if relevant, any penalty imposed.

2.12.6 Procedural issues of the Tribunal:

2.12.6.1 Attendance:

Persons permitted to be present (whether in person or by telephone conference or otherwise) during the hearing, or any part of it, shall be as decided upon by the Chairman depending on the circumstances of the matter. Such persons may be:

- a) The Judiciary members (who include the Chairman)
- b) Referee /Complainant.
- c) Player/Applicant and/or his/her advocate who may appear to represent and assist the player to appear at the hearing. The advocate may possess legal qualifications.
- d) Guests/observers invited by the Chairman to attend in an official capacity, but who take no part in the proceedings. The guests/observers shall have right of attendance as allowed by the Chairman.
- e) Technical officials who are experts in a particular discipline invited by the Chairman to attend in an official capacity, to answer questions on technical matters that may arise during the hearing.
- f) No party shall be entitled to engage legal representation for the proceedings.

2.12.6.2 Recording of events:

Any tape recording or video recording of events during the hearing shall be at the discretion of the Chairman. In the absence of any request being made to tape record or video record the events, it shall be deemed that no authority or permission has been granted.

2.12.6.3 Nature of the hearing:

The Judiciary is not a Court of Law and may accept evidence that would not normally be accepted in Court. The Judiciary is however required to act in Accordance with the rules of natural justice.

2.12.6.4 Non Appearance:

If a person fails to appear or to make suitable alternate arrangements by teleconference or otherwise, then the hearing may proceed in the absence of that person or persons or the hearing may be adjourned at the discretion of the Chairman.

2.12.6.5 Inaccuracies in reports:

- a) If it is discovered during a hearing that any inaccuracy occurs in a written report, the Chairman shall have the discretion to enable it to be rectified by way of verbal information being heard.
- b) If it is apparent to the Chairman that the player/applicant are or the functions of the Judiciary are jeopardized, the Chairman shall grant an adjournment of the hearing, as the Chairman sees fit.

2.12.6.6 Video evidence:

The Tribunal may, at the discretion of the Chairman, consider video evidence provided by or on behalf of an affected player or club in the assessment of whether to prefer a complaint and/or in the assessment of any defense to the complaint. The onus of providing suitable viewing equipment such as a video cassette recorder or television set shall lie in with the person desirous of presenting such information before the hearing.

Appendix A – WPWAI Report Sheet

Incident Date..... Grade..... Female/Male (please circle)

Offending official/player..... Team/Club.....

Offended official/player..... Team/Club.....

REPORTED BY (Name)..... WITNESS (Name).....

Signature..... Signature.....

Please **CIRCLE/HIGHLIGHT** reason for report

Step 1 - Suspension			
Players/Officials			
Charge	1st Offence	2nd Offence	3rd Offence
<u>Misconduct – Disrespect/Disobedience/Other</u> Grade 1 <ul style="list-style-type: none"> Unacceptable language Equipment abuse Disobedience Disrespect Aggressive or persistent foul play Splashing an official or any other person Any other occurrences determined by the reporting official 	1 round	2 rounds	4 rounds
Grade 2 <ul style="list-style-type: none"> All of Grade 1 (depending on circumstances) Continuous disrespect Any other occurrences determined by the reporting official 	2 rounds	2 rounds	4 rounds
<u>Misconduct – Violence</u> Grade 1 <ul style="list-style-type: none"> Recklessly striking or kicking any person Attempting to kick or strike any person Any other occurrences determined by the reporting official 	1 round	2 rounds	4 rounds
Grade 2 <ul style="list-style-type: none"> Recklessly striking or kicking any person Attempting to kick or strike any person Any other occurrences determined by the reporting official 	2 rounds	4 rounds	8 rounds
<u>Brutality</u> – Intentionally attempting to strike or kick any person. No Grading	4 rounds	8 rounds	16 rounds
<u>Judiciary Committee to make decision</u> <ul style="list-style-type: none"> Unwelcome and deliberate contact to sensitive body part (eg. female breast, genitals) 			
Coaches / Team Officials			
Charge	1st Offence	2nd	3rd
Red Card / Post Game Report	1 round	2 rounds	3 rounds

Appendix B – WPWAI Judiciary Form

Incident Date..... Grade..... Female/Male (please circle)

Offending official/player..... Team/Club.....

Offended official/player..... Team/Club.....

REPORTED BY (Name)..... WITNESS (Name).....

