

SINGAPORE RUGBY UNION



DISCIPLINARY REGULATIONS

2017



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SINGAPORE RUGBY UNION (“Union”)

DISCIPLINARY REGULATIONS

1 DEFINITIONS

1.1 For the purposes of the Union’s Disciplinary Regulations, the following definitions will apply:

Appeal Panel	means the appeal panel appointed by the Union under the Disciplinary Regulations
Appellant	means a Player or Participant who appeals against a finding of or a penalty imposed by a Hearing
Assistant Referee	means a match official officiating in a match administered by or under the sanction of the Union, registered with the SRU, officially appointed by the SRU and not appointed by either of the participating Clubs
Chairman	means the chairman of a Hearing
Challenged Finding	means a finding of the Hearing and challenged by the Appellant
Challenged Penalty	means a penalty imposed by the Hearing and challenged by the Appellant
Club	means a registered member of the SRU under the SRU’s Constitution
Code of Conduct	means the Union’s code of conduct as published on the SRU Website
Decision	means a decision of a Hearing
Deposit	means a remittance for S\$150
Disciplinary Regulations	means the Union’s disciplinary rules as published on the SRU Website from time to time
SRU	means the person appointed to administer matters by the Union from time to time or equivalent
Hearing	means a disciplinary hearing before a Judicial or Appeal Panel convened by the Union
Incident(s)	means the incident(s) or alleged incident(s) or any other



evidence of such incident giving rise to the relevant disciplinary proceedings

Laws of the Game	means the WR laws governing the playing of rugby union football, as amended from time to time
Match	means any rugby union football match administered by or under the sanction of the Union
Notice of Appeal	means a written notice of appeal submitted by an Appellant
Notice of Citing	means a citing complaint made in accordance with Regulation 4
Panel Chairman	means the chairman of a Judicial or Appeal Panel
Panel Member	means a member of a Judicial or Appeal Panel other than the Panel Chairman
Participant	means any player, referee, assistant referee or other match official, selector, coach, trainer, manager or other team official, or any individual involved in the organisation, administration or promotion of rugby union football including a committee member, other officer or employee of the Union, or any member or affiliate member of the Union
Participant's Club	means the club, school or team the Participant was representing or a member of at the time of the Incident
Player	means a player playing a match administered by or under the sanction of the Union
Red Card	means the Red Card issued by the Referee officiating the match administered by or under the sanction of the Union in which the Incident took place
Referee	means an SRU appointed match referee officiating in the match administered by or under the sanction of the Union in which the Incident took place
Referee's Report	means a written report submitted by a Referee
Regulation	means a regulation in the Disciplinary Regulations
SRU	means the Singapore Rugby Union or Union
SRU Disciplinary	means Disciplinary Committee constituted under the



Committee	auspices of SRU
SRU Incident Review Panel	Panel constituted by the SRU for the purpose of reviewing any Incident
SRU Website	http://www.singaporerugby.com/
WR	means the organization known as World Rugby
WR Regulations	means the World Rugby Regulations Relating to the Game as incorporated in the World Rugby Handbook as amended from time to time

1.2 Jurisdiction

1.2.1 Unless otherwise specifically excluded in writing by the Union, where a Participant involved or present at a Match administered by or under the sanction of the Union, is:

- (a) shown the Red Card;
- (b) required to appear before a Hearing under the Temporary Suspension procedures;
- (c) cited for Foul Play as defined in Regulation 17 of the WR Regulations as the Citing Commissioner has recommended that the matter should proceed for a Hearing; or
- (d) subject to a Misconduct Complaint such misconduct as defined in Regulation 20 of the WR Regulations and Investigating Officer has recommended that the matter should proceed for a Hearing;

SRU shall have jurisdiction, supervision and oversight over all related disciplinary matters arising from the above. The SRU Disciplinary Committee shall convene a Hearing before a Judicial Panel. This Hearing shall have power to hear and determine disciplinary proceedings in accordance with these Disciplinary Regulations and the WR Regulations.

