



Disciplinary Policy

Part I: Objective

To identify the disciplinary procedures and sanctions Pétanque Australia licenced players will be subject to who are alleged to have failed to meet the standard of behaviour as provided in Pétanque Australia By-Laws, policies, procedures, instructions or codes of conduct.

Part II: Field of Application

- 1 This policy applies to licenced players acting as: Directors, Players, Coaches, Officials, and Committee Members of Pétanque Australia, its affiliated Member Clubs or State Leagues while engaged in the activities of Pétanque Australia.
- 2 Disciplinary matters arising within the business, activities or events of Clubs, Leagues or affiliates of Pétanque Australia shall be dealt with using the disciplinary policies and mechanisms of such organisations before being referred to Pétanque Australia.

Part III: Definitions

- 1 **Hearing:** The process of hearing complaints or reports of misconduct or breaches of rules, policies, codes or procedures by a Panel appointed to rule on such behaviour.
- 2 **State Hearings Tribunal:** A Panel consisting of individuals, as described in Part VI 4.b of this policy, who will hear and rule on matters referred to it.
- 3 **Criteria:** A standard on which a judgment or decision may be based.
- 4 **Days:** Shall mean calendar days.
- 5 **Guideline:** An indication or outline of policy or conduct. A guideline allows some discretion for change.
- 6 **Respondent:** The person or body that made the decision being appealed.
- 7 **Procedure:** An authoritative rule dealing with details or procedures.
- 8 **Responsible Adult:** Where the defendant is a minor, a parent, guardian, or older adult of the minor's choice, who may speak on behalf of the minor, as referred to in Part IV 15.
- 9 **Rule:** The law prescribed by the members or on behalf of the members
- 10 **Code of Conduct:** Basic rules and regulations that reflect the standard of behaviour, which is expected of all Pétanque Australia members.
- 11 **Disciplinary Sanctions:** Penalties or sanctions identified within this policy which are applied to Pétanque Australia members who do not meet the standard of behaviour contained with the Code of Conduct.

Part IV: Principles

1. Sporting Principles

Pétanque Australia seeks to consistently apply sound Sporting principles to its Tournaments.

Pétanque Australia believes in:

1 Fairness

Everyone should be given an opportunity to pursue his or her goals and aspirations. Fairness is:

- a not just a way of behaving, it is also a way of thinking,
- b is about operating within the letter and spirit of the rules, and
- c are making informed and honourable decisions on and off the piste.

2 Safety

Everyone has the right to work and participate in an environment that is physically and emotionally safe.

3 Respect

Everyone should:

- a recognise the contribution of every other person,
- b treat everyone with dignity and courtesy, and
- c take care of the environment, equipment and property.

4 Responsibility

Everyone should take responsibility for their actions and be a positive role model on and off the field.

2. Disciplinary Principles

- 1 Pétanque Australia is committed to providing a sports environment, which is characterised by values of excellence, fairness, integrity, open communications and mutual respect.
- 2 Pétanque Australia believes that these values and ideals should guide all our communications and actions, and that such conduct is in the best interest of all who participate in the sport of Pétanque.
- 3 Pétanque Australia believes that with membership comes certain responsibilities and obligations, including but not limited to, complying with the Codes of Conduct, by- laws, policies, rules and regulations of Pétanque Australia.
- 4 Pétanque Australia believes the expected standard of behaviour must be clearly communicated to all Pétanque Australia Member Clubs and licenced players and those sanctions must fit the degree of inappropriate behaviour.

Part V: Policy Statement

- 1 Pétanque Australia licenced players will at all times conduct themselves in a manner that reflects the highest standards of behaviour arising within the business, activities or events of Pétanque Australia.
- 2 Members who fail to meet these standards will be subject to disciplinary sanctions.

