



# NATIONAL COMMUNITY FOOTBALL POLICY HANDBOOK

**APRIL 2022**



## **PURPOSE**

The National Community Football Policy Handbook aims to:

- A. make it easier for leagues, clubs, volunteers and other stakeholders to administer Australian Football at the State and community level;
- B. provide a framework for key organisational requirements in relation to Australian Football at the State and community level;
- C. address appropriate standards of behaviour and the prevention of discrimination and harassment in Australian Football at the State and community level; and
- D. encourage that the game of Australian Football is played in a fair manner and a spirit of true sportsmanship.

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## PART A – GENERAL

### 1. Definitions and Interpretation

#### 1.1 Definitions

In this Policy Handbook:

**Accreditation** (or **Accredited**) means:

- (a) in respect of a Coach, registration and accreditation (including re-accreditation) of a Person via Coach.AFL and otherwise in accordance with Section [4](#); and
- (b) in respect of an Umpire, registration and accreditation (including re-accreditation) of a Person via OfficialsHQ and otherwise in accordance with Section [5](#).

**Australian Football** has the meaning given to that term in the Laws of the Game.

**AFL** means Australian Football League (ACN 004 122 211).

**AFL Affiliate** means any league, association or body responsible for the organisation and conduct of Matches which is affiliated to the AFL, including a State Football Body.

**AFL Club** means a Club competing in an AFL Competition.

**AFL Competition** means each of the AFL's elite level national male and female Competitions (as the context dictates).

**AFL Listed Player** means a Player listed with an AFL Club on their primary or rookie list.

**AFL NSW/ACT** means AFL (NSW/ACT) Commission Ltd (ACN 086 839 385).

**AFL NT** means AFL (Northern Territory) Limited (ACN 097 620 525).

**AFL Queensland** means AFL (Queensland) Limited (ACN 090 629 342).

**AFL Tasmania** means Football Tasmania Limited (ACN 085 213 350).

**AFL Victoria** means Australian Football League (Victoria) Limited (ACN 147 664 579).

**Anti-Doping Code** means the AFL Anti-Doping Code adopted by the AFL which regulates the use and administration of drugs by Players competing in the Competitions conducted by a Controlling Body or such other code or policy adopted by a Controlling Body which has been approved by the Australian Sports Anti-Doping Authority.

**Appeal Board** means an appeal board established by a Controlling Body in accordance with Section [26.2](#).

**Appendix** means an appendix to this Policy Handbook.

**Appellant** means an appellant under Section [26.1\(b\)](#) and, where applicable, includes an Appellant's representative.

**Certificate** means a written statement from a physician or other medically qualified health care provider which attests to the result of a medical examination of a patient and can serve as evidence of a health condition including a Disability.

**Child Abuse** includes all forms of physical abuse, emotional or psychological abuse, sexual abuse, sexual exploitation, neglect or negligent treatment, grooming, commercial (e.g. for financial gain) exploitation, harassing behaviour, such as bullying or other exploitation of a Child or Young Person and includes any actions that results in actual or potential Harm to a Child or Young Person. Child abuse can be a single incident, but usually takes place over time.

**Children and Young People** means a person under the age of eighteen years. Child or Young Person shall mean a single person falling within the definition of Children and Young People.

**Citation Notice** means a citation notice in the form set out in [Appendix 8](#).

**Classifiable Offence** means a Reportable Offence specified in [Table 1](#) of [Appendix 1](#), which may be graded by a Controlling Body to determine an appropriate base sanction for that Reportable Offence.

**Club** means a club fielding a team in a Competition, including a Destination Club or Source Club.

**Club Officer** means a president, chairperson, vice president, vice chairperson, general manager, chief executive officer, football manager, Coach, board or committee member of a Club or any other servant or agent, whether formally appointed or not, who makes or participates in the decision making that affects the whole, or a substantial part, of the business or operations of a Club.

**Coach** means a senior coach, reserves coach, assistant coach, volunteer coach or any other Person holding, or seeking to hold, coaching responsibilities at a Club or Controlling Body who is Accredited (or required to be Accredited) in accordance with [Section 4](#).

**Coach.AFL** means the AFL's online coaching platform which incorporates the Accreditation portal for Coaches and a library of online training and other resources available to all Coaches.

**Competition** means any Australian Football competition conducted by a Controlling Body, including AFL Competitions and any Tier 1 Competition or Tier 2 Competition.

**Competition Management Platform** means PlayHQ or Footyweb (as applicable).

**Complaint Submission Form** means a complaint submission form in the form set out in [Appendix 5](#) or such other form prescribed by the Controlling Body from time to time.

**Conduct** means a Person's conduct in relation to a Reportable Offence, which will be assessed in accordance with [Appendix 1](#) and may be graded as "Intentional" or "Careless".

**Contact** means the level of contact in relation to a Reportable Offence, which will be assessed in accordance with [Appendix 1](#) and may be graded as "High/Groin/Chest" or "Body".

**Contingency** means any contingency related to or in any way connected with a Match.

**Contravening Person** has the meaning given to that term in [Section 10.2\(a\)\(i\)](#).



**Controlling Body** means:

- (a) the AFL;
- (b) an AFL Affiliate;
- (c) any league, association or body responsible for the organisation and conduct of Matches of Australian Football which is affiliated to an AFL Affiliate;
- (d) any league, association or body responsible for the organisation and conduct of Matches of Australian Football, which has determined to adopt and enforce this Policy Handbook or any part of this Policy Handbook.

**Declared Player** means a Player who has entered into a current, valid Standard Player Declaration with a Club.

**Deregistration** means removal of the registration or Accreditation of a Player or Football Official (**Deregistered** has the same meaning).

**Destination Club** means the Club to which a Player is Transferring.

**Destination Controlling Body** means the Controlling Body to which a Player is Transferring (or Football Official is transferring).

**Direct Tribunal Offence** means a Reportable Offence specified in Section 4 of [Appendix 1](#), which is referred directly to the Tribunal for determination without grading.

**Disability** means a disability as defined in the Disability Discrimination Act (1992) (Cth) or in any similar state-based legislation applicable to a particular Controlling Body including those disabilities listed in [Appendix 10](#).

**Disciplinary Officer** means a person appointed by a Controlling Body in accordance with Section [24](#).

**Disciplinary History** means the recorded history of any charges laid and sanctions imposed for Reportable Offence and Policy Breaches under Part E (Disciplinary) of this Policy Handbook in respect of a Person.

**Early Guilty Plea** means an early guilty plea submitted by a Person in relation to:

- (a) a Reportable Offence in accordance with Section [22.4](#); or
- (b) a Policy Breach in accordance with Section [23.5](#).

**Executive Officer** means a chief executive officer or head of a Controlling Body.

**Football Official** means a Club Officer, Disciplinary Officer, Umpire, Umpire escort or coach, Coach, trainer, team manager, interchange steward, water carrier, timekeeper, scoreboard attendant, runner, employee of a Club or any other Match official or person performing any duties (paid or unpaid) for or on behalf of a Club or Controlling Body.

**Footyweb** means the online competition management system operated by GameDay designed to assist Football Bodies with the management of their competitions and membership data.

**Game Permit** means a permit as defined under Section [3.7\(b\)\(i\)](#) (otherwise known as a ‘Type 1 permit’ and previously known as a ‘Match-Day Permit’).

**Harm** means any detrimental effect of a significant nature on a Child’s or Young Person’s physical, psychological or emotional wellbeing.

**Impact** means the impact of Conduct in relation to a Reportable Offence, which will be assessed in accordance with [Appendix 1](#) and may be graded as “Low”, “Medium”, “High” or “Severe”.

**Incident Referral Form** means an incident referral form in relation to an alleged Reportable Offence in the form set out in [Appendix 3](#) or such other form prescribed by the relevant Controlling Body from time to time.

**Interchange Agreement** means an agreement entered into between two or more Controlling Bodies allowing Players to participate in Matches between those Controlling Bodies under a Permit.

**Laws of the Game** means the Laws of Australian Football as administered and controlled by the AFL and set out at <https://www.afl.com.au/about-afl/laws-of-the-game>.

**Low-level Offence** means a low-level Reportable Offence specified in Clause [5](#) of [Appendix 1](#), which does not require grading.

**Match** means any Australian Football match played in a Competition.

**Match Review Officer** means a Match Review Panel comprising one Person.

**Match Review Panel** means a match review panel appointed pursuant to Section [22.2\(b\)\(i\)](#).

**Medical Report** means a medical report in the form set out in [Appendix 12](#) or such other form prescribed by the Controlling Body from time to time.

**Medical Specialist** means a doctor who has completed advanced education and clinical training in a specified area of medicine and includes a Paediatrician, Sports Physician or Controlling Body approved general medical practitioner.

**Notice of Appeal** means a notice of appeal in relation to an appeal under Section [26.3](#) in the form set out in [Appendix 7](#) or such other form prescribed by the relevant Controlling Body from time to time.

**Notice of Breach** means a notice of breach in relation to an alleged Policy Breach in the form set out in [Appendix 6](#) or such other form prescribed by the relevant Controlling Body from time to time.

**Notice of Charge** means a notice of charge in relation to an alleged Reportable Offence in the form set out in [Appendix 4](#) or such other form prescribed by the relevant Controlling Body from time to time.

**OfficialsHQ** means the AFL’s online umpire management platform which incorporates the Accreditation portal for Umpires and a library of online training and other resources available to Umpires.

**Paediatrician** means a medical practitioner who specialises in medical care and treatment for children and babies.

**Permit** means a Season Permit or Game Permit.

**Permit Committee** means a committee appointed under Section [3.11](#).

**Person** means a Club, Football Official, Player, Club member, parent or guardian of a Player, spectator of a Match or any other person reasonably connected to Australian Football and within the purview of this Policy Handbook.

**Physical Size Considerations** means, in respect of a Player, a body mass index (i.e. weight (in kilograms) divided by height (in metres squared)) below the 5th percentile for that Player's age as measured by a sports dietitian, clinical exercise physiologist or other appropriately qualified Medical Specialist.

**Player** includes a player registered to play Australian Football for a Club and/or participate in a Competition, including a Declared Player or Underage Player.

**PlayHQ** means the AFL's online competition management system currently operated by PlayHQ designed to assist Controlling Bodies with the management of their competitions and membership data.

**Policy Breach** means a breach of any Section of this Policy Handbook (other than a breach constituting a Reportable Offence).

**Protective Equipment** has the meaning described in Law 9.1 in the Laws of the Game and will be categorised as Class 1 Protective Equipment, Class 2 Protective Equipment or Class 3 Protective Equipment as specified in [Appendix 11](#).

**Reportable Offence** means any reportable offence identified in the Laws of Australian Football, including the reportable offences specified in [Appendix 1](#).

**SANFL** means South Australian National Football League Incorporated (ABN 59 518 757 737).

**Season Permit** means a permit as defined under Section [3.7\(b\)\(ii\)](#) (otherwise known as a 'Type 2 permit' and previously known as a 'Local Interchange Permit').

**Serious Criminal Offence** means criminal offence falling within the scope of the list of offences set out in [Appendix 9](#).

**Source Club** means the Club from which a Player is Transferring, being the Club with which the Player is registered.

**Source Controlling Body** means the Controlling Body from which a Player is Transferring (or Football Official is transferring).