Please CIRCLE/HIGHLIGHT reason for report

Step 1 – Judiciary Penalties			
Players/Officials			
Charge	1st Offence	2nd Offence	3rd Offence
<u>Misconduct – Disrespect/Disobedience/Other</u> Grade 1 <ul style="list-style-type: none"> Unacceptable language Equipment abuse Disobedience Disrespect Aggressive or persistent foul play Splashing an official or any other person Any other occurrences determined by the reporting official 	2 rounds	4 rounds	8 rounds
Grade 2 <ul style="list-style-type: none"> All of Grade 1 (depending on circumstances) Continuous disrespect Any other occurrences determined by the reporting official 	4 rounds	8 rounds	16 rounds
<u>Misconduct – Violence</u> Grade 1 <ul style="list-style-type: none"> Recklessly striking or kicking any person Attempting to kick or strike any person Any other occurrences determined by the reporting official 	2 rounds	4 rounds	8-16 rounds
Grade 2 <ul style="list-style-type: none"> Recklessly striking or kicking any person Attempting to kick or strike any person Any other occurrences determined by the reporting official 	4 rounds	4 rounds	8-16 rounds
<u>Brutality</u> – Intentionally attempting to strike or kick any person. No Grading	8 rounds	8-16 rounds	16-32 rounds
<u>Assault of Official</u> (including Threat to Assault) No Grading	1 year to life	Life	
<u>Judiciary Committee to make decision</u> <ul style="list-style-type: none"> Unwelcome and deliberate contact to sensitive body part (eg. female breast, genitals) 			
Coaches / Team Officials			
Charge	1 ST OFFENCE	2 ND	3 RD
Red Card / Post Game Report	Minimum 2 rounds	Minimum 4 rounds	Minimum 6 rounds

Appendix C – WPWAI Code of Conduct

Water Polo Australia (WPA) and Water Polo Western Australia (WPWAI) are committed to the requirements for the protection of the health, safety and wellbeing of all our members. To achieve that, we have a Member Protection Policy, the goal of which is to provide a safe and comfortable environment so that all members can compete and enjoy our great sport in a harassment free environment.

WPA's Member Protection Policy is freely available via both the WPWAI and WPA websites, or on request from WPWAI offices. We require all WPWAI members to abide by its guidelines and processes. WPWAI Website is: <http://www.waterpolowa.asn.au>

A key element of the Member Protection Policy is the Codes of Conduct that apply to all of us, in the varying roles we take.

It is the expectation of WPWAI that all persons associated with our sport abide by the Codes of Conduct detailed below. Serious non-compliance with these guidelines will be referred to WPWAI for formal investigation and resolution under the Member Protection Policy processes.

Player / Athlete Code of Conduct

· Play by the rules
· Never argue with an official. If you disagree, have your captain, coach or manager approach the official after the competition
· Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.
· Work equally hard for yourself and / or your team. Your team's performance will benefit so will you
· Be a good sport. Applaud all good plays whether they are made by your team or the opposition
· Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.
· Cooperate with your coach, teammates and opponents. Without them there would be no competition.
· Participate for your own enjoyment and benefit, not just to please parents and coaches.
· Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion

Parent / Guardian Code of Conduct

<ul style="list-style-type: none"> Remember that children participate in sport for their enjoyment, not yours
<ul style="list-style-type: none"> Encourage children to participate, do not force them
<ul style="list-style-type: none"> Focus on the child's efforts and performance rather than winning or losing
<ul style="list-style-type: none"> Encourage children always to play according to the rules and to settle disagreements without resorting to hostility or violence
<ul style="list-style-type: none"> Never ridicule or yell at a child for making a mistake or losing a competition
<ul style="list-style-type: none"> Remember that children learn best by example. Appreciate good performances and skilful plays by all participants
<ul style="list-style-type: none"> Support all efforts to remove verbal and physical abuse from sporting activities
<ul style="list-style-type: none"> Respect officials' decisions and teach children to do likewise
<ul style="list-style-type: none"> Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion

Coach Code of Conduct

Respect the rights, dignity and worth of every human being	<i>Within the context of the activity, treat everyone equally regardless of sex, disability, ethnic origin or religion</i>
Ensure the athlete's time spent with you is a positive one	<i>All athletes are deserving of equal attention and opportunities</i>
Treat each athlete as an individual	<i>Respect the talent, development stage and goals of each individual athlete; help each athlete reach their full potential</i>
Provide a drug free environment	<i>Not advocate, prescribe, recommend, support, administer or participate the use of drugs, stimulants, or doping practices in respect of any athlete under your coaching and direction and abide by the Anti-Doping Policy of Water Polo Australia or Anti-Doping Policy adopted by Water Polo Australia's Coaches should educate their athletes on drugs in sport issues in consultation with ASADA</i>
Be fair, considerate and honest with athletes	<i>Language, manner, punctuality, preparation and presentation should display high standards. Display control, respect, dignity and professional to all involved in the sport – this includes opponents, coaches, officials, administrators, the media, parents and</i>