Part VI: Provisions

1. Disciplinary Policy

This Disciplinary policy replaces all existing documents and is the only Pétanque Australia Disciplinary Policy. This policy outlines the process and procedures for dealing with breaches of Pétanque Australia rules, policies, guidelines, regulations, local rules etc., including:

- 1 Pétanque Australia Constitution
- 2 Pétanque Australia By-Laws
- 3 Pétanque Australia Policies, Procedures and Guidelines
- 4 FIPJP International Rules of the Game of Pétanque
- 5 Petanque Australia Local Rules
- 6 Pétanque Australia Codes of Behaviour

2. Power of Umpires

As well as the decisions that an umpire can take to ensure the application of the rules of the game, the umpires can take the following decisions:

- 1 Issue a warning, temporary exclusion of player(s), or a team.
- 2 Exclusion of player(s) or team(s) from a competition.
- 3 Withdrawal of player's license.

3. Power of the Tournament Director and Tournament Jury

The Tournament Director appointed by the Organising Committee will assume full control of the event and will ensure that all Petanque Australia rules, regulations and local rules are followed and respected.

The Tournament Director will liaise with the Umpire of the day, checking that all instructions from the Tournament Organizer and Tournament Flyer do comply with Petanque Australia rules, local rules and administrative regulations.

The Tournament Director and/or the Tournament Jury (Composed of 3 members minimum & 5 maximum), jury including the tournament director as chair and the umpire of the day, can take the following decisions:

- 1 Issue a warning
- 2 Temporary exclusion from the competition
- 3 Withdrawal of a license
- 4 Player not allowed playing for 30 days maximum in any events, with immediate effect as long as the President of the State League Hearings Tribunal is advised within the next 3 days and accepts the sanction within 5 days following the incident.

Jury: refer to art. 40 Petanque Australia (FIPJP) rules of the game and its local rules

4. Hearings Tribunals

a. State League Hearings Tribunal – Only -

- 1 The State League Hearings Tribunal panel members will be selected from a list of nominees to the State League Tribunal pool (see Part VI 4.a .2).
- 2 The Ideal State League Tribunal pool should include representation from all affiliated member clubs of that State League. Each State League Committee will ensure that their State League Tribunal pool has at least ten (10) names. Affiliated Member Clubs nominating individual licensed players for the pool will do this when called for by the State League Secretary.
- 3 A State League Tribunal pool member is named by the State President to chair the State League Hearings Tribunal. The State President will establish a rotational list of the State League Tribunal pool members in September of each year. State League committee members cannot be part of the State League Hearings Tribunal pool. The Chair will be rotated through the list unless there is a reason that the individual may not be able to take on that responsibility, such as including but not limited to conflict of interest, sickness, work, and personal commitments.
- 4 The State League Hearings Tribunal will consist of:
 - a State League Tribunal pool member nominated to chair the Hearing, and will vote only in the case of a tie;
 - b Four members selected from the State League Hearings Tribunal pool by the State League Committee;
 - c No two members of the State League Hearings Tribunal will come from the same affiliated Member Club.
 - d The State League Hearings Tribunal will consist of individuals who have no personal or professional involvement in the matter under appeal.

5. Power of the Hearings Tribunal

a. State League Hearings Tribunal

- 1 The State League Hearings Tribunal has the power to judge all disciplinary breaches committed, by all players, following the report of an Umpire, Committee Member of the League, or a Tournament Organiser.
- 2 It has the power to deal with all breaches of rules committed:
 - a In its State, whoever is the offending player, on report by Umpires, State Committee Member, or a Tournament Director.
 - b Without limitation of territory for a licensed player of its League who has committed an offence not reported to the State League Hearings Tribunal, where the offence was committed.

Eg. Incident in Victoria for a NSW player, without a report from the Victorian authorities.
- 3 The State League Hearings Tribunal has the power to apply disciplinary sanctions.

6. Power of Appeals Tribunal

One single National Appeals Tribunal will deal with all judgments made by the State Hearing Tribunals.

a. National Appeals Tribunal

- 1 The National Appeals Tribunal has the power to deal with all judgments made at hearings by any State Hearings Tribunal.
- 2 The National Appeals Tribunal has the power to apply disciplinary sanctions.

7. Mandate of Tribunal Appointments

The appointments are to be for a period of 3 years.