**Sports Physician** means a medical practitioner who specialises in the treatment of injuries resulting from athletic activities.

**Standard Player Declaration** means a standard player declaration or player contract:

- (a) in the form attached at [Appendix 13](#); or
- (b) in such other form as approved for use by a State Football Body or the AFL,

which sets out the details of a Player's arrangement to play for a Club.

**State Football Body** means each of the following AFL Affiliates:

- (a) AFL NSW/ACT;
- (b) AFL NT;
- (c) AFL Queensland;
- (d) AFL Tasmania;
- (e) AFL Victoria;
- (f) SANFL; and
- (g) WAFC.

**Tier 1 Club** means a Club competing in a Tier 1 Competition.

**Tier 1 Competition** means each of the following Competitions (male and female, as applicable):

- (a) Victorian Football League senior Competitions conducted by the AFL;
- (b) NAB League under 18s Competitions conducted by the AFL;
- (c) Tasmanian State League senior, reserves and under 18s Competitions conducted by AFL Tasmania;
- (d) SANFL senior, reserves and under 18s Competitions conducted by SANFL; and
- (e) West Australian Football League senior, reserves and under 18s Competitions conducted by WAFC.

**Tier 2 Club** means a Club competing in a Tier 2 Competition.

**Tier 2 Competition** means any Competition other than a Tier 1 Competition or an AFL Competition.

**Transfer** means the movement of a Player from one Club to another Club in accordance with Section [3](#) (**Transferring** and **Transferred** have the same meaning).

**Transfer Request** means a request to Transfer a Player which has been initiated in accordance with Section [3.2\(b\)\(i\)](#).

**Tribunal** means a tribunal established by a Controlling Body in accordance with Section [25.2](#).

**Umpire** includes a registered field, boundary, goal or emergency umpire.

**Underage Player** means a Player under eighteen (18) years of age as of 31 December in the year prior to that Player's applicable playing year.

**WAFC** means West Australian Football Commission Incorporated (ABN 51 167 923 136).

## 1.2 Interpretation

In the interpretation of this Policy Handbook, unless there is something in the subject or context inconsistent therewith:

- (a) words importing the singular will be deemed to include the plural and vice versa;
- (b) words importing persons will be deemed to include all bodies and associations, incorporated or unincorporated and vice versa;
- (c) headings are included for convenience only and will not affect the interpretation of this Policy Handbook;
- (d) “including” and similar words are not words of limitation;
- (e) a reference to a business day means any day, other than a Saturday or Sunday, or a public holiday;
- (f) words, terms and phrases not otherwise defined in this Policy Handbook will be given their ordinary meaning;
- (g) **[Guidance notes]** throughout the Policy Handbook are for guidance only and not operative terms of the Policy Handbook; and
- (h) this Policy Handbook includes this Policy Handbook as amended, varied, supplemented or replaced from time to time and any Appendix, schedule, attachment, annexure or exhibit to this Policy Handbook or that document.

## 1.3 Amendment

The AFL may from time to time amend this Policy Handbook as it in its absolute discretion deems fit.

## 2. Application

### 2.1 Laws of the Game

The Laws of the Game are adopted as part of this Policy Handbook and its terms are deemed terms of this Policy Handbook.

### 2.2 Governing body

The AFL is recognised by Sport Australia as the governing body responsible for the management and development of Australian Football in Australia. The AFL recognises the legislative and regulatory mandate of Sport Australia to develop sport and sporting excellence in Australia and to increase participation, including through the provision of funding, in accordance with the *Australian Sports Commission Act 1989* (Cth). Wherever reasonably practicable, the AFL adopts the guidelines, governance, accountability and transparency mechanisms promulgated by Sport Australia.

As part of the AFL’s recognition as the governing body responsible for the management and development of Australian Football, the AFL is committed to being accountable at the national level for providing all Persons with technically and ethically sound sport programs, policies and services. This Policy Handbook has been prepared having regard to that commitment and is formally endorsed by the AFL.

## 2.3 Responsibility of Controlling Body

A Controlling Body must:

- (a) adopt, implement and comply with this Policy Handbook;
- (b) subject to Section [2.4](#), make such amendments to its constitution, rules, regulations and by-laws as may be necessary to ensure the enforceability of this Policy Handbook;
- (c) use best endeavours to make this Policy Handbook available to each Person involved with or related to the Controlling Body and educate such Persons about this Policy Handbook and the consequences for breaches of this Policy Handbook;
- (d) promote and model appropriate standards of conduct at all times and in accordance with this Policy Handbook;
- (e) if required under this Policy Handbook, promptly deal with any breaches of this Policy Handbook or complaints made under this Policy Handbook;
- (f) monitor and adopt updates to this Policy Handbook as notified by the AFL from time to time.

## 2.4 Transition period

It is acknowledged that there may be a period of transition following the implementation of this Policy Handbook, where there may be inconsistencies between this Policy Handbook and a Controlling Body's constitution, rules, regulations and by-laws (**Local Rules**). While a Controlling Body is to use all reasonable endeavours to amend its Local Rules to ensure the enforceability of this Policy Handbook, to the extent of any inconsistency between this Policy Handbook and a Controlling Body's Local Rules, the Controlling Body's Local Rules will apply until 31 December 2022, or such later time as determined by the AFL.

## 2.5 AFL national policies, regulations and guidelines superseded

- (a) This Policy Handbook is intended to supersede the following AFL national policies, regulations and guidelines:
  - (i) Complaint and Investigation Guidelines dated June 2013;
  - (ii) Member Protection Policy dated June 2013;
  - (iii) National Age Dispensation Policy dated October 2018;
  - (iv) National Child Protection Policy dated March 2015;
  - (v) National Extreme Weather Policy dated June 2013;
  - (vi) National Gambling Policy dated June 2013;
  - (vii) National Coaching Accreditation Policy dated November 2018;
  - (viii) National Player and Official Deregistration Policy dated July 2021;
  - (ix) National Player Registration and Transfer Regulations dated March 2022;

- (x) National Vilification & Discrimination Policy dated February 2013;
- (xi) National Sexuality & Pregnancy Guidelines dated February 2013;
- (xii) National Social Media Engagement Policy dated June 2013;
- (xiii) National Injury Management Policy dated April 2019;
- (xiv) State and Territory Disciplinary Committee Guidelines dated 2021; and
- (xv) State and Territory Tribunal Guidelines dated 2021,

**(Superseded Polices, Regulations and Guidelines).**

- (b) Unless determined otherwise by a Controlling Body, the Superseded Policies, Regulations and Guidelines will have no further force or effect.
- (c) All AFL issued polices, regulations and guidelines other than the Superseded Policies, Regulations and Guidelines in effect at the date of this Policy Handbook, some of which are incorporated by reference in this Policy handbook, remain in full force and effect unless determined otherwise by the AFL.

## **PART B – ELIGIBILITY & REGISTRATION**

### **What is the purpose of Part B?**

- This Part sets out how someone can get involved in Australian Football as a Player, Coach or Umpire.
- Section [3](#) governs the registration and transfer of Players within Australian Football and aims to ensure the movement of Players is fair, transparent and consistent.
- Section [4](#) provides for the dispensation of a Player to participate in a Competition below their applicable age group where a disability and/or physical size considerations exist. A Player who wishes to apply for dispensation may make an application in accordance with Section [4](#).
- The national framework for the accreditation of Coaches and Umpires of Australian Football is set out in Sections [5](#) and [6](#). The framework is focused on improving Coach and Umpire education and Player safety at all levels of Australian Football and forms part of the AFL's commitment to creating a fun and safe environment for every Person to participate in Australian Football.
- The AFL is committed to providing a safe environment for all participants and Section [7](#), which deals with the deregistration of Players and Football Officials, provides a risk management framework and policy basis for the AFL and community football stakeholders to support that objective.

The points above are for background only and are not operative terms of this Policy Handbook.

## **3. Player registration and transfers**

### **3.1 Player eligibility**

#### **(a) Ineligibility**

A Player who is:

- (i) unregistered; or
- (ii) registered based on false or misleading information,

will be ineligible to play for a Club and/or participate in a Competition.

#### **(b) Age group eligibility**

- (i) The age eligibility requirements for a Player participating in a Competition are specified in the Australian Football Match Policy.
- (ii) A Player's Competition age group shall be based on that Player's age as at 31 December in the year prior to the applicable playing year.
- (iii) Upon request by a Controlling Body from time to time, a Player must provide evidence or confirmation of a Player's age from time to time.



*[Guidance note: For example, if a Player is 11 years of age as at 31 December 2021 then that Player's Competition age group for the 2022 calendar year will be Under 12s (assuming single age groups).]*

(c) **Playing in multiple Competitions**

Unless otherwise specified in this Policy Handbook, a Player who is 14 years of age or older as at 31 December in the year prior to their applicable playing year will not be eligible to participate in both a male Competition (or Competitions) and a female Competition (or Competitions) concurrently or interchangeably.

*[Guidance note: This Section prevents a Player who has reached 14 years of age from participating in a male Competition and a female Competition at the same time or switching back and forth.]*

## 3.2 Registration and transfer process

(a) **Registration**

- (i) A Player must be registered via the Competition Management Platform to play Australian Football for a Club and/or participate in a Competition.
- (ii) A Player may only register under one name and must not submit multiple concurrent registrations. Clubs must monitor compliance with this Section [3.2\(a\)\(ii\)](#).
- (iii) Each Player registration must be submitted electronically via the Competition Management Platform by the Player or, where the Player is an Underage Player, by that Player's parent or legal guardian.
- (iv) For a Player registration to be active, the Club must accept the Player registration via the Competition Management Platform.
- (v) Unless otherwise specified in this Policy Handbook, the Player registration period in respect of each season commences on 1 November.

(b) **Transfer**

- (i) Subject to Section [3.2\(b\)\(ii\)](#), a Transfer may be initiated by:
  - (A) a Player; or
  - (B) where a Player is an Underage Player, that Player's parent or legal guardian; or
  - (C) a Destination Club with the Player's consent,  
submitting a Transfer Request electronically via the Competition Management Platform.
- (ii) A Transfer must not be initiated in respect of a Player who is subject to a Permit.
- (iii) Once a Transfer Request is submitted under Section [3.2\(b\)\(i\)](#), notification of the Transfer Request will be automatically sent via the Competition Management Platform to the Source Club.

- (iv) Subject to Sections [3.2\(b\)\(v\)](#) and [3.2\(b\)\(vi\)](#), a Transfer Request must be submitted between:
  - (A) 12:01am (AEDT) on 1 November and 11:59pm (AEDT) on 30 November during the calendar year preceding the relevant season; or
  - (B) 12:01am (AEDT) on 1 February and 11:59pm (AEST) on 30 June during the calendar year of the relevant season,
 (the **Transfer Periods**).
- (v) A State Football Body may permit an intrastate Transfer Request, or the relevant State Football Bodies may jointly permit an interstate Transfer Request, outside of the Transfer Periods where:
  - (A) exceptional and compelling circumstances apply to the Transfer Request; or
  - (B) the '24-month rule' set out in Section [3.4\(c\)](#) applies to the Transfer Request.
- (vi) The Transfer Periods are not applicable to the Northern Territory Football League Competitions conducted by AFL NT.