1.2.2 Save for the written Decision, all disciplinary proceedings conducted under these Disciplinary Regulations (including the Hearing's deliberations) are confidential. All participants in the proceedings shall maintain such confidentiality, and shall only disclose information and material obtained in the proceedings to professional advisers, by compulsion of law, pursuant to another provision of these Disciplinary Regulations or with the written agreement of the Union, the relevant Participant and the relevant Participant's Club.



2 PROCEDURES FOLLOWING AN ORDERING OFF

2.1 Reporting procedures

2.1.1 Where a Participant is shown the Red Card, the Referee shall, within 48 hours of the completion of the match, or such further time as is necessary in the circumstances, send to SRU, SRU Referee Manager and the SRU Disciplinary Committee through the email addresses as published on SRU Website, a Referee's Report containing the following information:

- (a) the date of the match, the venue and the teams participating;
- (b) the name of the Participant and his team;
- (c) what led up to the Incident;
- (d) the time of the Incident;
- (e) what happened during the Incident;
- (f) what happened after the Incident;
- (g) the reason for the Participant being shown the Red Card and applicable law(s);
- (h) any other material information.

2.1.2 The Referee's Report should be made using the form found in Regulation 17 WR Regulations or its equivalent. SRU will keep records of all the reports submitted.

2.1.3 Where a Participant is shown the Red Card as a result of the intervention of an Assistant Referee, the Assistant Referee shall, within 48 hours of the completion of the match, or such further time as is necessary in the circumstances, send to SRU, SRU Referee Manager and the SRU Disciplinary Committee through the email addresses as published on SRU Website, a Match Official's Report incorporating the matters referred to in Regulation 2.1.1.

2.2 The Hearing

2.2.1 The Participant shown the Red Card shall be required to appear before a Hearing before a Judicial Panel and the Hearing shall be conducted in accordance with the procedures set out in Regulation 5.



3 TEMPORARY SUSPENSIONS

3.1 Yellow Card

3.1.1 The Referee may during the Match issue a yellow card to a Player who shall be temporarily suspended from the Match.

3.2 Multiple Suspensions

3.2.1 A Player who receives three (3) yellow cards during any twelve (12) month period shall be required to appear before a Hearing before a Judicial Panel and the Hearing shall be conducted in accordance with the procedures set out in Regulation 5. The Player shall also remain suspended until after the Hearing before a Judicial Panel has been completed.

3.2.2 This suspension referred to in Regulation 3.2.1 is automatic and cannot be reviewed or challenged.

3.3.2 The purpose of the Player appearing before the Hearing is to determine whether any further penalty should be imposed upon the Player by reason of the Player's persistent infringements.

3.4 The Hearing

3.4.1 The Player referred to in 3.2.1 shall be required to appear before a Hearing before a Judicial Panel and the Hearing shall be conducted in accordance with the procedures set out in Regulation 5.

3.4.2 Without limiting the generality of this, the Hearing shall be entitled (but not obliged) to call for and receive such evidence as it thinks fit, including but not limited to the relevant Temporary Suspensions and/or caution reports from the match officials. If the Hearing requests any such reports, the SRU shall supply the Hearing, the Participant and the Participant's Club (if applicable) with copies.

3.5 Temporary Suspensions already taken into account by Tribunal

3.5.1 If a player is shown the Red Card by reason of having received two (2) Temporary Suspensions in one match, and if that player appears before the Hearing as a result of that sending off, and if the Hearing deals with that sending off incident, then the two yellow cards in question will not be counted for the purposes of any computation or action under either Regulation 3.2.