8. Reports

- 1 Umpires, Committee Members, Tournament Organisers' reports relating to incidents and complaints must be sent to the Chair of Hearings Tribunal within 5 days of the incident occurring.
- 2 Those reports must be as clear as possible and carry the names, addresses and signatures of witnesses. If licenses have been taken, they should be sent as well.
- 3 In the eventuality that the State League Hearings Tribunal is made aware of an incident that needs a disciplinary hearing, without having received a report, the committee can deal with the incident, no more than 30 days following the incident.
- 4 when a report has been written, the Chair of the State League Hearings Tribunal will determine if it is necessary to call the Hearings Tribunal. If it is the case, the Hearings Tribunal will have to take a decision within 3 months after receipt of the report.
- 5 in the case where the player concerned by a withdrawal of license has refused to cooperate, the State League Hearings Tribunal will have to meet and the withdrawal will be of 2 months minimum.

9. Meetings

Each Tribunal is to meet by request of its Chair and a minimum of 4 members must be present. Their decisions are taken by a vote (majority), in case of a tie; the Chair has the casting vote.

10. Exclusion from Sitting on a Committee

The Members of Disciplinary or Appeals Tribunals created to deal with matters cannot sit on that Tribunal if they are involved in the matter. In a given matter, a member cannot sit on more than one Tribunal.

11. Sanction in Case of Indiscretion

The Members of a Tribunal must show total discretion and confidentiality at all time, with the facts, and any information that they have received due to their function. For breach of this rule, the Member will be expelled from the Tribunal concerned.

12. Investigation of Certain Matters

The Chair of the National Appeals Tribunal can nominate an Executive Member of Pétanque Australia to investigate certain disciplinary matters. No PA Executive Members are to be nominated in the following case:

Matters heard by a Hearings Tribunal.

13. Report from the Pétanque Australia Executive Member

The PA Executive Member after reading the file is to send a report to the Hearings Tribunal concerned within 1 month from his appointment.

14. Summons to Appear in Front of Hearings Tribunal

- 1 Once the date of the hearing has been set, the Secretary will by prepaid mail (at least 20 days before), copied to clubs concerned, request the presence of the party(ies) concerned.
- 2 The players will be advised in this letter that they can:
 - a Present written or verbal evidence
 - b Be assisted or represented by a lawyer
 - c Have access to all documents
 - d Inform, within 8 days, of the name of witness or experts that they intend to call. (At their own cost).
- 3 In case of urgency, the delay of 20 days mentioned above can be reduced to 8 days by decree of the Chair of the Hearings Tribunal.
- 4 To be valid the meeting of the Hearings Tribunal cannot be held in the presence of persons other than those mentioned in Part VI 2.3.

15. Minors

A responsible adult shall assist a minor in all proceedings under this policy.

16. Case where the Hearings Tribunal is involved

- 1 The Hearings Tribunal is to be advised in all the following cases:
 - a All breaches of the rules and failure to respect the Umpire's decisions.
 - b In case of physical threat or abuse (without injuries), threats, insults, bad language.
 - c In general for all behaviour not corresponding with the practice of the game and discrediting Committee Members, Tournament Organisers or any Pétanque Officer.
 - d Lack of respect towards any Pétanque Committee Members (of any sort).
 - e Incidents, physical violence, use of non-conformed boules, causing trouble during a competition, the offending players could be Sanctioned by the Jury, and License withdrawn) As per Part VI 3.3, the withdrawal of license by the jury cannot exceed 30 days. The decision will have to be approved within the next 5 days by the Chair of the Hearings Tribunal.
- 2 In case of summons to appear in front of the Hearings Tribunal, the Chair (or the person replacing him) of the Hearings Tribunal will automatically increase the withdrawal of license until the date of the meeting.
- 3 In both cases, the decision will have to be taken within 5 days of the notice. In case of summons to appear in front of the Hearings Tribunal, the extension of withdrawal of license will have to appear on the notice. The extension of withdrawal of license will be taken into account in the sanction.
- 4 The Hearings Tribunal will have to make a decision within 3 months of the notice of the incident.
- 5 The Club President of the player must receive copies of notifications and summons to appear sent to the player.