(c) **Source Club to approve or refuse Transfer Request**

A Source Club must, within six (6) calendar days from notification of a Transfer Request under Section [3.2\(b\)\(ii\)](#), either approve or refuse the Transfer Request.

### 3.3 Transfer approval

(a) **How Transfer is finalised**

- (i) If a Source Club fails to either approve or refuse a Transfer Request in accordance with Section [3.2\(c\)](#), the Transfer will be approved automatically in the Competition Management Platform following the expiry of the prescribed period of six (6) calendar days.
- (ii) Subject to Sections [3.4\(d\)](#), if a Transfer Request is approved under Section [3.2\(c\)](#) or [3.3\(a\)\(i\)](#):
  - (A) notification of such approval will be automatically sent via the Competition Management Platform to the Source Controlling Body; and
  - (B) if applicable, notification of such approval together with the playing history of the Player (including their Disciplinary History) will be automatically sent via the Competition Management Platform to the Destination Controlling Body; and
  - (C) notification of such approval will be automatically sent via the Competition Management Platform to the Destination Club and the Destination Club must either approve or refuse the Transfer Request.

- (iii) If a Transfer Request is approved under Section [3.3\(a\)\(ii\)\(C\)](#), the Player will be “pending” in the Competition Management Platform and ineligible to be entered on a team sheet and play for the Destination Club until the Player or, where the Player is an Underage Player, that Player’s parent or legal guardian completes the Player’s registration to the Destination Club via the Competition Management Platform after which the Player will be “active” in the Competition Management Platform and eligible to be entered on a team sheet and play for the Destination Club.

**(b) Transfer Request completed incorrectly**

If a Transfer Request is submitted and/or approved incorrectly, the relevant Controlling Body may deal with the Transfer Request in any manner it reasonably determines.

**(c) False or misleading information**

- (i) If a Player submits false or misleading information or intentionally fails to disclose information during the registration process under Section [3.2\(a\)](#) or in relation to any Transfer Request under Section [3.2\(b\)](#), that Player:
  - (A) will be deemed to have also breached Section [9.2\(a\)](#) of this Policy Handbook; and
  - (B) notwithstanding any other provision of this Policy Handbook, may be dealt with in such manner as the Controlling Body determines including a retrospective determination that the Player was ineligible for Matches in which they participated.
- (ii) In addition to any sanction imposed or determination made by the Controlling Body in respect of a Player under Section [3.3\(c\)\(i\)](#), the Controlling Body may impose a sanction on that Player’s Club, except where the Club satisfies the Controlling Body that the Player engaged in the relevant conduct without the knowledge of the Club.

### **3.4 Transfer refusal**

**(a) How Transfer is refused**

If a Source Club refuses a Transfer Request under Section [3.2\(c\)](#), the Transfer will be refused in the Competition Management Platform.

**(b) Grounds for refusal**

- (i) Subject to Sections [3.4\(b\)\(ii\)](#) and [3.4\(c\)](#), a Source Club may refuse a Transfer Request where it can substantiate that the Player:
  - (A) is a Declared Player whose current player arrangement requires the Player to continue to play for the Source Club (as substantiated in accordance with Section [3.4\(b\)\(iii\)](#)); or
  - (B) is indebted to the Source Club; or
  - (C) is in possession of Source Club property (for example, Source Club jumper or Source Club equipment) that must be returned; or

(D) wishes to withdraw their Transfer Request in accordance with Section [3.4\(d\)](#).

For the avoidance of doubt a Source Club may only refuse a Transfer Request on grounds set out in Section [3.4\(b\)\(i\)](#).

- (ii) Where a Source Club refuses a Transfer Request on grounds specified in Section [3.4\(b\)\(i\)\(B\)](#) or [3.4\(b\)\(i\)\(C\)](#) in respect of a Player, those grounds will not be valid grounds for that Source Club to refuse a Transfer Request for that Player once 24 months has elapsed since the date of the initial refusal of Transfer Request. [**Guidance note:** This Section is distinct from the ‘24-month rule’ set out in Section [3.4\(c\)](#).]
- (iii) Upon request by its affiliate Controlling Body, a Source Club refusing to Transfer a Player must provide evidence (for example, written documentation acknowledged by both parties) in order to substantiate the refusal within four (4) calendar days of such request. Failure to provide such evidence may result in the Controlling Body approving the Transfer Request upon resubmission of the Transfer Request by the Player or, where the Player is an Underage Player, that Player’s parent or guardian.
- (iv) A Destination Club may refuse a Transfer Request initiated under Section [3.2\(b\)\(i\)\(A\)](#) or [3.2\(b\)\(i\)\(B\)](#).

(c) **24-month rule**

A Player who has not played a Match for a period of 24 months or greater may submit a Transfer Request in accordance with 3.2(b) at any time and that Player’s Source Club may not refuse the Transfer Request under any circumstances.

(d) **Transfer withdrawal**

- (i) A Player wishing to withdraw their Transfer Request must do so in writing to the Source Controlling Body within six (6) calendar days from notification of the Transfer Request under Section [3.2\(b\)\(iii\)](#).
- (ii) For the avoidance of doubt, if a Transfer Request is approved by the Source Club before the Player lodges a transfer withdrawal under Section [3.4\(d\)\(i\)](#), the Player is not eligible for a transfer withdrawal.

(e) **Suspended Players**

- (i) A suspended Player may Transfer to a Destination Club (**First Transfer**) but must not play a Match with that Destination Club until the Player has served their suspension and may not subsequently Transfer (i.e. a second consecutive transfer) to a further Destination Club until at least twenty eight (28) days after completion of the First Transfer.
- (ii) A suspended Player seeking a Transfer from a winter Competition to a summer Competition and vice versa will be subject to Law 22.4.4 of the Laws of the Game.

### 3.5 Appealing a Transfer refusal

- (a) Where a Player disputes a Transfer refusal, that Player and/or their Destination Club must use best endeavours to resolve the dispute with the Source Club.

- (b) Where a dispute cannot be resolved under Section [3.5\(a\)](#), a Player and their Destination Club may appeal the Transfer refusal by the Source Club provided that:
  - (i) an appeal involving Clubs affiliated with the same Controlling Body will be heard by that Controlling Body's Appeal Board in accordance with Section [26](#);
  - (ii) an appeal involving Clubs from two different Controlling Bodies located within the same State will be heard by the relevant State Football Body's Appeal Board in accordance with Section [26](#); and
  - (iii) an appeal involving Clubs from two different Controlling Bodies not located within the same State will be referred to the Permit Committee for resolution in accordance with Section [3.11](#).

### **3.6 Transfer fee**

Without limiting any applicable player payment or transfer rules enacted by a Controlling Body in respect of a Competition, no Club or Controlling Body may directly or indirectly receive or pay any transfer fee or any other consideration in respect of a Transfer.

### **3.7 Player interchange and Permits**

#### **(a) Interchange Agreement**

- (i) A Controlling Body may enter into an Interchange Agreement with another Controlling Body in respect of the movement of Players between:
  - (A) Tier 2 Competitions with the approval of the relevant State Football Body;
  - (B) a Tier 1 Competition and Tier 2 Competition;
  - (C) Tier 1 Competitions;
  - (D) a Tier 1 Competition and AFL Competition,provided that any Interchange Agreement must be in place by 30 June in the applicable playing year.
- (ii) A copy of an Interchange Agreement entered into under Section [3.7\(a\)\(i\)\(A\)](#) must be lodged with the relevant State Football Body within ten (10) calendar days of its execution for approval by the relevant State Football Body.
- (iii) An Interchange Agreement will be for an indefinite term unless otherwise specified in the Interchange Agreement and may be terminated:
  - (A) by a party to the Interchange Agreement giving notice to the other party to the Interchange Agreement at any time: or
  - (B) in respect of an Interchange Agreement entered into under Section [3.7\(a\)\(i\)\(A\)](#), by the relevant State Football Body giving notice to each party to the Interchange Agreement at any time.

#### **(b) Permits**

- (i) A Game Permit is a Permit which:
    - (A) allows a Player to play a single Match for a Club (other than their Source Club); and
    - (B) does not require Source Club approval via the Competition Management Platform.
  - (ii) A Season Permit is a Permit which:
    - (A) allows a Player to play more than a single Match for a Club (other than their Source Club); and
    - (B) requires Source Club approval via the Competition Management Platform.
  - (iii) Permits are to be applied and managed in accordance with the respective State Football Body rules, regulations or by-laws and it is the responsibility of the relevant Controlling Body to monitor the application and management of Permits.
  - (iv) Other than pursuant to Section [3.7\(c\)](#), a Permit may not be granted unless there is an Interchange Agreement in place between the relevant Controlling Bodies.
  - (v) Any Player granted a Season Permit will remain registered with their Source Club for the term of the Season Permit.
- (c) **Seasons Permits (and Northern Territory Football League)**
- (i) A Player may Transfer to or from the Northern Territory Football League under a Season Permit using the Competition Management Platform.
  - (ii) Season Permits are valid for one (1) season only. Players wishing to continue on a Season Permit basis will be required to complete a new Competition Management Platform application for each subsequent season.
  - (iii) Where a Tier 1 Club recruits a Player on a Season Permit, the Tier 1 Competition shall be responsible for ensuring that the Player participates with the Club for one (1) season only.
  - (iv) Where a Player has played under a Season Permit and has not played or made themselves available for selection for their Source Club for more than five (5) home and away Matches for a period of twenty-four (24) months, the Player must lodge a Transfer Request through the Competition Management Platform for any subsequent Transfer.
  - (v) Where a Player is drafted as an AFL Primary Listed Player or AFL Rookie Listed Player during the period of the Season Permit, they shall be regarded as having been recruited from the Source Club of the Controlling Body granting the Season Permit.

### 3.8 Player declaration

- (a) Where a Club and Player wish to, or are required to, enter into a contractual arrangement in relation to the Player's participation at the Club, the parties must use a Standard Player Declaration.
- (b) A Club must provide a copy of each Player's current Standard Player Declaration upon request by a State Football Body.
- (c) Each Club and Player must ensure all player payments required to be made pursuant to any Standard Playing Declaration are made in accordance with:
  - (i) any applicable player payment rules; and
  - (ii) all applicable State and Commonwealth laws.
- (d) In respect of a Standard Player Declaration, the following provisions apply:
  - (i) a Player must be at least 18 years old to sign a Standard Player Declaration (where a Player is an Underage Player, the Standard Player Declaration must be signed by a parent or guardian);
  - (ii) for a Standard Player Declaration to be valid both the Club and Player (or where the Player is an Underage Player, that Player's parent or guardian) must sign the Standard Player Declaration;
  - (iii) subject to Section [3.8\(d\)\(iv\)](#), a Standard Player Declaration will expire on 31 October each year;
  - (iv) a Standard Player Declaration that is:
    - (A) expressed to be valid for more than one year will expire on 31 October in the final year of the Standard Player Declaration; and
    - (B) executed between a Club in the Northern Territory Football League Competition and Player will expire on 31 March in the final year of the Standard Player Declaration; and
  - (v) a Standard Player Declaration will remain effective until the expiration or earlier termination of the Standard Player Declaration. For the avoidance of doubt, a Club and Player may agree to an early release of the Player from a Standard Player Declaration.
- (e) A Tier 1 Club or AFL Competition Standard Player Declaration will take precedence over a Tier 2 Club Standard Player Declaration should the relevant Player wish to participate in a Tier 1 Competition or AFL Competition, provided that where a Tier 1 Club or AFL Competition Standard Player Declaration expires or is validly terminated within the term of the Tier 2 Club Standard Player Declaration the relevant Player will be bound by the Tier 2 Club Standard Player Declaration until expiration or earlier termination.
- (f) If there is any dispute concerning this Section [3.8](#), including between a Player and Tier 1 Club or Tier 1 Competition as to whether that Player is a Declared Player, that dispute may be referred to the Permit Committee for determination.
- (g) A Tier 1 Club Declared Player must not play with a Tier 2 Club in a Match unless:

- (i) that Player's Standard Player Declaration is validly terminated; or
- (ii) that Player does so pursuant to the rules of the relevant Tier 1 Competition; or
- (iii) that Player does so under a Permit or Interchange Agreement.