4 CITING PROCEDURES

4.1 Preamble

- 4.1.1 The issuance of a Notice of Citing against a Player is something that should not be undertaken lightly and should only be done in exceptional circumstances. This Regulation 4 sets out the strict rules that will apply when a Notice of Citing is made. Failure to comply with any of the citing procedures may lead to a decision by the Hearing not to proceed with such Notice of Citing.
- 4.1.2 For any Notice of Citing to be valid, the Incident must not have been seen by the Referee and the Assistant Referees officiating at the match in question. If the Referee or any of the Assistant Referees officiating at the match in question was aware or had witnessed the Incident, the Notice of Citing will be invalid and no further action will be taken.
- 4.1.3 A Notice of Citing should only be made if the Incident was of such seriousness that would have warranted the immediate issuance of a Red Card if it had been seen by a match official.

4.2 Persons who may cite

- 4.2.1 Only Citing Commissioner appointed by the Union, a member of a club affiliated or registered to the Union, , members of the Incident Review Panel, the Union Committee or an official of the Union may issue a Notice of Citing to the Union (“Complainant”).
- 4.2.2 The Complainant is not required to be present at the Match when the Incident occurred if he/she is able to substantiate the Notice of Citing with sufficient evidence such as written witness statements or video evidence.

4.3 Requirements of the Notice of Citing

- 4.3.1 The Notice of Citing must be in writing and signed may be signed an authorised representative, who shall be the chairman or secretary or equivalent official of the Complainant or the Citing Commissioner appointed by the Union.
- 4.3.2 The Notice of Citing must be addressed to the SRU and delivered to the SRU and the SRU Disciplinary Committee through the email addresses as published on SRU Website not later than 48 hours after the match in which the Incident occurred. All materials to be submitted in support of the Notice of Citing must be submitted to the SRU.
- 4.3.3 The Citing Commissioner may request or seek further information or evidence to ascertain whether the Notice of Citing should be referred to the Hearing before a Judicial Panel.

4.4 Details to be included in the Notice of Citing



4.4.1 The Notice of Citing must:

- (a) state the date, venue and teams participating in the match;
- (b) what led up to the Incident;
- (c) what happened during the Incident;
- (d) what happened after the Incident;
- (e) identify, or provide the means of identifying, the cited Player(s);
- (f) be accompanied by the written, signed and dated statements of any witnesses of the alleged act of foul play together with any other materials to be relied upon (such as photographs, medical reports etc);
- (g) be accompanied by video evidence if available (NB. two copies of video evidence must be provided - one copy for each of the Union and the cited Player's Club respectively).

4.4.2 Where made by a Complainant which is a Club or Club member, the Notice of Citing must be accompanied by the Deposit to cover administrative expenses. If the alleged act of foul play is proved, then the Deposit will be returned to the Complainant, otherwise the Deposit may be retained by the Union at the absolute discretion of the Union.

4.5 The procedure following the delivery of the Notice of Citing is as follows:

4.5.1 Where no Citing Commissioner is appointed for the Match, SRU shall appoint a Citing Commissioner within 48 hours of the receipt of a Notice of Citing (and accompanying materials), to consider the Notice of Citing and shall as soon as practicable consult the Referee and Assistant Referees to confirm whether the Incident was seen by them during the Match.

4.5.2 Where a Citing Commissioner is appointed for the Match, the Citing Commissioner shall consider the Notice of Citing and shall as soon as practicable consult the Referee and Assistant Referees to confirm whether the Incident was seen by them during the Match

4.5.3 If the Referee and Assistant Referees did not see the Incident during the Match, they shall all confirm in writing that they had not seen or was aware of the Incident.

4.5.4 If the Referee or any Assistant Referee saw the Incident, such official who saw the Incident shall be required to provide a written statement to the Citing Commissioner on what was sighted, whether the Incident was dealt with and if so, how.

4.6 Initial consideration by the Citing Commissioner

4.6.1 Subject to Regulation 4.5 above, the Citing Commissioner shall consider whether the Notice of Citing and all accompanying materials comply with these citing procedures.