17. Hearing

- 1 within 7 days of receiving the incident report, the Secretary shall forward the report to the President, who shall convene the Hearings Tribunal.
 - a The Hearings Tribunal shall be made up in accordance with Part IV 5.a & b.
 - b The Hearings Tribunal will consist of individuals who have no personal or professional involvement in the matter under review; and
 - c Where possible the composition of the Hearings Tribunal should respect the language of the parties involved.
- 2 The Hearings Tribunal shall hold the hearing as soon as possible, but not more than 21 days after the incident report is first received by the Secretary.
- 3 The Hearings Tribunal shall govern the hearing as it sees fit, provided that:
 - a the individual being disciplined shall be given 10 days written notice (by courier or fax) of the day, time and place of the hearing. The Panel may decide to conduct the hearing in person or by telephone or videoconference;
 - b the individual being disciplined shall receive a copy of the incident report or in the case of Harassment Complaints a copy of the Investigation Report;
 - c the President will advise the nominated Chair for the Tribunal;
 - d a quorum shall be 4 Tribunal members;
 - e decisions shall be by a majority vote; the Chair carries a deciding vote in the case of a tie;
 - f the individual being disciplined may be accompanied by a representative;
 - g the individual being disciplined shall have the right to present evidence and argument;
 - h the hearing shall be held in private;
 - i the Tribunal may request that witnesses to the incident be present or submit written evidence;
 - j once appointed, the Tribunal shall have the authority to abridge or extend time lines associated with all aspects of the hearing when it is reasonably required.
- 4 The preceding provisions may be modified, or added to, as required by the provisions of any other pertinent Pétanque Australia policy such as those dealing with harassment, doping, personnel, or event specific matters.
- 5 Where the alleged offender acknowledges the facts of the incident, he or she may waive the hearing, in which case the Tribunal shall determine the appropriate disciplinary sanction. The Tribunal may hold a hearing for the purpose of determining an appropriate sanction.
- 6 If the individual being disciplined chooses not to participate in the hearing, the hearing shall proceed in any event.
- 7 After hearing the evidence presented the Hearings Tribunal shall determine:
 - a that the complaint is without merit;
 - b that the complaint was brought forward in a vexatious manner; or
 - c that the complaint is valid and apply appropriate disciplinary action.

18. Absence or Lateness of the Defendant to the Meeting

- 1 Only once and under exceptional circumstances, can the meeting be postponed. The report of the hearing cannot exceed 10 days.
- 2 In case of absence of the defendant at the date and time fixed (1/2 hr delay), the committee will sit and will take its decision by default, as long as the defendant is well aware of the date and time of the hearing.
- 3 If the defendant is unaware, a new hearing will have to be held in the 30 days following, advice sent by prepaid mail, with copies to the clubs, at least 20 days before the new hearing.

19. Judgement on Documents or Investigations

- 1 Depending on the facts, the Hearings Tribunal will be able to judge on documents or order an inquiry including:
 - a interviews and questioning of the defendant, who can be alone or be represented as per the rule of the law, or even by a licensed member of PA not under a sanction,
 - b the possibility to hear all persons that the Tribunal would judge necessary. These are the only persons, for whom expenses can be paid,
 - c hearing of witnesses called by each party, but only after agreement of the Chair of the Tribunal, and
- 2 The tribunal may if it judges it necessary ask one of its members to investigate the matter during the hearing.

20. Adjournment of a Case

A case can only be adjourned once; the adjournment cannot exceed 10 days.