If a Player breaches Section [3.8\(g\)](#), that Player and the relevant Tier 2 Club may be dealt with in such manner as the relevant Controlling Body determines

### **3.9 Underage Players**

- (a) An Underage Player who resides and is registered in one State may not be registered with a Club in a Tier 1 Competition in another State without the prior approval of the Permit Committee.
- (b) In granting any approval under Section [3.9\(a\)](#), the Permit Committee may consider the following factors (without limitation):
  - (i) whether the Underage Player has transferred interstate with their family;
  - (ii) whether the Underage Player has undergone a bona fide transfer of employment to another State;
  - (iii) whether the Underage Player has enrolled in a tertiary education course in another State;
  - (iv) whether the AFL's Head of Talent Pathways (or equivalent) supports the move in the interests of developing the Underage Player's football career.

### **3.10 General provisions**

#### **(a) Power of AFL and State Football Body**

The AFL or a State Football Body may override any rule or other mechanism of a Club or other Controlling Body relating to the registration or transfer of Players where the AFL or State Football Body (as applicable) determines (acting reasonably) that the relevant rule or other mechanism is inconsistent with this Policy Handbook.

#### **(b) Practice matches**

- (i) A Declared Player must not play in a practice or trial match with an interstate Club without the written consent of the Player's Source Club.
- (ii) Any alleged breach of Section [3.10\(b\)\(i\)](#) may be dealt with by the Permit Committee in accordance with Section [3.11](#).

#### **(c) State Football Body responsible**

Where a Tier 1 Competition is separately constituted the Controlling Body to which the Tier 1 Competition is affiliated will be responsible for ensuring that the Tier 1 Competition observes and complies with this Section [3](#).

#### **(d) Team in another Tier 1 Competition**



Where a Club or team located in one State (**State A**) competes in a Tier 1 Competition based and administered in another State, the Players of the Club or team located in State A will be considered Players from State A.

(e) **State affiliation – Tier 2 Competitions**

A Controlling Body administering a Tier 2 Competition with two thirds or more of its Clubs domiciled in a State shall be required to affiliate with the State Football Body recognised by the AFL as responsible for the State concerned.

(f) **Transfer of Player to the AFL**

- (i) A Player will be automatically registered to an AFL Club upon becoming an AFL Listed Player.
- (ii) Should a Player be listed as an AFL Listed Player by an AFL Club located in a State different to that Player's Tier 1 Club, the Player may play with a Tier 1 Club in that State (i.e. the new State).
- (iii) A Player delisted by an AFL Club who returns to play for a Club in the Tier 1 Competition from which the Player was drafted will be bound by any applicable transfer and registration rules of that Tier 1 Competition.
- (iv) Where a Player is delisted as an AFL Listed Player and becomes an AFL Listed Player of another AFL Club for the following AFL Competition season that Player shall be regarded as having continuous AFL Competition registration.

### **3.11 Permit Committee**

- (a) The AFL may, from time to time, appoint a Permit Committee comprising at least three (3) members who in the opinion of the AFL possess sufficient knowledge of Australian Football and are sufficiently qualified to competently perform the role of Permit Committee member.
- (b) The Permit Committee may, upon receipt of a bond amount of \$550.00 (including GST) (or such other amount determined by the Permit Committee) from each Club, consider and determine an appeal involving Clubs from two different States referred to the Permit Committee in accordance with Section [3.5\(b\)\(iii\)](#) and the following provisions will apply:
  - (i) the parties will be required to provide brief written submissions to the Permit Committee in respect of matter; and
  - (ii) 50% of the bond amount will be refunded to each Club (or such other amount determined by the Permit Committee) unless the Permit Committee considers that the appellant Club's appeal or the defendant Club's defence (as applicable) is vexatious or frivolous in which case the whole bond amount paid by the Club whose appeal or defence is considered vexatious or frivolous may be forfeited.
- (c) The Permit Committee may:

- (i) mediate disputes that arise between State Football Bodies in respect of the application and interpretation of this Section [3](#) and provide final judgment as appropriate;
  - (ii) consider and determine interstate Transfer Requests in relation to Underage Players under Section [3.9](#);
  - (iii) consider and determine matters raised under Sections [3.8](#), [3.9](#) and [3.10](#); or
  - (iv) deal with any other matters as determined by the AFL.
- (d) To refer a matter to the Permit Committee under Sections [3.11\(b\)](#) and [3.11\(c\)](#), the relevant party must provide written notice to the AFL (via the AFL Community Football Operations Manager).
- (e) The Permit Committee may:
- (i) exercise its powers under Section [3.11\(b\)](#) in any manner it reasonably determines; and
  - (ii) levy a fee for the administration of matters under Section [3.11\(b\)](#) (with the fee amount to be determined by the Permit Committee).

## **4. Age dispensation**

### **4.1 Application process**

- (a) A Player may apply for dispensation to play in a Competition age group below their applicable age group on the basis of a Disability or for Physical Size Considerations by submitting an application, via the Player's Club, to the relevant Controlling Body for assessment. Where the Player is an Underage Player, that Player's parent or guardian must submit such application.
- (b) An application for dispensation under Section [4.1\(a\)](#) must be:
- (i) in the form prescribed by the relevant Controlling Body; and
  - (ii) supported by a Certificate from a Medical Specialist appropriately qualified in an area of practice directly related to the dispensation being sought. Such Certificate must state the reasons for supporting the application for dispensation having regard to all relevant matters pertaining to the Player including:
    - (A) the Player's Disability; and/or
    - (B) the Player's Physical Size Considerations; and
    - (C) the qualifications of the Medical Specialist providing the Certificate.
- (c) Following its assessment of an application for dispensation, the Controlling Body may:
- (i) approve the application;
  - (ii) refuse the application; or

- (iii) request additional information from the Player or Club and, following its assessment of such additional information, either approve or refuse the application.

## 4.2 Relevant factors in assessing application

In assessing an application for dispensation, a Controlling Body will have regard to the following factors:

- (a) the effect of the Player's Disability or Physical Size Considerations on their capacity to effectively participate in Australian Football, in particular, their capacity to participate against the oldest Players in their age group;
- (b) how it is proposed that the grant of age dispensation will support the Player to overcome any barriers to their effective participation in Australian Football arising from their Disability or Physical Size Considerations;
- (c) the availability of other assistance to the Player to enable them to effectively participate in Australian Football; and
- (d) any other relevant factors as determined by the Controlling Body.

## 4.3 Effect of approved application

- (a) A Player who has received dispensation approval (**Permitted Player**) will be allocated to a Competition age group below their applicable age group. Unless medical advice recommends otherwise or exceptional and compelling circumstances apply, a Permitted Player will be allocated to the next lowest Competition age group.
- (b) If, following receipt of dispensation approval, a Permitted Player plays in a Competition age group other than the Competition age group originally approved, the dispensation approval will be automatically withdrawn.
- (c) A dispensation approval applies for the season in which the dispensation approval is granted.
- (d) A Controlling Body may, acting reasonably, revoke a dispensation approval at any time provided that the reasons for such revocation are provided to the Permitted Player.

## 4.4 Appeal

A decision by a Controlling Body under Section [4.1\(c\)](#) may be appealed in accordance with Section [26](#).

# 5. Coach accreditation

## 5.1 General

- (a) A Person must be Accredited to coach Australian Football at a Club or Controlling Body.
- (b) A Club or Controlling Body may only appoint a Person as a Coach if that Person is Accredited.

- (c) For the avoidance of doubt, the AFL does not represent that a Person who has obtained Accreditation is a fit and proper person to be appointed as a Coach. Without limiting the foregoing:
  - (i) it is a matter for the Club or Controlling Body appointing a Coach to satisfy itself that a Person is a fit and proper person to be appointed as a Coach;
  - (ii) the function of the Accreditation process is primarily to ensure that all Coaches satisfactorily complete the required educational modules for their Accreditation level;
  - (iii) as part of the Accreditation process a Person may be required to submit a National Police Check to the AFL.

## 5.2 Accreditation process

### (a) Process

- (i) To apply for Accreditation as a Coach, a Person (**Applicant**) must:
  - (A) register on Coach.AFL;
  - (B) accurately and honestly complete the relevant Accreditation application form(s) via Coach.AFL; and
  - (C) complete:
    - (1) the relevant training applicable for Foundation Accreditation, Level 2 Accreditation or Level 3 Accreditation (as applicable); and/or
    - (2) the relevant update or refresher training (as applicable).
- (ii) Following completion of the Accreditation process set out in Section [5.2\(a\)\(i\)](#) by an Applicant, the AFL may:
  - (A) grant Accreditation to the Applicant; or
  - (B) request additional information from the Applicant including a current National Police Check; or
  - (C) deal with the matter in such other manner as the AFL sees fit.

### (b) Additional information requested by AFL

- (i) Upon receipt of a request for additional information by the AFL under Section [5.2\(a\)\(ii\)\(B\)](#), the Applicant must provide such requested information to the AFL as soon as practicable for assessment.
- (ii) Following its assessment of the information provided, the AFL may grant Accreditation to the Applicant at its absolute discretion.
- (iii) If the information (including any National Police Check) provided discloses that the Applicant has been convicted of, or is charged with, a Serious Criminal Offence that Applicant will not be granted Accreditation.

- (iv) A decision by the AFL under this Section [5.2\(b\)](#) will be notified to the Applicant confidentially and as soon as reasonably practicable.

### **5.3 Review of determination regarding Accreditation**

#### **(a) Review right**

- (i) Where a Person is not granted Accreditation under Section [5.2](#) that Person may, within 14 calendar days of such decision, by written application have that determination reviewed by the AFL Head of Community Football (or their nominee) within a reasonable period of receipt of such written application.
- (ii) A written application under Section [5.3\(a\)\(i\)](#):
  - (A) must be submitted by email to coachregistrar@afl.com.au;
  - (B) must set out why the Person considers the relevant determination to be incorrect; and
  - (C) may include any further information the Person considers relevant.
- (iii) In reviewing a written application submitted in accordance with 5.3(a)(ii), the AFL Head of Community Football (or their nominee) may have regard to any matter they consider relevant including but not limited to:
  - (A) the nature of any information provided under Section [5.2](#);
  - (B) the time elapsed since the date of any charge(s) or conviction(s) disclosed in any information provided under Section [5.2](#);
  - (C) any evidence of a Person's:
    - (1) good standing in the community, especially since the date of any charge(s) or conviction(s) disclosed in information provided under Section [5.2](#); and
    - (2) positive behavioural remediation, especially since the date of any charge(s) or conviction(s) in information provided under Section [5.2](#).
- (iv) Following its review of the written application, the AFL Head of Community Football (or their nominee) may confirm, reverse or modify the original determination.

#### **(b) Appeal right**

- (i) A Person the subject of a determination under Section [5.3\(a\)\(iv\)](#) may appeal that determination to a panel comprising at least two (2) members appointed by the AFL Executive General Manager Game Development (or their nominee(s)) on one or more of the following grounds:
  - (A) the AFL Head of Community Football (or their nominee) failed to have regard to relevant matters or had regard to irrelevant matters;

- (B) the AFL Head of Community Football (or their nominee) was affected by a conflict of interest; or
  - (C) the determination, or any part of the process undertaken, was inconsistent with Section [5](#) or any relevant laws.
- (ii) Any such appeal must be submitted by email to coachregistrar@afl.com.au within seven (7) calendar days of a determination under Section [5.3\(a\)\(iv\)](#).
  - (iii) A Person may not produce fresh evidence at an appeal under this Section [5.3\(b\)](#) without leave of the panel.
  - (iv) A determination of the panel is final and subject only to any rights of appeal provided by law.
- (c) **Accreditation status**

The AFL will endeavour to note each Person's Accreditation status on their Coach.AFL account, including any relevant details about that Person's Accreditation history (including any review and appeal history).

## 5.4 Coach citations

- (a) Where a Coach is suspended under Part E (Disciplinary) of this Policy Handbook, the AFL or relevant State Football Body (in consultation with the AFL) may issue a Citation Notice to that Coach in addition to the original suspension.
- (b) Following the issue of a Citation Notice to a Coach, the AFL will record that Citation Notice on the Coach's Coach.AFL account.

*[Guidance note: Refer to Section [7](#). If a Coach receives three Citation Notices, then that Coach may lose their Accreditation in accordance with Section [7](#).]*

## 6. Umpire accreditation

### 6.1 General

- (a) A Person must be Accredited to umpire a Match unless otherwise permitted by a Controlling Body in accordance with that Controlling Body's rules and regulations.
- (b) A Club or Controlling Body may only appoint a Person as an Umpire if that Person is Accredited unless otherwise permitted by the Club or Controlling Body in accordance with the Controlling Body's rules and regulations.
- (c) For the avoidance of doubt, the AFL does not represent that a Person who has obtained Accreditation is a fit and proper person to be appointed as an Umpire. Without limiting the foregoing:
  - (i) it is a matter for the Club or Controlling Body appointing an Umpire to satisfy itself that a Person is a fit and proper person to be appointed as an Umpire;
  - (ii) the function of the Accreditation process is primarily to ensure that all Umpires satisfactorily complete the required educational modules for Accreditation;

- (iii) as part of the Accreditation process a Person may be required to submit a National Police Check to the AFL.

## 6.2 Accreditation process

### (a) Process

- (i) To apply for Accreditation as an Umpire, a Person (**Applicant**) must:
  - (A) register on OfficialsHQ;
  - (B) accurately and honestly complete the relevant Accreditation application form(s) via OfficialsHQ; and
  - (C) complete:
    - (1) the relevant training applicable for Accreditation; and/or
    - (2) the relevant update or refresher training (as applicable).
- (ii) Following completion of the Accreditation process set out in Section [6.2\(a\)\(i\)](#) by an Applicant, the AFL may:
  - (A) grant Accreditation to the Applicant; or
  - (B) request further information from the Applicant including a current National Police Check; or
  - (C) deal with the matter in such other manner as the AFL sees fit.

### (b) Further information requested by AFL

- (i) Upon receipt of a request for further information by the AFL under Section [6.2\(a\)\(ii\)\(B\)](#), the Applicant must provide such requested information to the AFL as soon as practicable for assessment.
- (ii) Following an assessment of the information provided, the AFL may grant Accreditation to the Applicant at its absolute discretion.
- (iii) If the information (including any National Police Check) provided discloses that the Applicant has been convicted of, or is charged with, a Serious Criminal Offence that Applicant will not be granted Accreditation.
- (iv) A decision by the AFL under this Section [6.2\(b\)](#) will be notified to the Applicant confidentially and as soon as reasonably practicable.

## 6.3 Review of determination regarding Accreditation

### (a) Review right

- (i) Where a Person is not granted Accreditation under Section [6.2](#) that Person may by written application have that determination reviewed by the AFL Head of Community Football (or their nominee) within a reasonable period of receipt of such written application.
- (ii) A written application under Section [6.3\(a\)\(i\)](#):

- (A) must be submitted by email to [umpire.afl@afl.com.au](mailto:umpire.afl@afl.com.au);
  - (B) must set out why the Person considers the relevant determination to be incorrect; and
  - (C) may include any further information the Person considers relevant.
- (iii) In reviewing a written application submitted in accordance with 6.3(a)(ii), the AFL Head of Community Football (or their nominee) may have regard to any matter they consider relevant including but not limited to:
- (A) the nature of any information provided under Section [6.2](#);
  - (B) the time elapsed since the date of any charge(s) or conviction(s) disclosed in any information provided under Section [6.2](#);
  - (C) any evidence of a Person's:
    - (1) good standing in the community, especially since the date of any charge(s) or conviction(s) disclosed in information provided under Section [6.2](#); and
    - (2) positive behavioural remediation, especially since the date of any charge(s) or conviction(s) in information provided under Section [6.2](#).
- (iv) Following its review of the written application, the AFL Head of Community Football (or their nominee) may confirm, reverse or modify the original determination.
- (b) **Appeal right**
- (i) A Person the subject of a determination under Section [6.3\(a\)\(iv\)](#) may appeal that determination to the AFL Executive General Manager of Game Development (or their nominee) on one or more of the following grounds:
    - (A) the AFL Head of Community Football (or their nominee) failed to have regard to relevant matters or had regard to irrelevant matters;
    - (B) the AFL Head of Community Football (or their nominee) was affected by a conflict of interest; or
    - (C) the determination, or any part of the process undertaken, was inconsistent with Section [6](#) or any relevant laws.
  - (ii) Any such appeal must be submitted by email to [umpire.afl@afl.com.au](mailto:umpire.afl@afl.com.au) within seven (7) days of a determination under Section [6.3\(a\)\(iv\)](#).
  - (iii) A Person may not produce fresh evidence at an appeal under this Section [6.3\(b\)](#) without leave of the AFL Executive General Manager of Game Development (or their nominee).
  - (iv) A determination of the AFL Executive General Manager of Game Development (or their nominee) is final and subject only to any rights of appeal provided by law.



(c) **Accreditation status**

The AFL will endeavour to note each Person's Accreditation status on their OfficialsHQ account, including any relevant details about that Person's Accreditation history and any review and appeal history.

## 7. Deregistration

### 7.1 Disciplinary History

- (a) The Disciplinary History of a Player or Football Official will apply in respect of all Competitions. For the avoidance of doubt, all Players and Football Officials moving from one Club and/or Controlling Body to another do so on the basis that their Disciplinary History will continue to apply and will not be erased or amended.
- (b) During the Transfer process under Section [3.3\(a\)\(ii\)\(B\)](#), the Disciplinary History of a Player will be automatically sent to the Destination Controlling Body via the Competition Management Platform.
- (c) Where a Football Official transfers to or registers with a Controlling Body, the following will apply:
  - (i) the Source Controlling Body (if applicable) will use reasonable endeavours to disclose that Football Official's Disciplinary History to the Destination Controlling Body; and
  - (ii) upon request by a Destination Controlling Body, the Source Controlling Body (if applicable) will provide that Person's Disciplinary History to the Destination Controlling Body.
- (d) Club imposed penalties will not be included on the Disciplinary History of a Person.

### 7.2 Criteria for Deregistration – Reportable Offences

- (a) **Suspension threshold**
  - (i) A Player or Football Official shall be automatically Deregistered and, subject to Section [7.8 \(Application for re-registration\)](#), not allowed further registration with any Club or Controlling Body if the Player or Football Official has been suspended for a total of sixteen (16) matches (or greater) as a Player and/or Football Official (including during an AFL Competition career, subject to Section [7.2\(b\)](#)) as a result of Reportable Offences (**Reportable Offences Suspension Threshold**).
  - (ii) For the avoidance of doubt:
    - (A) the Reportable Offences Suspension Threshold relates to suspensions imposed as a result of Reportable Offences; and
    - (B) any suspension or sanction imposed on a Player or Football Official in relation to a Policy Breach will not count in relation to the Reportable Offences Suspension Threshold.
- (b) **Suspensions attained once 16 years or older apply**

Only suspensions, sanctions and Citation Notices relating to Reportable Offences or Policy Breaches committed by a Player or Football Official after attaining the age of 16 years will count for the purposes of this Section [7](#).

(c) **AFL Competition Career**

Any suspension served by a Player or Football Official during their AFL Competition career shall carry over and apply to Tier 1 and Tier 2 Competitions except that the total suspension period shall be reduced by 25% for the purposes of this Section [7](#) (to the decimal point).

*[Guidance note: For example, if a Player is suspended for six (6) matches whilst playing in the AFL Competition, only four and one half (4.5) matches shall carry over for the purposes of this Section [7](#). For the avoidance of doubt, the 25% discount will not apply to any suspension imposed on an AFL Listed Player for a Reportable Offence committed while playing outside of the AFL Competition.]*

### **7.3 Criteria for Deregistration – serious or cumulative sanctions**

- (a) In addition to any sanction imposed on a Player or Football Official under Part E (Disciplinary) of this Policy Handbook, the AFL or relevant State Football Body may determine to Deregister that Player or Football Official if the AFL or relevant State Football Body (in consultation with the AFL) is satisfied that the Policy Breach or Reportable Offence and sanction imposed, when assessed together with the factors in Section [7.3\(b\)](#), warrants Deregistration.
- (b) In making a determination under Section [7.3\(a\)](#), the AFL or relevant State Football Body (as applicable) will have regard to the following factors:
  - (i) the nature and seriousness of the Policy Breach or Reportable Offence;
  - (ii) the Disciplinary History of the Player or Football Official;
  - (iii) the health and safety of other Persons; and
  - (iv) any other matter considered relevant by the AFL or relevant State Football Body.

### **7.4 Criteria for Deregistration – Coach citations**

- (a) Without limiting Section [7.2](#), [7.3](#) or [7.5](#), where a Coach is issued with three Citation Notices the AFL may determine to Deregister that Coach. *[Guidance note: Refer to Section [5.4](#).]*
- (b) For the avoidance of doubt, a Coach may be Deregistered under Section [7.2](#), [7.3](#), [7.4](#) or [7.5](#).

### **7.5 Criteria for Deregistration – Serious Criminal Offence by Coach or Umpire**

- (a) If the AFL becomes aware of information regarding a Coach or Umpire which the AFL reasonably considers gives rise to an inference that the Coach or Umpire may have committed a Serious Criminal Offence, then the AFL may request additional information (including a current National Police Check) or clarification from the Coach or Umpire.
- (b) If:

- (i) a Coach or Umpire does not within a reasonable period comply with a request by the AFL under Section [7.5\(a\)](#); or
- (ii) following its assessment of the information or clarification provided under Section [7.5\(a\)](#) or the provision of verified information from the police, the AFL is satisfied that a Coach or Umpire has committed a Serious Criminal Offence,

then the AFL may Deregister that Coach or Umpire.

