

## GAME PARTICIPANTS MUTUAL RESPECT POLICY

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| Policy number      | S003/14                                | Version               | 1        |
| Drafted by         | Dean Russell                           | Approved by Board on  | 31/07/14 |
| Responsible person | Sport Manager<br>Tournament<br>Manager | Scheduled review date | 01/11/14 |

### INTRODUCTION

New South Wales Touch Association (NSWTA) has a firm view that our sport is to be inclusive and respectful of all stakeholders and participants. We will provide the requirement for a safe and harassment free environment for all participants. NSWTA is committed to ensuring all parties be they Referees, Coaches and/or Players and Officials are afforded respect and courtesy for their roles within the game by and to each other.

This protocol comes as a result of a joint meeting and input from some of the games top end Referees, Coaches and Players who share the concerns of the NSWTA in the level of abuse that has crept into the game. All agreed that there is a need to modify behaviours in relation to abuse of referees and officials. This protocol applies to all of those involved in a NSWTA tournament including players, coaches, managers, officials and spectators.

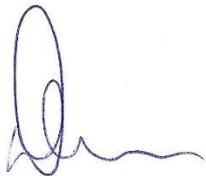
### PURPOSE

This protocol seeks to ensure that all stakeholders in our game, Referees, Coaches and Players provide purposeful respectful engagement for the enhancement of the game itself. It is to aid the NSWTA in following the purpose of the provision of an inclusive, safe and fair sporting environment that will enhance the attraction of an individual to become a Referee, a Coach or a Player.

### POLICY

All members be they Referees, Coaches, Players, Office-bearers and/or spectators have an obligation to be conversant with this protocol and both the NSWTA and TFA member Protection Policy. This protocol supersedes the previous protocol referred to as 'Zero Tolerance Policy'.

### AUTHORISATION



Dean Russell- General Manager  
NEW SOUTH WALES TOUCH ASSOCIATION

## IN GAME ENGAGEMENT PROTOCOL

|                    |  |                       |          |
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### RESPONSIBILITIES

1. The Referees, the Coaches and the Players all agree to treat and interact with each other with respect and dignity throughout the game and post-game.
2. Following the toss of the coin referees will advise the captains of their expectations for the game. The Captains are to report to their team and coaches the referee's message prior to tap off.
3. Only the Captain and the Coach are permitted to engage with the referee during the game. This is to be done in a respectful and polite manner.
4. Referees will engage with the Captain and the Coach during the game. This is to be done in a respectful and polite manner and in consideration to the flow of the game as per rule 18 player note A (note this also applies to the coach)
5. NSWTA will have one page flyers promoting this protocol available at the tournament control areas and will undertake announcements at venues promoting the same.
6. Leading referees will work with via a mentoring process new and lower division referees to support them and aid in their development. This is to complement the work already undertaken by the NSWTA Referees Panel.

Any NSWTA Board member, Staff member, Referee Panel or identified Senior Mentoring referee has the right to approach a sub box to advise in a respectful and polite manner that personnel need to tone down the engagement with the field referees to avoid an incident report being lodged. This will occur where engagement is approaching an abusive or harassing nature.

Any warning may result in the offending person/s being cited to appear before the NSWTA Judiciary. On each warning the affiliate will be notified to undertake counselling with the offending person/s and put in place future preventative measures. The offending person will also be notified and advised that they will be under observation in coming games.

### PROCEDURES

#### In Game

In relation to communication with a Referee during the game, the Coach and/or Team Captain are able to engage with the referee in a respectful and polite manner and the Referee will make every effort to provide a quick and succinct response in consideration to the flow of the game as per rule 18 player note A (note this also applies to the coach). Once the response has been given in a respectful and polite manner, regardless of whether the Coach and/or Team Captain agrees the conversation is not to extend. No other players other than the Team Captain shall engage in this protocol.

If this protocol is breached on field by the Team Captain or another player referees are instructed to undertake the following procedure to ensure an abuse and harassment free environment.

**On first occurrence-** a penalty 10metres forward of the mark and general warning to Team Captain.

**On second occurrence-** a penalty 10metres forward of the mark and the offending player given 'forced substitution'.

**On third occurrence-** a penalty 10metres forward of the mark and the offending player given a 'period of time'.

**On fourth occurrence-** a penalty 10metres forward of the mark and the offending player to be 'sent off'. (see note 1) An incident report (see note 3) lodged and in this instance the offending player will receive a D2 Level 2 grading under the NSWTA Disciplinary Suspension Policy which carries a minimum 3 match suspension.

Any action by a participant that is deemed to be 'Strong to very strong offensive, insulting or abusive words, gestures or actions, including discriminatory, racist, religious, ethnic or sexist remarks'. Is to be dealt with by the referee in the normal manner as per the rules of the game.