21. Sanctions

- 1 Actions:
 - a the complaint is without merit, no sanctions
 - b the complaint was brought forward in a vexatious manner; this is considered a major infraction and the individual bringing the complaint forward will be subject to the same sanctions had the complaint been found to be valid.
 - c the complaint is valid; the Hearings Tribunal may apply the following disciplinary sanctions singly or in combination, for major infractions:
 - i A Warning
 - ii Sporting penalties (Temporary exclusion or total exclusion from a competition; temporary withdrawal of license etc...)
 - iii An Official warning
 - iv Withdrawal of license for a specific period.
 - v Fines
 - vi Exclusion from Pétanque Australia; permanent withdrawal of license.
 - vii other sanctions as may be considered appropriate for the offence
 - d The preceding sanctions may be modified, or added to, as required by the provisions of any other pertinent Pétanque Australia policy, such as those dealing with harassment, doping, personnel or event-specific matters.

- e In applying sanctions, the Hearings Tribunal may have regard to the following aggravating or mitigating circumstances:
 - i the nature and severity of the offence,
 - ii whether the incident is a first offence or has occurred repeatedly,
 - iii the individual's acknowledgement of responsibility,
 - iv the individual's extent of remorse,
 - v the age, maturity or experience of the individual, vi the individual's prospects for rehabilitation.

22. Hearings Tribunal Deliberation

- 1 All decisions are taken by a majority vote of member's present. In case of equal votes, the Chair has the casting vote. Voting by proxy is not allowed.
- 2 The Hearings Tribunal can deliberate if a minimum of 4 members is present.

23. Decision of the Hearings Tribunal

- 1 The decision by a Hearings Tribunal is taken without the presence of the player, his/her lawyer any witnesses or of the PA Executive Member. The Chair and Secretary of the Tribunal sign the decision.
- 2 The Hearings Tribunal should make and give its decision immediately to the affected parties. Any decision will be accompanied by reasons.
 - a Immediate, verbal decisions will be followed with a written statement of the decision and the reasons within one week;
 - b In complex cases requiring more time, the Hearings Tribunal will provide their decision and reasons no later than seven (7) days after the hearing. Once a decision is reached it will be communicated verbally with a written statement of the decision and reasons within one week by mail; and
 - c The decision of the Hearings Tribunal must include reference to the next procedural step available to the affected party (eg. Pétanque Australia's National Appeals Policy) and the timeframe applicable to respond.
- 3 Unless the Hearings Tribunal decides otherwise, any discipline sanctions applied shall take effect immediately.
- 4 The decision is notified to the President of the State League by prepaid mail (a copy is sent to the Club President) at the latest 10 days after the date of the hearing of the Hearings Tribunal.
- 5 A copy of the report will be forwarded to Pétanque Australia who will keep a record of all Discipline decisions. After each discipline hearing, the Hearings Tribunal should provide any administrative and procedural recommendations it deems necessary to Pétanque Australia.
- 6 Recommendations made by the Hearings Tribunal to Pétanque Australia shall be acknowledged, by the Secretary to the Hearings Tribunal, as received within seven days.
- 7 The player must in case of withdrawal of licence, return it to his/her State League within 48hrs. In the contrary, the starting date for the sanction will only apply at the reception of the license.
- 8 Pétanque Australia will advise FIPJP in the case of any licence withdrawal.

24. Delay to Notify the Sanction

The Hearings Tribunal must make a decision within 3 months of having been advised of the case.

25. Disciplinary File

- 1 A disciplinary file created by PA must be used for the tracking of each matter. The documents contained in the file will enable at the national level to see the reports and sanctions applied for consistency.
- 2 This form will be completed at each level of intervention. A copy will be sent to National Appeals Committee to update the list of sanctioned committee members and players. This list will be sent regularly to the PA Secretary for publication.

26. Suspended Penalties

- 1 A suspended penalty may be applied; particularly if it is the first time in front of the Hearings Tribunal.
- 2 In case of a new summons to appear in front of the Hearings Tribunal, the suspended penalty will become a full penalty and will be added to the new penalty imposed.

27. Penalty reduction

- 1 A penalty reduction can be applied only when half of the full penalty has been served, the request must be addressed by prepaid mail.
- 2 The Hearings Tribunal is no longer allowed to rule on a case once a decision has been made; only the National Appeal Committee can rule on the matter. The decision will be communicated to the party by prepaid mail. The decision will have to be made within 3 months following the reception of the request.