- (c) In making a determination under Section [7.5\(b\)](#), the AFL will have regard to the following factors:
  - (i) the nature of the Serious Criminal Offence;
  - (ii) the Disciplinary History of the Coach or Umpire, including in respect of Reportable Offences and any Policy Breaches committed by the Coach or Umpire;
  - (iii) the health and safety of other Persons; and
  - (iv) any other matter considered relevant by the AFL or relevant State Football Body.

## **7.6 Deregistration – general provisions**

### **(a) Effect of Deregistration**

- (i) If a Player or Football Official is Deregistered that Player or Football Official cannot:
  - (A) register to play Australian Football for a Club or participate in a Competition; or
  - (B) officiate or act as a Football Official for a Club or Competition; or
  - (C) be entered on a team sheet.
- (ii) For the avoidance of doubt:
  - (A) if a Player is Deregistered, that Player will also be prohibited from being a Football Official in any Competition; and
  - (B) if a Football Official is Deregistered, that Football Official will also be prohibited from being a Player in any Competition.

### **(b) First Offence**

Should a Player or Football Official receive a sixteen (16) match (or greater) suspension as a “first offence” it shall be at the discretion of the AFL or relevant State Football Body (in consultation with any other relevant Controlling Body) as to whether or not that Player or Football Official will be Deregistered following suspension.

## 7.7 Notice of Deregistration

### (a) Deregistration Warning – Reportable Offences only

Where a Player or Football Official has served a total of ten (10) matches of suspensions as a Player or Football Official in respect of Reportable Offences, the relevant Controlling Body will use reasonable endeavours to notify the Player or Football Official and their Club in writing that the Player or Football Official faces the risk of Deregistration should the Player or Football Official incur further suspensions resulting in that Player or Football Official meeting the Reportable Offences Suspension Threshold (**Deregistration Warning**).

### (b) Controlling Body obligations

- (i) The relevant Controlling Body will provide written notification of a Deregistration under Section [7.2](#) to the Player or Football Official and their Club and the relevant State Football Body (if applicable). *[Guidance note: Where Deregistration occurs due to Reportable Offences, the local league will usually be the “relevant Controlling Body” for the purposes of this Section. In which case, the local league must notify the relevant State Football Body of the Deregistration.]*
- (ii) The AFL or relevant State Football Body (as applicable) will provide written notification of a Deregistration under Section [7.3](#), [7.4](#) or [7.5](#) to the Player or Football Official and their Club and any other relevant Controlling Body.
- (iii) A central database of all Deregistered Players and Football Officials will be maintained by the AFL and State Football Bodies via the Competition Management Platform.

### (c) Club obligations

- (i) Each Club will at all times strive to ensure its Players and Football Officials do not risk Deregistration and implement measures (such as anger management training) to achieve this objective.
- (ii) Upon receipt of a Deregistration Warning or written notification of a Deregistration under Section [7.7\(b\)](#), a Club must use its best endeavours to confirm that its Player or Football Official has received such notice and promptly acknowledge to the relevant Controlling Body the steps taken by the Club to obtain this confirmation.

### (d) Commencement of Deregistration

- (i) A Deregistration under Section [7.2](#) will commence on the date on which the most recent suspension of the Player or Football Official ends (being the suspension which resulted in that Player or Football Official being Deregistered).
- (ii) A Deregistration under Section [7.3](#), [7.4](#) or [7.5](#) will commence on the date of notification of Deregistration by the AFL or State Football Body in accordance with Section [7.7\(b\)\(ii\)](#).
- (iii) A Player or Football Official will be categorised as deregistered in the Competition Management Platform (as distinct from Deregistration as defined in this Policy) at the time that the Player or Football Official receives a sanction which results in Deregistration.

## 7.8 Application for re-registration

- (a) Subject to Sections [7.8\(e\)](#) and [7.8\(f\)](#), a Deregistered Player or Football Official may, by written application to the relevant State Football Body, apply for re-registration no less than 12 calendar months after the date on which their Deregistration commenced (**Re-Registration Application**).
- (b) Following receipt of a Re-Registration Application, the relevant State Football Body will convene a panel of at least three members (**Re-Registration Panel**) and arrange a hearing of the Re-Registration Panel to consider the Re-Registration Application (**Re-Registration Hearing**).
- (c) The Re-Registration Panel must comprise of persons who in the opinion of the State Football Body possess sufficient knowledge of Australian Football and are sufficiently qualified to competently perform the role of Re-Registration Panel member.
- (d) In respect of a Re-Registration Hearing, the following provisions apply:
  - (i) a Re-Registration Hearing will be heard at the date, time and place/forum notified by the State Football Body;
  - (ii) prior to the Re-Registration Hearing, the relevant Controlling Body will provide the Re-Registration Panel with a list of the suspension(s) of the Deregistered Player or Football Official, the grounds for those suspension(s) (i.e. the relevant Reportable Offence or Policy Breach) and any other relevant details regarding the deregistration of the Player or Football Official;
  - (iii) the Deregistered Player or Football Official, their Club and the relevant Controlling Body may make brief submissions to the Re-Registration Panel regarding the Re-Registration Application;
  - (iv) the Re-Registration Panel may either approve or reject a Re-Registration Application provided that the Re-Registration Panel must not approve a Player's or Football Official's Re-Registration Application unless the panel is reasonably satisfied that:
    - (A) the Player or Football Official is genuinely rehabilitated and committed to ongoing rehabilitation; and
    - (B) the Player or Football Official is unlikely to re-offend; and
    - (C) the Player or Football Official does not pose an unacceptable risk to other Persons;
  - (v) the Re-Registration Panel may not approve a conditional re-registration in respect of a Player or Football Official (for example, allow re-registration as a particular kind of Football Official);
  - (vi) the Re-Registration Panel:
    - (A) may regulate any Re-Registration Hearing in such manner as the Re-Registration Panel determines; and

- (B) is not bound by the rules of evidence or by practices and procedures applicable to a court of law and may inform itself as to any matter in such manner as it determines; and
- (vii) the decision of the Re-Registration Panel shall be final and binding.
- (e) A Player or Football Official may only submit one (1) Re-Registration Application per 12 month period.
- (f) If a State Football Body considers that exceptional and compelling circumstances exist which may reasonably justify a Re-Registration Panel considering a Re-Registration Application prior to the end of the 12-month period specified in Section [7.8\(a\)](#), then the State Football Body may, with the prior approval of the AFL Head of Community Football (or their nominee), waive a portion of that 12-month period and arrange an early Re-Registration Hearing.
- (g) For the avoidance of doubt:
  - (i) a Re-Registration Hearing is an application for re-registration only and is not a review or appeal of any previous sanctions;
  - (ii) there is no review or appeal process in relation to a Deregistration;
  - (iii) if a Player or Football Official is re-registered and subsequently receives a suspension as a result of a Reportable Offence or Policy Breach, that Player or Football Official will be permanently Deregistered from participating in any Competition as a Player or Football Official with no further right of appeal or right to apply for re-registration.

## **8. Gender diversity (participation of transgender and non-binary people)**

The [AFL Gender Diversity Policy Community Football](#) (as amended from time to time) is adopted as part of this Policy Handbook and its terms are deemed terms of this Policy Handbook.

## **PART C – MEMBER PROTECTION & INTEGRITY**

### **Member protection statement**

The AFL regards violence, discrimination, sexual harassment, bullying and abuse in any form as unacceptable. The AFL believes that all people have the right to work, play and socialise in an environment which is safe and inclusive. In other words, our members (i.e. participants in Australian Football) have the right to be protected from unacceptable conduct whilst participating in our sport.

Any complaints of inappropriate behaviour will be treated seriously and sensitively and, if required under this Policy Handbook, investigated thoroughly. Best endeavours will be used to ensure that persons affected by a complaint are not victimised in any way.

### **What is the purpose of Part C?**

- Part C aims to promote ethical and informed decision-making and responsible behaviours within Australian Football and records the AFL's commitment to upholding the rights of its participants to be treated with respect and dignity and to be safe and protected from all forms of discrimination and abuse within Australian Football.
- Part C sets out standards of behaviour that the AFL requires of all individuals associated with Australian Football.
- The general responsibilities and expectations of each Person and Controlling Body are clearly defined in Section [9](#) while vilification and discrimination, safeguarding children and young people, social media, gambling, respect and responsibility and anti-doping matters are also dealt with under Part C.

The points above are for background only and are not operative terms of this Policy Handbook.

## **9. Member protection**

### **9.1 Responsibility of Person**

A Person must:

- (a) make themselves aware of this Policy Handbook and its contents;
- (b) comply with this Policy Handbook and any rules, regulations, by-laws, emergency protocols and policies formally approved and/or adopted by the AFL from time to time, including without limitation, the Laws of the Game;
- (c) respect the spirit of fair play;
- (d) be ethical, fair, honest and respectful in all their dealings with other people;
- (e) contribute to a safe sporting environment and respectful culture which is accepting of individual differences;
- (f) prioritise the safety and welfare of children;
- (g) comply with all relevant laws including anti-discrimination and child protection laws;

- (h) comply with any direction given or investigative or disciplinary measure or procedure imposed in accordance with this Policy Handbook;
- (i) where applicable, consent to any screening requirements set out in this Policy Handbook including in relation to national police checks or working with children checks; and
- (j) comply with a sanction imposed after a finding that the Person has committed a Reportable Offence or breached this Policy Handbook.

## **9.2 General code of conduct**

A Person or, where applicable, a Controlling Body must not:

- (a) engage in conduct which brings, or is likely to bring, the interest of Australian Football or the Controlling Body into disrepute;
- (b) act in a manner which is, or is likely to be, prejudicial to the interests of Australian Football or the Controlling Body;
- (c) commit a Serious Criminal Offence;
- (d) directly or indirectly harass or bully (including cyber bully) any person;
- (e) make or post inappropriate, offensive or discriminatory comments in public (including via Social Media) about another person or Controlling Body;
- (f) victimise another person for making a complaint under this Policy Handbook;
- (g) engage in a sexually inappropriate relationship with a person that the Person coaches, supervises, or has influence, authority or power over;
- (h) verbally or physically abuse, assault or engage in violence with another person, intimidate another person or create a hostile environment;
- (i) disclose to a person or organisation any information related to Australian Football that is of a private, confidential or privileged nature without the required consent; and
- (j) make a complaint under this Policy Handbook that the Person or Controlling Body knows to be untrue, vexatious, malicious or improper.

## **9.3 Coach code of conduct**

In addition to the obligations under Sections [9.1](#) and [9.2](#), a Coach must:

- (a) be Accredited;
- (b) be reasonable in the demands made on the time commitments of Players, having regard to their health and well-being;
- (c) be considerate of the varying maturity and levels of ability of Players when designing practice schedules and practice activities;
- (d) if coaching Junior Players, use best endeavours to ensure that Players gain equal playing time in Matches;



- (e) always monitor and ensure the health and safety of Players;
- (f) seek and follow the advice of appropriately qualified health specialists in relation to the participation of injured or ill Players provided that, where such advice is that a Player is fit to play but that advice is inconsistent with any restrictions in this Policy Handbook on the participation of injured or ill Players, the restrictions in this Policy Handbook must be complied with;
- (g) keep up to date with the principles of coaching including skill development and requirements of Accreditation;
- (h) display and foster appropriate sporting behaviour, including using best endeavours to procure that Players comply with their obligations under this Policy Handbook;
- (i) display and foster respect for Football Officials, opponents, parents and spectators; and
- (j) ensure that Players are involved in a positive environment where skill learning and development are priorities.