	<i>spectators. Encourage your athletes to demonstrate the same qualities</i>
Be professional and accept responsibility for your actions	<i>Maintain or improve your current NCAS accreditation. Seek continual improvement through performance appraisal and ongoing coach education. Provide a training program which is planned and sequential. Maintain appropriate records</i>
Make a commitment to providing a quality service to your athletes	<i>The guidelines of National and international bodies governing your sport should be followed. Please contact WPA for a rule book and any relevant policies</i>
Operate within the rules of your sport. Any physical contact with athletes should be: Appropriate to the situation Necessary for the athlete's skill development Refrain from any form of personal abuse towards your athletes Refrain from any form of harassment	<i>This includes verbal, physical and emotional abuse. Be alert to any forms of abuse directed towards your athletes from other sources whilst they are in your care. This includes sexual harassment, racial vilification and harassment on the grounds of disability. You should not only refrain from initiating a relationship with an athlete but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal</i>
Provide a safe environment for training and competition	<i>Ensure equipment and facilities meet safety standards. Equipment, rules, training and the environment need to be appropriate for the age of the athletes</i>
Show concern and caution towards sick and injured athletes	<i>Provide a modified training program where appropriate. Encourage athletes to seek medical advice when required. Maintain the same interest and support towards sick and injured athletes</i>
Be a positive role model for your sport and athletes. Refrain from inappropriate behaviour towards officials and parents	<i>Abuse and insults directed at officials or parents. Refer "Harassment-Free Sport guidelines" available from the Australian Sports Commission</i>

Referee / Official Code of Conduct

Includes Referees, volunteer table officials, and appointed officers of WPWAI

Respect the rights, dignity and worth of every human being regardless of age, gender, ethnic origin, religion or ability	<i>Display control, respect dignity and professionalism to all involved with water polo (including athletes, coaches, officials, administrators, parents and spectators) and encourage other referees / officials to demonstrate these qualities</i>
Be professional in your appearance and manner and accept responsibility for all actions taken	<i>Be courteous, respectable and open to discussion and interaction</i>
Provide a drug free environment	<i>Not advocate, prescribe, recommend, support, administer or participate in the use of drugs, stimulants, or doping practices in respect of any athlete under your direction, and abide by the Anti-Doping Policy of WPA</i>
Make a commitment to providing quality service to officiating by seeking continual improvement of your officiating knowledge and skill through study, performance appraisal and regular updating of any competencies	<i>Maintain and improve your ratings</i>
Operate within the rules and spirit of water polo	<i>Abide by and respect the regulations governing water polo and sport generally and the organizations and individuals administering those regulations</i>
Refrain from any form of personal abuse towards athletes, officials, parents and coaches	<i>This includes verbal and physical abuse</i>
Refrain from any form of sexual harassment	<i>This includes explicit, implicit, verbal and nonverbal sexual harassment</i>
Place the safety and welfare of the participants above all else	<i>Ensure that equipment and facilities meet rule requirements and safety standards</i>
Be impartial	
Avoid any situation which may lead to a conflict of interest	
Show concern and caution towards sick and injured athletes	
Encourage inclusivity and access to all areas of officiating	
Be a positive role model for refereeing and officiating	

Administrator (Volunteer) Code of Conduct

Includes Board & Committee Members, employee, contractor and appointed officers of WPWAI

<ul style="list-style-type: none">· Involve young people in planning, leadership, evaluation and decision making related to the activity
<ul style="list-style-type: none">· Give all young people equal opportunities to participate
<ul style="list-style-type: none">· Create pathways for young people to participate in sport not just as a player but as a coach, referee, administrator etc.
<ul style="list-style-type: none">· Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of young players
<ul style="list-style-type: none">· Provide quality supervision and instruction for junior players
<ul style="list-style-type: none">· Remember that young people participate for their enjoyment and benefit. Do not overemphasize awards
<ul style="list-style-type: none">· Help coaches and officials highlight appropriate behaviour and skill development and help improve the standards of coaching and officiating
<ul style="list-style-type: none">· Ensure that everyone involved in junior sport emphasizes fair play, and not winning at all costs
<ul style="list-style-type: none">· Give a code of behaviour sheet to spectators, officials, parents, coaches, players and the media, and encourage them to follow it
<ul style="list-style-type: none">· Remember, you set an example. Your behaviour and comments should be positive and supportive
<ul style="list-style-type: none">· Support implementation of the National Junior Sport Policy
<ul style="list-style-type: none">· Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action
<ul style="list-style-type: none">· Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion

Spectator Code of Conduct

<ul style="list-style-type: none">· Remember that young people participate in sport for their enjoyment and benefit, not yours
<ul style="list-style-type: none">· Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the game's outcome
<ul style="list-style-type: none">· Respect the decisions of officials and teach young people to do the same
<ul style="list-style-type: none">· Never ridicule or scold a young player for making a mistake. Positive comments are motivational
<ul style="list-style-type: none">· Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players
<ul style="list-style-type: none">· Show respect for your team's opponents. Without them there would be no game
<ul style="list-style-type: none">· Encourage players to follow the rules and the official's decisions
<ul style="list-style-type: none">· Do not use foul language, sledge or harass players, coaches or officials
<ul style="list-style-type: none">· Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion