



New Zealand
Indian Sports
Association Inc.

CODE OF CONDUCT

PURPOSE

The New Zealand Indian Sports Association is determined to maintain high standards of behaviour both on and off the field. This National Code of Conduct outlines the standards expected of players, coaches, managers, officials, umpires and player spectators in accordance with the laws of NZISA. The National Code of Conduct applies to the **representatives** as defined below.

REPRESENTATIVES/PARTICIPANTS

For the purpose of definition, representatives, where referred to in this document shall include players, coaches, managers, officials, umpires, spectators and player spectators.

SCOPE

NZISA has the power to take disciplinary action relating to an NZISA event for any incidents that occur on or off the field in the period from 24 hrs before the first game and 24 hrs after the last game of that event. (Covers players, spectators and management and covers incidents that occur outside the playing venue e.g. social, motel and restaurant.

The National Code of Conduct covers: all NZISA representatives on assembly and thereafter until release from official event or duties shall be bound by the code of conduct as follows:

- (a) Representatives must not indulge in unacceptable behaviour during any occasion. Without in any way limiting the generality of the term "unacceptable behaviour" examples are set out below:
 - (i) Assaulting or attempting to assault an umpire/referee, another player or any other official.
 - (ii) Abuse or use of crude or offensive language.
 - (iii) Engage in conduct detrimental to the standards upheld by NZISA or its members.
 - (iv) Assault, attempt to assault or abuse a spectator.
- (b) Representatives must not infringe NZISA rules written or verbal, relating to sponsorship, advertising, on any clothing or equipment.
- (c) Representatives shall not make any announcement or media comment without prior consent of NZISA.
- (d) Representatives shall not engage in any act, omission or conduct prejudicial to the interests of NZISA or bring any member into disrepute.
- (e) Representatives must observe the rules or instructions of the Team Management at any social function or event relating to the consumption of food and alcohol.
- (f) Representatives shall abide by the dress code set down by the Team Management for the particular occasion, i.e. field of play, official, or social events.
- (g) NZISA player uniforms or official dress attire shall be respected and worn with pride. Damage to or disregard of the uniform will not be tolerated.

Breach of this code of conduct will result in immediate suspension and other disciplinary action ruled by NZISA. Representatives will also be required to attend the Judicial hearing (at their expense) when required.

JUDICIAL COMMITTEE (JUDICIARY)

The purpose of the Judiciary is to deal with any matters arising from breaches of the Code of Conduct at NZISA tournaments and or from Association representatives.

Judicial Committees

Tournament Judicial Committee ("TJC") appointed prior to each NZISA Tournament or Event.

TJC shall comprise of 3 or 4 members.

(1) a pre selected member of the host club (2) the Secretary or a pre selected member of the previous host club (3/4) the President and/or their delegate (Tournament Controller).

Executive Judicial Committee ("EJC") is elected at the AGM and is accountable to the Executive Committee. EJC is used where a TJC is not appropriate or timely, or where TJC asks to defer matter to the EJC.

EJC shall comprise 3 elected executive members and the President. The three members shall be from different clubs. EJC can conduct their business by phone/email and face-to-face if practical. Two members of the EJC to retire by rotation at each AGM and 1 member to remain for continuity.

In all cases conflict of interest is to be avoided. In the case of conflict of if a elected member is not available two back up members are to be elected at the AGM from two other independent clubs. AGM to also elect convenor, (this is not to be the president).

JC members must undertake to be impartial and act in the best interests of NZISA irrespective of their club views.

Any changes to these Judicial Procedures shall be agreed at an NZISA Exec mtg.

Matters the Judiciary may deal with

The Judiciary may deal with incidents involving all individual representatives. Matters may be brought to the attention of the Judiciary either automatically through the accumulation of points via the card system or the award of a red card, written protest from Managers of teams or, as matters raised by way of written complaint to the Tournament Controller or President.

Complaints relating to matters that have been dealt with by a match umpire will not usually be considered, unless the umpire raises the complaint or the Association that is involved in the incident.

Except for a Red Card, the Judiciary may elect not to hear the matter.

The Judiciary will deal with complaints relating to the behaviour of whole teams, whether it is in respect of on or off the field incidents involving individual participants

Hearings of the Judiciary

These hearings will be conducted in a fair and just manner. Participants have the right to have a support person present; (the support person has no speaking rights) Participants can request any relevant witnesses as well as one character reference. Matters involving more than one person may be dealt with together.

Notice of hearing

Notice of Judicial hearings will be given to the participant, the secretary of the Association and the Team Management to which the participant is affiliated, as soon as possible after the need for a hearing becomes known. Wherever possible, written notice will be accompanied by verbal advice.

The notice must contain the charges to be considered, details of the complaint, copies of any written evidence to hand, i.e. umpires reports, letters of complaint etc.

Matters involving more than one person may be dealt with together.

Hearings may be held without the participant being present.

Participants have the right to be represented.

Basic procedures to be followed in judicial hearings

Each hearing will be conducted in a fair and just manner with proceedings being recorded. The following procedure will be adopted:

1. The members of the Judiciary will be introduced
2. Other parties at the hearing will be identified
3. The charges to be considered will be detailed
4. The participant will be asked to plead to the charges
5. The participant will be given the opportunity to make a statement

6. Other evidence will be considered i.e. umpires reports, Tournament Director Reports, hearing of witness etc.
7. The participant will be given the opportunity to make another statement
8. The Judiciary will consider the charges
9. The decision of the Judiciary will be delivered
10. Submissions on penalty will be received
11. The Judiciary will consider the penalty
12. The decision of the Judiciary will be delivered along with reasons thereof
13. The participant will be advised of the right of appeal and the consequences of the penalty
14. The Judiciary may adjourn or postpone a hearing.

Notice of penalty where hearing held

The outcome of the judicial hearing will be put in writing as soon as possible to the Association and the Team Management to which the participant is affiliated, and the other Association involved.

Communication of Judicial decisions to Associations

All Associations will be advised of details of the Judiciary's decision, along with reasons for the decision where appropriate.

Penalty Guidelines

Schedule 1 to this code of conduct contains suggested penalty guidelines for various offences. The guidelines are not prescriptive but are designed to enhance consistency in the determinations made by the Judiciary.

A suspended sentence provision is a tool, which the Judiciary can use when considered necessary. In addition, the Judiciary may find extenuating circumstances, which may necessitate the reduction of the sentences, lower than those suggested in Schedule 1.

Schedule 1

Main categories of offences and min/max potential penalties:

- On field incident
- Off-field incident e.g. social, motel, tournament venue
- Verbal abuse
- Physical abuse
- Disruptive behaviour
- Property damage
- Theft
- Bringing NZISA (name and image/brand) into disrepute

The range of penalties the JC can consider for the above offences are:

- Reparation costs
- Ban on participation at NZISA events for 0-5 years
- Apology – written and/or face-to-face

> NZISA is not limited to the above categories of offences.

> Under extreme or special circumstances, the JC can impose a life time ban e.g. excessive force, repeat offenders.

> Reparation costs are direct and quantifiable costs e.g. repair broken window, medical costs

Jury of appeal

The purpose of the Jury of Appeal is to deal with any appeals of the decisions of the Judiciary.

The Jury of Appeal shall be appointed by NZISA and comprise of three to five people. In all cases any conflict of interest is to be avoided.

Decisions of the Judiciary may be appealed to the Jury of Appeal provided that the appeal is made in writing and accompanied by a fee of \$200. The basis on which the appeal is being made must be clearly stated. The appeal must be made within 7 days of the date of notification.

The Appeal procedures shall be the same as for the Judiciary.