## 10. Vilification and discrimination

### 10.1 Prohibited conduct

No Person shall act towards or speak to any other person in a manner, or engage in any other conduct which threatens, disparages, vilifies or insults another person (**person vilified**) or group of persons on any basis, including but not limited to, a person's race, religion, colour, descent or national or ethnic origin, disability, sexual orientation or gender identity.

### 10.2 Preliminary conciliation process

- (a) Where Section [23.2\(a\)\(i\)](#) or [23.2\(c\)\(i\)](#) applies in relation to an alleged breach of Section [10.1](#), the AFL or Controlling Body (as applicable) must as soon as practicable:
  - (i) inform the person alleged to have breached Section [10.1](#) (**Contravening Person**) of the alleged breach and provide that person with an opportunity to respond to the complaint;
  - (ii) use reasonable measures to establish the facts of the alleged Policy Breach (including by interviewing any relevant Person and taking witness statements).
- (b) If, following completion of the steps in Section [10.2\(a\)](#), the AFL or Controlling Body (as applicable) is reasonably satisfied that a breach of Section [10.1](#) may have occurred, it will arrange for the complaint to be conciliated and take all steps necessary for the complaint to be conciliated.
- (c) A conciliation will be held in person unless it is impractical to do so with the AFL or Controlling Body to determine the arrangements for the conciliation, including appointment of a conciliator.

- (d) Where a Controlling Body (other than the AFL) arranges to hold a conciliation, it must inform the AFL prior to the conciliation and, in consultation with the AFL, appoint a conciliator.
- (e) Persons entitled to attend a conciliation are as follows:
  - (i) person(s) vilified;
  - (ii) the Contravening Person;
  - (iii) other person(s) directly involved in the complaint whom in the reasonable opinion of the AFL or Controlling Body ought to attend the conciliation;
  - (iv) where the alleged breach of Section [10.1](#) was not about or did not directly impact a specific person or persons (e.g. the prohibited conduct vilified a group of persons generally without specifying any individual), a representative of that group may attend the conciliation at the invitation of the AFL or Controlling Body for the purpose of providing a victim impact statement and more generally to provide the perspectives of that group of vilified persons in the conduct of the conciliation;
  - (v) conciliator; and
  - (vi) where a Person involved in a conciliation is under the age of eighteen (18) years:
    - (A) the Person must always be represented by a Club Officer (and such representative must not be a parent or guardian of the Person); and
    - (B) a parent or guardian of the Person may attend a conciliation in place or in support of the Person.
- (f) All conciliation participants are permitted and encouraged to have a support person present at the conciliation. Support persons will not be advocates or actively participate in the conciliation.
- (g) Participants are discouraged from having a legal practitioner as their support person and from having a legal practitioner in conciliation.

### **10.3 Agreed outcomes at conciliation**

- (a) Notwithstanding any other provision of this Policy Handbook, the conciliation participants will be at liberty to consider and agree to any outcome or sanction including but not limited to any of the following (or a combination of them):
  - (i) suspension of a Contravening Person from playing and/or officiating in Matches at any level;
  - (ii) if reasonably practicable, attendance at or participation in a community service program by the Contravening Person;
  - (iii) the provision of a public apology or apologies by a Contravening Person.
- (b) For the avoidance of doubt:

- (i) the person(s) vilified, the Contravening Person and the AFL or Controlling Body must all agree to any outcome or sanction;
  - (ii) the conciliation participants may not agree to any outcome that binds or sanctions any Person that is not a conciliation participant;
  - (iii) the effect of any suspension agreed under Section [10.3\(a\)\(i\)](#) will be the same as a suspension under Part E (Disciplinary).
- (c) In their consideration of agreed outcomes and sanctions, the conciliation participants should have regard to the following:
- (i) the nature of the Policy Breach and all the circumstances in which it was undertaken including the setting (e.g. during the course of a Match, during the course of an official or unofficial Club activity, in a public place, in a private setting);
  - (ii) the extent to which the Policy Breach caused offence or hurt to the vilified person or others (e.g. was it undertaken in an aggressive or threatening way, did it offend or hurt a large number of people);
  - (iii) whether there have been previous instances of Policy Breaches by the Contravening Person;
  - (iv) whether the Contravening Person has received any relevant training and education.

#### **10.4 Confidentiality and public statement**

- (a) Subject to Section [10.4\(b\)](#):
- (i) the particulars of a complaint and the conciliation shall at all times remain confidential; and
  - (ii) a person shall not publicly comment on or disseminate to any person information concerning a complaint or conciliation at any time prior to, during or after the conciliation.
- (b) Where a complaint is resolved by conciliation, the only public statement that shall be made concerning the complaint and its resolution shall be that agreed upon by the parties.

#### **10.5 Unsuccessful conciliation**

Where the AFL or Controlling Body (as applicable) is of the opinion that the matter has not been resolved by conciliation, the AFL or Controlling Body must:

- (a) complete a Notice of Breach and issue it to the Contravening Person and the Contravening Person's Club;
- (b) provide the person(s) vilified and that person's Club (if applicable) with a copy of the Notice of Breach; and
- (c) proceed to deal with the matter under Section [23.5](#) (Early Guilty Plea – Policy Breach).

## **11. Safeguarding Children and Young People**

### **11.1 AFL commitment to safeguarding Children and Young People**

All Children and Young People, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, or family or social background, have equal rights to protection from Child Abuse. The AFL is committed to promoting and protecting the safety and wellbeing of all Children and Young People.

### **11.2 Controlling Body commitment to safeguarding Children and Young People**

- (a) To support the AFL's commitment under Section [11.1](#), each Controlling Body will commit to the following:
  - (i) the Controlling Body will have zero tolerance for Child Abuse;
  - (ii) the Controlling Body will seek to provide an environment in which all Children and Young People feel supported and respected;
  - (iii) the Controlling Body will recognise the particular needs of Aboriginal and Torres Strait Islander Children and Young People, LGBTIQ+ Children and Young People, Children and Young People from culturally and/or linguistically diverse backgrounds and Children and Young People with a disability and will implement culturally appropriate practices and procedures to address those needs;
  - (iv) the Controlling Body will consider the opinions of Children and Young People and use their opinions to inform the development of policies and procedures in relation to the protection of Children and Young People;
  - (v) the Controlling Body will engage with Children and Young People and their parents/guardians about safeguarding practices and help empower them to speak up when they see or hear something that makes them feel unsafe and ensure that relevant information and resources are accessible to them; and
  - (vi) in the event a concern or allegation is raised in relation to Child Abuse or any other inappropriate behaviour towards a Child or Young Person that has occurred while a Child or Young Person is under the Controlling Body's care, the Controlling Body will ensure it is treated seriously, in a culturally sensitive manner and fully investigated in accordance with this Policy Handbook and any other related policies or procedures and relevant legislation.
- (b) Each Controlling Body and Club must ensure that it complies with all statutory requirements in respect of safeguarding Children and Young People, including ensuring all relevant Persons who work with Children and Young People have complied with their working with children obligations applicable to their State or Territory.

### **11.3 Behavioural standards**

- (a) A Person must:
  - (i) treat all Children and Young People with respect;

- (ii) wherever possible ensure that another adult is present when working near or with Children and Young People;
  - (iii) use disciplinary strategies that are fair, respectful and appropriate to the developmental stage of the Children or Young People involved;
  - (iv) wherever possible ensure that all email, text messages and other forms of communication sent to a Child or Young Person are copied to their parent/guardian;
  - (v) ensure that approval has been obtained from a Child or Young Person and their parent/guardian prior to any photograph or film being taken of a Child or Young Person;
  - (vi) ensure that any photograph or film taken of a Child or Young Person is taken in circumstances that are directly relevant to the Child's or Young Person's participation in a Controlling Body program and the Child or Young Person is appropriately dressed and posed;
  - (vii) immediately report any concern for the safety or wellbeing of a Child or Young Person, or a suspected breach of this Section [11](#), in accordance with this Policy Handbook.
- (b) A Person must in the course of their employment or engagement by a Controlling Body:
- (i) ensure that all Children and Young People are appropriately supervised while participating in a Controlling Body program while respecting the privacy of Children and Young People;
  - (ii) limit all interactions with Children and Young People to the confines of official duties;
  - (iii) use best endeavours to complete a risk assessment for any Controlling Body program that involves Children or Young People prior to carrying out that Controlling Body program;
  - (iv) immediately disclose any charges or convictions affecting their suitability to engage with Children and Young People to Controlling Body senior management.

#### **11.4 Prohibited conduct**

- (a) A Person must not:
- (i) engage in any form of sexual behaviour with or in the presence of Children or Young People;
  - (ii) engage in any other form of behaviour that may reasonably be considered to be Child Abuse;
  - (iii) initiate unnecessary physical contact with a Child or Young Person, or do things of a personal nature for them that they can do themselves;

- (iv) take disciplinary action involving physical punishment or any other form of treatment that could reasonably be considered as degrading, cruel, frightening or humiliating;
  - (v) use language or behaviour towards Children or Young People that is inappropriate, harassment, abusive, sexually provocative, intended to humiliate or culturally inappropriate;
  - (vi) consume alcohol, drugs or tobacco when working with any Children or Young People; or
  - (vii) use a computer, mobile phone, video camera, camera or Social Media to exploit or harass Children or Young People, or access child exploitation material.
- (b) A Person must not in the course of their employment or engagement by a Controlling Body:
- (i) give a gift to a Child or Young Person engaged in a Controlling Body program, activity or service without the permission of Controlling Body senior management and the Child's or Young Person's parent/guardian;
  - (ii) transport any Children or Young People without the permission of Controlling Body senior management and the Child's or Young Person's parent/guardian;
  - (iii) arrange contact, including online contact, with Children or Young People outside of the Controlling Body's programs, activities or services.

## 11.5 Reporting procedures

- (a) If a Person believes that a Child or Young Person is in imminent risk of Harm or immediate danger, that Person must report the situation directly to the police - CALL '000'.
- (b) If a person (including a Person (as defined) or member of the public) believes that a Person has committed a breach of Section [11](#), that person must:
  - (i) contact the relevant Controlling Body immediately; and
  - (ii) as soon as practicable, submit a written complaint to the AFL under Section [23.1\(a\)](#).
- (c) When a Controlling Body is notified by a reporting person of an alleged breach of Section [11](#), the Controlling Body must use best endeavours to ensure the reporting person submits a written complaint to the AFL under Section [23.1\(a\)](#) and support the reporting person to do so.
- (d) For the avoidance of doubt, once a written complaint is received by the AFL under Section [23.1\(a\)](#) it will then be processed under the applicable provisions of Part E (Disciplinary), including an assessment of the written complaint under Section [23.2\(a\)](#).