28. Sanctions May be Increased

When the player, lodges an appeal, with the Appeals Tribunal, the sanction given by the Hearings Tribunal may be increased by the Appeals Tribunal.

29. Umpire's Hearings Tribunal

The National Director of Umpires is responsible for the performance of Umpires throughout Australia.

In the case misconduct or violations of Petanque Australia Constitution, Policies, Local rules, Procedures or Codes of Behaviour by an umpire, these matters will be referred to the State Hearings Tribunal from which the Umpire is a member.

30. Cost Relating to Summons to Appear

All costs related to expenses incurred when attending hearings are to be met by the members concerned.

31. Appeal Procedures

- 1 Except where otherwise provided, an appeal of any disciplinary matter will be done according to the Appeals Policy of Pétanque Australia
- 2 Sanctions imposed by the Hearings Tribunal will remain in effect until such times as the Appeals Tribunal has rendered a decision.

Part VII: Reviews and Approval

Pétanque Australia Executive shall review this policy as necessary.

Part VIII: Annex A – Penalty Code

1. Possible penalties

Possible penalties

- 1 Warning
- 2 Sporting penalty
- 3 Final warning
- 4 Financial penalties
- 5 Withdrawal of license
- 6 Life ban

2. Persons or Committee who can award a Penalty

a. Umpires

- 1 Cancellation of boules played or to be played.
- 2 Temporary exclusion from a competition (one game or more)
- 3 Exclusion from a competition
- 4 Withdrawal of licence followed by a report within 48 hrs to the relevant Hearings Tribunal.

b. Jury of a Tournament

- 1 Warning
- 2 Immediate withdrawal of license
- 3 30 days maximum of withdrawal as long as the State League President (or a member of the State Hearings Tribunal) is advised within 3 days following the incident. Once he has approved the penalty, he needs to advise the party within 5 days following the incident, informing the party that it can appeal to the appropriate Appeals Tribunal.

c. Hearings Tribunal

The Hearings Tribunal acts on the reports from the Umpires, Committee Members, or Tournament Organisers, received in the 5 days following the incident, or on the basis of the decision made by the Tournament Jury, received in the 3 days following the incident.

d. Special cases

- 1 Penalties taken immediately by the Jury and approved by the State League President
 - a Automatically gives the right to appeal by the party concerned to the National Appeal Committee. The committee will have to give a decision within 3 months following the incident.
 - b The Appeal will have to be addressed, by prepaid mail to the State League President of the Hearings Tribunal, within 5 days following reception of the notice.
- 2 In the case of penalties given by the Jury of the Australian Championship, the appeal will have to be addressed to National Hearings Tribunal.

3. Prohibited products

Petanque Australia sanctioned tournaments will be subject to the disciplinary procedures outlined in PA-Pol: 2.11.0.0 Anti-Doping Policy.

4. Absence from Disciplinary or Appeals Tribunal Meetings

All Committee Members chosen or elected must assist at the meetings called by the President of the Committee.

- a After 3 consecutive absences non-justified or for a reason not acceptable by the Committee, the Member will be excluded from the Committee.
- b The member will be advised by prepaid mail in the 10 days following the 3rd absence, by the President or Secretary of the committee.
- c An Executive Member sitting on a Committee cannot be excluded without the agreement of the PA Executive.

5. Offences Bringing Penalties

a. As A Licensed Player

1 Category 1:

- a Failure to comply with of the rules of the game
A warning.
- b Second incident of failure to comply with the Rules of the Game
Temporary or Permanent exclusion from the competition.

2 Category 2:

- a Game not played correctly in competition, as determined by the Umpire or Tournament Director.
- b Change of player during a competition.
- c Playing for money (any way or form) at a competition venue and during the competition.
- d Failure to comply with the dress code, provocation, disturbance (excluding obscene gestures, verbal threat, pushing, trying to hit someone).
- e Buying a game during competition.
- f Writing, publication, or speech in public with the intention of defaming PA or to bring the game into disrepute or to defame its Committee Members.
- g Abuse or insults towards a player or a spectator.
Withdrawal of license for 3 Months + \$50 fine

3 Category 3:

- A Holding 2 license or a false license
- b Giving false information to obtain a license
- c Excessive language or unacceptable behaviour towards an umpire or committee member.
- d Verbal threat, aggressive behaviour, obscene gesture, pushing voluntary, trying to hit a player or spectator.