If this protocol is breached by the Coach, team Management, Sub box or spectators referees are instructed to undertake the following procedure to ensure an abuse and harassment free environment.

**On first occurrence-** a penalty at the prescribed mark (see note 2) and general warning to Coach and Team Captain.

**On second occurrence-** a penalty at the prescribed mark (see note 2) and an on field player (Captain when applicable) given 'forced substitution'.

**On third occurrence-** a penalty at the prescribed mark (see note 2) and an on field player (Captain when applicable) given a 'period of time'.

**On fourth occurrence-** a penalty at the prescribed mark (see note 2) and the offending Coach/Team Management/Player to be 'sent off' (see note 4). An incident report (see note 3) lodged and in this instance the offending person will receive a D2 Level 2 grading under the NSWTA Disciplinary Suspension Policy which carries a minimum 3 match suspension.

**NOTE 1** Any action by a participant that is deemed to be 'Strong to very strong offensive, insulting or abusive words, gestures or actions, including discriminatory, racist, religious, ethnic or sexist remarks'. Is to be dealt with by the referee in the normal manner as per the rules of the game. That is the protocol may not be used in such incidents.

**NOTE 2** For breaches by the Coach, Team Management, Sub box or spectators penalty will be awarded to the non-offending team at the point of greatest advantage from where the incident took place. e.g. Should the non-offending team be defending in their own half the mark for the penalty would be 5 metres infield from the offending sub box on 10 metre in the

*oppositions half. If the non-offending team is in the attacking zone, the mark would be 10 metres forward of the current point of attack following the allowance of advantage.*

**NOTE 3** *Lodgement of incident reports by referees or officials of abusive or harassing behaviours may lead to a suspension or sanction including but not limited to a fine or suspension to the offending party and affiliate.*

**NOTE 4** *Any person sent off, whether it be from the field or from the sub box is to immediately retire a distance of no closer than 50metres from the teams sub box. For games played in venues that are enclosed by a fence, then they are to retire to behind the fence line.*

### **Half Time and Post Game**

At half time there is to be no engagement with the referees.

At completion of the game the Captain and the Coach are permitted to engage with the referees. This is to be done in a respectful and polite manner. They are entitled to ask in a respectful and polite manner for a clarification and the referees will in a respectful and polite manner provide a short succinct answer. The conversation should not escalate from there regardless if the Captain and or the Coach agree with the response. If the Coach wishes to further discuss with the referee/s they will be able to do so following the 30min cooling off period.

### **DISTRIBUTION/ALTERATION**

This policy shall be included in the event package provided to staff members/volunteers and State Referee Panel members.

A copy of this policy shall be available for reference at all NSWTA events.

A copy of this policy shall be available for NSWTA Regions and Affiliates.

A copy of this policy shall be available for referees at all NSWTA events.

A copy of this policy shall be provided to participants at all NSWTA events.

Any point in dispute in this policy shall be resolved by the GM.

### **RELATED DOCUMENTS/RESOURCES**

- NSWTA Constitution
- NSWTA Member Protection Policy – Code of Ethics
- NSWTA Disciplinary Suspension Policy

## IN GAME RESPECTFUL ENGAGEMENT PROTOCOL

New South Wales Touch Association (NSWTA) has a firm view that our sport is to be inclusive and respectful of all stakeholders and participants. We will provide the requirement for a safe and harassment free environment for all participants. NSWTA is committed to ensuring all parties, Referees, Coaches and Players are afforded respect and courtesy for their roles within the game. This protocol comes as a result of a joint meeting and input from the games top end referees, Coaches and Players. This protocol applies to all of those involved in a NSWTA tournament including players, coaches, managers, officials and spectators.



Referees will utilise the following protocol when dealing with instances associated with engagement that is non-accepting, abusive or deemed harassment and breaches the In Game Engagement Protocol.

The Coach and Team Captain can engage in respectful and polite interaction with the referee and once a response received it is accepted regardless of agreement or not. For escalation or involvement of other player/team management or spectator below applies.

|            |  |
|------------|--|
| 1st breach | • PENALTY & WARNING                              |
| 2nd breach | • PENALTY & FORCED SUB                           |
| 3rd breach | • PENALTY & PERIOD OF TIME                       |
| 4th breach | • PENALTY & SEND OFF<br>D2 LEVEL 2 (3 match min) |

*Lodgement of incident reports by referees or officials of abusive or harassing behaviours may lead to a suspension or sanction including but not limited to a fine or suspension to the offending party and affiliate.*

### Abuse and Harassment

**Abuse:** includes physical abuse and emotional abuse.

Examples of abusive behaviour include bullying, humiliation, verbal abuse and insults.

**Harassment:** is any type of behaviour that the person does not want and that is offensive, abusive, belittling and threatening.

Source: TFA Member Protection Policy, 2014

**NB. Extreme occurrences will be handled under normal rules of the game.**