No oral representations by any party in connection with the Notice of Citing shall be made to the Citing Commissioner.

- 4.6.2 The Citing Commissioner shall decide whether, upon an inspection of the materials presented, the Notice of Citing should be referred to the Hearing or whether it should be dismissed. The Citing Commissioner shall do so by establishing whether a Referee should have issued a Red Card had the Referee seen the Incident.
- 4.6.3 The Citing Commissioner will make a decision in writing within 48 hours of the receipt of the Notice of Citing and all relevant accompanying materials. The Citing Commissioner shall notify SRU and the Complainant of his/her decision in writing of his/her decision and the reasons for the same.
- 4.6.4 If the Citing Commissioner has decided that the Notice of Citing should be referred to a Hearing, the SRU Disciplinary Committee shall convene a Hearing before a Judicial Panel as soon as practicable to hear the Notice of Citing. The Citing Commissioner's decision shall be sent as soon as practicable to the SRU and the SRU Disciplinary Committee, the Complainant, the Player cited and his Club together with copies of the Notices of Citing, all supporting documents submitted, written report(s) or written confirmations of the relevant match official(s). At the Hearing of the Notice of Citing, the person or Club (through a representative) submitting the Notice of Citing must be in attendance failing which the Notice of Citing will be dismissed.
- 4.6.5 If Citing Commissioner has decided that the matter should not be referred to the Hearing, the Complainant who served the Notice of Citing may ask the Union's to remit the matter for further review. The Union in consultation with the Chairman, Disciplinary Committee shall select a person to undertake the review that (a) has citing or disciplinary panel experience at the level of World Rugby proceedings and (b) does not have a conflict of interests in respect of the matter at hand. The person reviewing the assessment of the Citing Commissioner shall consider all the materials considered and promptly make his recommendation to the Union as to whether the matter ought to be referred to the Hearing for full consideration. The final decision as to whether or not to adopt the recommendation will rest with the Union.

4.7 The Hearing

- 4.7.1 The Hearing shall be conducted in accordance with the procedures set out in Regulation 5.



5 JUDICIAL HEARINGS

5.1 Composition of the Hearing

5.1.1 Immediately on:

- (a) receipt of a Referee's Report and/or match officials report made under Regulation 2.1, or
- (b) the accumulation by a Player of three yellow cards during any twelve month period under Regulation 3.3, or
- (c) receipt of a the Citing Commissioner's or Union's decision to refer a Notice of Citing under Regulation 4.6,

the SRU Disciplinary Committee Chairman shall appoint the members of the Judicial Panel for the Hearing ("Judicial Officers"). The SRU Disciplinary Committee Chairman shall have complete discretion in the appointment of the Judicial Officers and the selection of its members.

5.1.2 The Hearing will be adjudicated by at least one Judicial Officer (and always having an odd number of Judicial Officers) appointed by the SRU Disciplinary Committee Chairman from the SRU Disciplinary Committee. No SRU Disciplinary Committee member who is currently of the same Club as the Participant, the victim player or a complainant shall be appointed as a Judicial Officer for the Hearing.

5.1.3 The Player shall receive all evidence and reports relating to the Hearing no later than 24 hours before the Hearing, save for any clarification requested by the Judicial Panel, which shall be submitted by the Referee no later than noon of the day of the Hearing and copied to the Player. If the Player does not receive the said evidence and reports referred to in accordance with this Regulation, the Hearing shall be adjourned to such later date until compliance of this Regulation. However, the party affected by the non-compliance of this Regulation shall be entitled to waive the strict compliance of this Regulation and thereafter the Hearing may proceed accordingly. The Player should submit a written statement before or at the Hearing.

5.2 Notice to the cited Player and his Club

5.2.1 In respect of any proceedings, the Judicial Panel shall sit to hear the evidence submitted and arguments in relation to the disciplinary charge(s) brought against the cited Player. The Hearing shall be held as soon as possible after the match or matches at which the cited Player's misconduct is alleged to have taken place.