Withdrawal of license for 6 Months + \$100

4 Category 4:

- a Theft (money, clothing, trophy, boules etc)
- b Destruction of official documents (Registration, draw) or material (Control table).
- c Verbal threat, aggressive behaviour, obscene gesture, trying to hit an Umpire or Official (Committee Member).
- d Intentionally pushing, spitting at an Umpire or a Tournament Official

Withdrawal of license for 1 Years + \$100 Fine

5 Category 5:

- a Writing, publication or public speech with the intention to defame PA or bringing the game into disrepute and defaming Committee Members, this with the intention of public distribution.
- b Physical attack, without injury, and not needing to stop work against a player or spectator.
- c Lending irregular boules, re-heated boules
- d Stealing money while in charge of a club, league or Federation.
- e Stealing money during the organisation of an Official competition.

Withdrawal of license for 3 Years + \$400 fine

6 Category 6:

- a Physical attack with injuries, leading to inability to attend work for 5 working days or more, (Medical certificate) against an Umpire, Official or Committee Member, during or not during the exercise of his/her duties.
- b Usage of irregular boules, re-heated
- c Refuse of accepting a control of boules.

Withdrawal of license for 5 Years + \$500 fine

b. As A Committee Member

- 1 Failure to comply with or to apply PA rules and regulations (By-laws)
- 2 False declaration or engaging in a false declaration
- 3 Organisation of a competition without the agreement of the League or PA
- 4 Refusal to apply the decisions taken during the AGM.
- 5 Refusal to apply PA Executive directives.
- 6 Authorisation of "Money games" on the piste during an official competition.
- 7 Trying to induce a player to change club with donations of goods or money.

1st offence: Warning to 6-month suspension as a committee member.

2nd offence: 1-year suspension as committee member.

3rd offence: Life suspension as a committee member.

6. Financial penalties

a. 1st offence:

- 1 The players through their Club will pay the fine.
- 2 Financial penalty will have to appear on the notification of sanction with indication of form of payment.
- 3 Fine will have to be paid within 30 days of reception of the notice of sanction. (The non-respect of this close will bring an increase of the sanction equal to the time lapse between the 30 days and the date of payment).
- 4 Fine will be cashed by the League or PA in function of which Disciplinary committee has applied the sanction.
- 5 In case of appeal, if the sanction is cancelled in its totality or the category modified, the totality or the difference of the fine will have to be reimbursed within the next 15 days after notification from the Appeal committee.

b. Repeat Offences

Clubs are responsible for the control of their members. To ensure that Clubs control their licensed members, in case of repeat violations of the rules and regulations by the same player the Club will receive the same sanction.

- 1 The penalty (fine) will be mentioned on the notice of sanction sent to the Club.
- 2 The Club will have 30 days to pay the fine to the League or PA in function of which Disciplinary Committee has imposed the fine.
- 3 The Club has 10 days to appeal following reception of the notice. PA National Appeal Tribunal may hear the appeal.

7. Non-application, non-respect of rules committed by Umpires

Only the competent Umpire Commission can rule on the conduct of Umpires. After advice from the State Commission, the following sanctions relative to umpiring can be applied.

- 1 Warning
- 2 Non nomination for certain competition (State or National Championships)
- 3 Non designation for a period
- 4 Retrograding
- 5 Proposition for expulsion as an Umpire

8. Suspended sentence

- 1 even with the existence of the codification of sanctions, once the offence is committed; the Hearings Tribunal will still have the option to apply "suspended sentences".
- 2 in this case, they will be able to apply part or totality of the sanction suspended, or adds to the sanction a suspended sentence equal to the maximum at the full sanction.