5.2.2 In respect of any proceedings brought under Regulation 2 or 3, until notification of the Judicial Panel's determination, the offending Player shall be suspended universally from competing in further matches held, administered by or under the sanction of the WR or Union. A Player who has been cited may continue to play rugby until it is recommended



that the matter proceed to a Hearing, then the cited Player shall be suspended until the determination of the Notice of Citing by the Hearing.

5.2.3 Prior to any Hearing, the SRU shall supply the offending or cited Participant and his/her Club with (as appropriate) a copy of the Referee's Report and/or match officials report as provided under Regulation 5.1.3. The SRU shall advise such Participant and his/her Club:

- (a) of the date, place and time of the Hearing;
- (b) that he will be required to attend in person at the Hearing;
- (c) that, if the offending or cited Participant is unable to appear at the Hearing, he should advise the Union forthwith in writing;
- (d) that the Hearing does not have power, in any circumstances, to award to the Union, the victim Player or offending or cited Participant anyone else compensation for any legal or other costs incurred during or in connection with the proceedings convened under these Regulations.

5.3 Procedure

5.3.1 The offending or cited Participant, a representative of such Participant's Club and such Participant's legal representatives (if any) shall be entitled to attend the Hearing. The Judicial Panel shall have the absolute discretion to allow additional representatives of such Participant's Club or other persons to attend the Hearing. Any interpreter appointed by such Participant shall be admitted to the Hearing.

5.3.2 The Hearing shall be conducted in private and the confidentiality of all proceedings shall be maintained by all concerned.

5.3.3 In respect of proceedings at the Hearing, subject to variation as the Judicial Panel may, in its absolute discretion, see fit, the procedure at the Hearing will be as follows:

- (a) the Judicial Panel will explain the procedure to be followed;
- (b) the Judicial Panel will ask the offending Participant to confirm that prior to the Hearing he has been supplied with and had sufficient opportunity to consider the Match Official's Report, Notice of Citing and/or the relevant documents;
- (c) the Judicial Officer/Panel will hear any evidence including but not limited to video evidence, oral statement(s) from the match officials, medical experts, the offending Participant and any other witnesses;
- (d) the Judicial Panel will hear any submissions made by or on behalf of the offending Participant (including in mitigation) and thereafter any submissions made by or on behalf of the Union.



5.3.4 In the event that the Judicial Panel decides to accept video evidence, the same shall be circulated in accordance with Regulation 5.1.3 above.

5.3.5 The Hearing may be held by way of telephone conference or video conference so long as it ensures that proper standards in the giving of evidence and submissions are maintained and that the offending or cited Participant is given a fair opportunity to argue his/her case.

5.3.6 Failure to follow any of the procedures contained in these Regulations will not automatically invalidate the proceedings or Decision. The Judicial Panel for the Hearing shall have full discretion to determine the procedures for the Hearing as it sees fit.

5.4 Time for completion of the process and powers of adjournment

5.4.1 Time being of the essence for the maintenance of good sporting order in the application of disciplinary procedures, the Judicial Panel shall endeavour to complete the process as quickly as reasonably possible. In all its deliberations, the Judicial Panel shall ensure that procedural rulings assist in achieving this objective.

5.4.2 Subject to Regulation 5.4.1, the Judicial Panel shall have power to postpone or adjourn the Hearing, to such date and time as it sees fit.

5.4.3 The Judicial Panel shall endeavour to ensure that proceedings are not held in the absence of the offending or cited Participant but nothing in this Regulation or otherwise shall prevent determining disciplinary proceedings in the absence of the Participant where the Participant elects not to or fails to attend the Hearing despite having been given a reasonable opportunity to do so.

5.5 Language of proceedings and interpreters

5.5.1 The Hearing shall be conducted in English.

5.5.2 Evidence may be given in another language and, where in any case the Hearing considers it necessary or desirable, it may direct the Union or the Participant (at its own expense) to have an interpreter present at the Hearing.

5.6 Questioning of witnesses

5.6.1 Where evidence is given, there shall be no cross examination of any witness other than by the Judicial Officer/Panel except to the extent allowed by Judicial Panel.

5.7 Evidence

5.7.1 Subject to the specific provisions of these Disciplinary Regulations, the Judicial Panel shall be entitled to receive such evidence as it thinks fit, including to decide upon issues of admissibility of oral or other evidence.

5.8 Attendance of witnesses



5.8.1 The Judicial Panel may require the attendance at the Hearing of any witness. In any case where a witness required by the Judicial Panel to attend fails or elects not to attend the Judicial Panel may refuse to allow the evidence of that witness to be given in any other form.

5.9 Representation

5.9.1 Any person or party (other than a witness) entitled to be heard at the Hearing may be represented by another person if they so wish. However, the Judicial Panel shall have no jurisdiction to order the payment of costs by or to the Union, the Participant or anyone else.

5.10 Standard of Proof, Sanctions and Core Sanctioning Process

5.10.1 The standard of proof for all matters should be in accordance with Regulation 17 of the WR Regulations – on the balance of probabilities. The core sanctioning process set out in WR Regulation 17.19 shall be applied by the Judicial Panel.

5.10.4 The Decision of the Judicial Panel shall be final, subject only to an application under Regulation 6 for a review of any penalty imposed.

5.11 Notification of Decision

5.11.1 The Decision will be notified to all parties as soon as practicable after the conclusion of the Hearing. Where it considers it appropriate, the Judicial Panel may deliver a short oral Decision and confirm this in writing at a later date, or it may reserve its Decision. The Judicial Panel should endeavor to render the Written Decision of the Hearing no later than 48 hours after the conclusion of the Hearing.

5.11.2 All parties (including the offending or cited Participant's Club) shall be entitled to a copy of the written Decision.

5.11.3 In any case where an offending or cited Participant is adversely affected by a Decision he will be advised by the Judicial Panel of his right of appeal to the Appeal Panel. Notwithstanding such an appeal having been made, the penalty remains valid and effective until and unless varied or cancelled by the Appeal Panel.



6 APPEALS PROCEDURE

6.1 Lodging an appeal against the finding of a Judicial Officer/Panel.

6.1.1 An Appellant may only challenge the Judicial Panel's finding at the Hearing on the basis that:

- (a) the Judicial Panel has made a manifest error in the application of the Laws of the Game in arriving at the Decision;
- (b) there was material evidence which was unreasonably withheld from the Appellant prior to the Hearing (including and up to after commencement of the Hearing but before the written Decision is delivered); or
- (c) that there were evidence which could not have been reasonably obtained by the Appellant prior to the Hearing (including and up to the commencement of the Hearing but before the written Decision is delivered) and which would have been material to the written Decision.

6.1.2 An appeal or challenge against the finding of fact by the Judicial Officer/Panel shall not be permitted. The Challenged Finding remains in effect until, and unless, altered by the Appeal Panel.

6.1.3 An appeal against the Challenged Finding must be made by submitting a Notice of Appeal to the Union within seven days of delivery of the original Written Decision to the Appellant.

6.2 Composition of the Appeal Panel

6.2.1 The Appeal Panel will consist of three Panel Members appointed by the SRU Disciplinary Committee Chairman, of which one shall be the Panel Chairman.

6.2.2 Save as provided in this Regulation 6.3, the SRU Disciplinary Committee Chairman shall have complete discretion in the selection of the Panel Chairman and Panel Members appointed to the Appeal Panel.

6.2.3 The Panel Chairman and Panel Members should not include persons in a position of conflict including but not limited to members of the same Club as the Appellant, the victim player, a Complainant or the Union, wherever applicable. However, in exceptional cases, the SRU Disciplinary Committee Chairman may, in his/her discretion, appoint such persons who may be perceived to be in a position of conflict, as long as such persons will not form the majority of the Appeal Panel.



6.2.4 The Panel Chairman shall be a person with substantial experience of the application of disciplinary procedures and have extensive experience serving as a member of a Judicial Panel for Hearings.

6.2.5 All parties with an interest in the Hearing before an Appeal Panel including the Appellant shall submit written submissions and all relevant supporting materials to be considered at the Hearing no later than 24 hours before such hearing, failing which the Hearing shall be adjourned to such later date until compliance of this Regulation. However, the party affected by the non-compliance of this Regulation shall be entitled to waive the strict compliance of this Regulation and thereafter the Hearing may proceed accordingly. The Appellant should provide the basis of his/her appeal in writing before or at the Hearing.

6.3 Procedure at the Hearing

6.3.1 Immediately after the Appeal Panel has been appointed (or as soon as possible thereafter), the SRU Disciplinary Chairman shall notify all interested parties including the Appellant, Union, Complainant and/or Victim Player, which ever applicable, of the following:

- (a) Date, time and venue of the Appeal Hearing;
- (b) Deadline for the submission of written submissions and all relevant supporting materials to be considered at the Appeal Hearing; and
- (c) Persons required to attend the Appeal Hearing (if applicable).

6.3.2 The SRU Disciplinary Chairman will send the Appellant, the Appeal Panel and the Union, copies of the Notice of Appeal, written submissions and all relevant supporting materials, the written Decision and all the materials submitted to the Hearing in the original proceedings.

6.4.2 The SRU Disciplinary Chairman will endeavour to convene a Hearing of the Appeal Panel within seven (7) days of the Notice of Appeal being received by the Union.

6.4.3 The Appeal Panel shall decide whether by way of a majority decision of the Appeal Panel whether the Decision of the Judicial Panel should be upheld, overturned or adjusted.

6.4.4 Regulations 5 shall apply to the Hearing by the Appeal Panel insofar as they are deemed relevant by the Appeal Panel (save that, for the purposes of a proceeding brought under Regulation 6, all references to the Judicial Officer/Panel shall be understood as referring to the Appeal Panel and a Decision shall be understood as referring to a decision of the Appeal Panel). Subject to those Regulations and subject to variation as the Appeal Panel may, in its absolute discretion, see fit, the procedure at the Hearing will be as follows:

- (a) the Panel Chairman will explain that the procedure to be followed, including that:



- (i) for the Challenged Finding to be reversed or a Challenged Penalty to be reduced, the Appellant will have to show, to the Appeal Panel's satisfaction that the Challenged Finding is wrong in relation to the Laws of the Game or Challenged Penalty is unreasonable,
 - (ii) if a Challenged Finding is reversed, the Appeal Panel has discretion to cancel any penalty that had been imposed previously by the Hearing and, if appropriate in the circumstances, impose a different penalty,
 - (iii) the Appeal Panel has discretion to increase a Challenged Penalty; and
 - (iv) the Appeal Panel has discretion to decide on whether the Deposit should be retained by the Union or returned to the Appellant;
- (b) the Panel Chairman will ask the Appellant and all persons required to attend at the Hearing to confirm that prior to the Hearing that the Appeal Panel has been supplied with all relevant materials for the Appeal Hearing;
- (c) the Appeal Panel may hear any evidence from the Appellant and any other witnesses who have made statements supporting or opposing the Challenged Finding or Challenged Penalty;
- (d) the Appeal Panel will hear any submissions made by or on behalf of the Appellant and thereafter any submissions made by or on behalf of the Union or such other interested party as the Appeal Panel deems fit.
- 6.4.5 If the Appeal Panel considers that the Challenged Finding is correct and reasonable, the original penalty will stand and the Deposit will be retained by the Union and forfeited by the Appellant.
- 6.4.6 If the Appeal Panel considers that the Challenged Finding is wrong in relation to the Laws of the Game, it shall overturn the decision of the Hearing and any sanction imposed pursuant to such overturned decision shall immediately cease to have effect. If the Appeal Panel considers that the Challenged Penalty is unreasonable, it may stipulate an alternative penalty (which may be an increase or a reduction or cancellation of the penalty imposed by the Hearing). In this event, the Appeal Panel will have full discretion to decide whether the Deposit (or part of it) should be repaid to the Appellant.
- 6.4.7 In all circumstances, the Appeal Panel shall issue its written decision with full reasons to explain its decision. The Decision of the Appeal Panel will be final.



7. MODIFIED PROCEDURES FOR FOUL PLAY IN SEVENS

- 7.1 In respect of all Sevens Matches the procedures and standards in respect of the fifteen-a-side game as provided above shall apply equally to Sevens save as provided in 7.2 and 7.3 below.
- 7.2 If a Participant is shown the Red Card in a Sevens match, his case shall be adjudicated on within 2 hours from the end of the match such Participant was involved or present in.
- 7.3 A Citing Commissioner shall be appointed for a Sevens Tournament, and if for any reasons, a Citing Commissioner is not appointed, the SRU shall determine any Incident in the Citing Commissioner's place. A Club/team shall not have the power to cite a Player for Foul Play but may refer any incident of Foul Play to the Citing Commissioner (or SRU, if applicable). The Citing Commissioner (or SRU, if applicable) shall determine, within 1 hour of the completion of the match in which the Incident is alleged to have occurred, whether the Player should be referred to a Hearing before a Judicial Panel (or not, as the case maybe). The Citing Commissioner's decision as to whether a Player or Notice of Citing should be referred to a Hearing before a Judicial Panel (or not, as the case maybe) shall be final.
- 7.4 When determining the appropriate periods of suspension, the Judicial Panel shall take into consideration the necessary adjustments needed to be made for sanctions in a Sevens context as prescribed by the WR Regulations.



8 MISCONDUCT

8.1 Procedures for Misconduct Hearings

- 8.1.1 Any complaint regarding an Incident of Misconduct shall be sent in writing by the SRU Disciplinary Committee Chairman to the Participant, Person, Club or body against whom the Misconduct complaint is made. The complaint must be in writing and should contain the following information:
- (a) date and place of the alleged Misconduct;
 - (b) the name of the Participant, Person or other party in respect of whom the complaint is made and (where applicable) his/her Club; and
 - (c) details of the alleged Misconduct (including brief details of the evidence to be relied upon).
- 8.1.2 The SRU Disciplinary Committee, may on its own accord, or pursuant to a written complaint under Regulation 8.1.1, appoint a Judicial Officer who is not in a position of conflict, to undertake such investigations as it may consider necessary into incidents that constitute or may be capable of constituting Misconduct involving any Participant, Person and/or Club within SRU's jurisdiction and determine whether a Hearing is required ("Investigation Officer"). Every Club, Participant and Person shall be obliged to cooperate with any such investigations, referrals and/or hearings and a failure to cooperate with such investigation may itself constitute Misconduct under WR Regulation 20.
- 8.1.3 If Investigation Officer determines after investigation and recommends to the SRU Disciplinary Committee that the Incident should be referred to a Hearing before a Judicial Panel in relation to an Incident of Misconduct, the SRU Disciplinary Committee Chairman shall convene a Hearing for such Incident, as soon as possible, based on the procedures set out here.
- 8.1.4 The general procedures relating to hearings before the Judicial Panel and appeal process shall apply.
- 8.1.5 The Judicial Panel shall deal with cases involving alleged Misconduct as soon as practicable.
- 8.1.6 The standard of proof and sanctions in respect of Misconduct matters shall be those prescribed by WR Regulation 20.