## 12. Social Media

### 12.1 AFL commitment to online safety

The AFL has signed the [Online Safety Statement of Commitment](#) alongside 23 other major sporting organisations from around Australia to actively support the work of the Commonwealth Government eSafety Commissioner to help keep all Australians, from grassroots to professional athletes, team members and officials, safe online.

### 12.2 What is Social Media?

Social Media includes:

- (a) external and internal social networking sites (e.g. Facebook, Bebo, LinkedIn, MySite, WhatsApp, Tinder and Yammer);
- (b) video and photo sharing websites (e.g. Instagram, SnapChat, TikTok, Flickr, YouTube, Periscope);
- (c) micro-blogging sites (e.g. Twitter);
- (d) weblogs, including corporate or personal blogs, or blogs hosted by traditional media publications (e.g. 'comments' or 'your say' features on newspaper websites);
- (e) forums and discussion boards (e.g. Whirlpool, Yahoo! Groups or Google Groups);
- (f) online encyclopaedias (e.g. Wikipedia);
- (g) instant messaging (including SMS);
- (h) podcasting; and
- (i) any other website or application that enables users to create and share content or participate in social networking.

### 12.3 AFL statement on Social Media

- (a) It is important to understand that content posted on Social Media can have serious ramifications for the Person involved, the AFL and other Controlling Bodies, their people, commercial partners or other related organisations and individuals. Comments may be mistakenly attributed to the AFL or other Controlling Body in some circumstances. It is therefore important that a Person always think twice before posting.
- (b) Before using Social Media, the AFL encourages all Persons to ask themselves the following questions:
  - (i) Am I revealing any sensitive or confidential information?
  - (ii) Would I want my Coach, team, family or friends to see this?
  - (iii) Will I regret my actions?
  - (iv) Could this negatively impact the reputation of the AFL, other Controlling Body or a Club?

- (v) Could this be seen as inappropriate, discriminatory, defamatory or in breach of any laws?

## **12.4 Behavioural standards on Social Media**

When using Social Media, a Person must:

- (a) respect the privacy of others;
- (b) ensure that content published is factually accurate;
- (c) be polite and respectful with others; and
- (d) adhere to the terms of use of the relevant Social Media, as well as copyright, privacy, defamation, contempt of court, discrimination, harassment and other applicable laws.

## **12.5 Prohibited conduct on Social Media**

When using Social Media, a Person must not:

- (a) post or engage with (e.g. like, comment on, share, forward) material that is offensive, obscene, disparaging, defamatory, threatening, harassment, bullying, discriminatory, homophobic, hateful, racist, sexist, infringes copyright, constitutes a contempt of court, breaches a court suppression order, or is otherwise unlawful;
- (b) talk negatively about a Controlling Body, its employees, its competitors, corporate partners, broadcast partners, sponsors, or customers/fans or any other related organisation;
- (c) represent a personal view as that of a Controlling Body;
- (d) bring a Controlling Body's brand and reputation into disrepute;
- (e) post or release any Controlling Body information or material (including images or video) prior to its official launch or announcement by the Controlling Body in the public domain;
- (f) plagiarise or breach copyright of another person;
- (g) access, download or transmit any kind of sexually explicit material (including child pornography), violent and/or graphic images (without medical purpose);
- (h) access, download or transmit information on the use and construction of weapons, explosives and/or other tools of violence or terrorism;
- (i) breach the reasonable expectation of privacy of a person; or
- (j) access to the computing resources of a Controlling Body without the prior consent of the Controlling Body.

## **12.6 Official Social Media engagement**

Before engaging in Social Media as a representative of a Controlling Body, a Person must be formally authorised to do so by the relevant Controlling Body.



## 13. Gambling and match fixing

### 13.1 Corrupt conduct

A Person must not contrive or attempt to contrive the result of a Match or Contingency or any aspect of a Match or Contingency in exchange for a bribe, benefit or reward.

### 13.2 No gambling

- (a) Subject to Section [13.2\(b\)](#), a Player or Football Official must not
  - (i) bet or wager on a Contingency;
  - (ii) have an interest in any bet or wager on a Contingency or have someone else place a bet or wager on their behalf;
  - (iii) facilitate or assist the making of a bet or wager on a Contingency; or
  - (iv) without the prior permission of the relevant Controlling Body, encourage, induce, advertise or promote betting on a Contingency.
- (b) Section [13.2\(a\)](#) does not apply where a Player or Football Official has no direct or indirect connection with the relevant Contingency. *[Guidance note: For example, a Player or Football Official who is 18 years or older may bet on an AFL Match where that Player or Football Official participates in a Tier 2 Competition and otherwise has no indirect or direct connection with the AFL Match.]*
- (c) For the avoidance of doubt, Section [13.2\(b\)](#) does not permit a Person associated with a Club to engage in conduct under Section [13.2\(a\)](#) in respect of a Contingency relating to the relevant Controlling Body which does not involve their Club.

### 13.3 Insider information

A Player or Football Official must not disclose or provide any information, advice or opinion to any person about the teams playing in any Match (including but not limited to, the actual or likely composition of the team, player injuries, the form of players and tactics), unless the Person can establish to the satisfaction of the Football Body that:

- (a) such information, advice or opinion was already in the public domain or given in a bona fide media interview; or
- (b) the information, advice or opinion was not provided in any of the following circumstances:
  - (i) for the purpose of betting or wagering by any person on a Contingency;
  - (ii) negligently without regard to whether it would be used for betting or wagering by any person on a Contingency;
  - (iii) for consideration or reward.

### 13.4 Performance on merits

A Player or Football Official must at all times perform on their merits and must not induce or encourage any other Player or Football Official not to perform on their merits, in any Match or in relation to any aspect of a Match for any reason whatsoever.

### **13.5 Notification**

Any Person who is contacted by another person, corporation or entity requesting to engage in conduct which may be prohibited by Section [13](#) must, within 24 hours of such contact, advise the relevant Controlling Body.

### **14. Respect and responsibility**

The [AFL Respect and Responsibility Policy](#) (as amended from time to time) is adopted as part of this Policy Handbook and its terms are deemed terms of this Policy Handbook.

### **15. Anti-doping**

The [Australian Football Anti-Doping Code](#) (as amended from time to time) is adopted as part of this Policy Handbook and its terms are deemed terms of this Policy Handbook.

## PART D – HEALTH & SAFETY

### What is the purpose of Part D?

- Part D aims to promote a healthy and safe environment within Australian Football. It sets out requirements around injury management, the use of protective equipment and key considerations for Player health and safety.
- Occasionally extreme weather conditions arise and there is a need to assess whether Australian Football should be played in such conditions. Part D sets out the approach that should be adopted when assessing extreme weather conditions and the risk to Players and Football Officials.

## 16. Injury management

### 16.1 AFL statement on injury management

- (a) The AFL expects that Matches at all levels are played in a safe environment. To ensure the prevention of, and prompt attention to, injuries in Australian Football, it is important that adequate and timely first aid is delivered. Sports trainers and first aid providers play a key role in player preparation and safety at all levels.
- (b) It is important that sports trainers and first aid providers are well trained in the first aid needs relevant to Australian Football at the level at which they are involved.
- (c) A sports trainer or first aid provider involved with a Club should have a clear understanding of the role and importance of injury prevention and immediate emergency and injury management in Australian Football.

### 16.2 Minimum requirements

- (a) Each Controlling Body and Club must ensure that at each Match or training session:
  - (i) at least one person with Appropriate Minimum Qualifications (see Section [16.3](#)) for the relevant level of Australian Football is in attendance; and
  - (ii) an appropriately stocked first aid kit and adequate sport-specific rescue/transport equipment (e.g. stretcher and neck brace) are available.
- (b) Where the minimum requirements specified in Section [16.2\(a\)](#) are not met, the Match or training session may be postponed, rescheduled or cancelled and must not commence until such time as the minimum requirements are met.

### 16.3 Appropriate Minimum Qualifications

- (a) For the purposes of this Policy Handbook, **Appropriate Minimum Qualifications** means the minimum qualifications set out in the following Table:

Appropriate Minimum Qualifications					
Level (Age)	AFL/AFLW	State League	Senior (18+)	Youth (13-17)	Auskick/Junior (5-12)
Recommended	Level 2 Sports Trainer or QMP	Level 2 Sports Trainer or QMP	Sports Trainer (Level 1 or 2) or QMP	Sports Trainer (Level 1 or 2) or QMP	Sports Trainer (Level 1 or 2) or QMP

Minimum	Level 2 Sports Trainer or QMP	Sports Trainer (Level 1) or QMP	Sports Trainer (Level 1) or QMP or ERC	Sports Trainer (Level 1) or QMP or ERC	Sports Trainer (Level 1) or QMP or ERC or First Aider
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- (b) The terms specified in Table 1 have the following meanings:
- (i) **ERC** means a person who has completed an AFL-approved Emergency Response Coordinator Course which is current and up to date;
  - (ii) **First Aider** means a person who has obtained a nationally accredited first aid certificate which is current and up-to-date and includes assessed competencies HLTAID003 (Provide First Aid);
  - (iii) **Level 2 Sports Trainer** means a person who has completed an AFL-approved Level 2 Sports Trainer Course which is current and up to date;
  - (iv) **Level 1 Sports Trainer** means a person who has completed an AFL-approved Level 1 Sports Trainer Course which is current and up to date;
  - (v) **Qualified Medical Professional (QMP)** means a qualified doctor, paramedic, physiotherapist, osteopath, chiropractor, registered nurse or firefighter with Emergency Management Competency and appropriate first aid competencies.

#### 16.4 AFL-approved courses

- (a) Where a person completes an AFL-approved Level 1 and Level 2 Sports Trainer and Emergency Response Coordinator Course that person will achieve Emergency Management Competency.
- (b) The [AFL ClubHelp](#) website sets out a list of AFL-approved Emergency Response Coordinator Course providers.

#### 16.5 Emergency Management Competency

For the purposes of this Policy Handbook, Emergency Management Competency means proficiency in the following areas:

- (a) emergency planning including:
  - (i) ensuring access to a telephone and calling an ambulance if required;
  - (ii) venue access for emergency vehicles; and
  - (iii) access to appropriate and adequate first aid equipment and supplies;
- (b) understanding emergency response priorities and applying emergency procedures including the DRSABCD procedure (Danger, Response, Send for help, Airway, Breathing, and CPR and Defibrillation);
- (c) assessment of injured participants including:
  - (i) application of STOP (Stop, Talk, Observe, Prevent) and TOTAPS (Talk, Observe, Touch, Active movement, Passive movement & Skills);

- (ii) immediate management of severe injuries and life-threatening medical emergencies, including:
  - (A) spinal & neck injuries;
  - (B) intracranial (brain) injuries & concussion (definition, causes, signs and management);
  - (C) unconscious casualties;
  - (D) airway/respiratory distress such as choking, airway obstructions & asthma;
  - (E) management of open wounds and application of the blood rule; and
  - (F) soft tissue injury management and application of RICER (Rest, Ice, Compression, Elevation, Referral) with no harm;
- (d) on-field and off-field communication including:
  - (i) liaising with Umpires, other Football Officials, Qualified Medical Professionals and parents/guardians;
  - (ii) visible and clearly understood signals used for emergency and injury management;
  - (iii) encouraging teamwork; and
  - (iv) record keeping; and
- (e) transporting injured participants including lifts, carries and use of an appropriate stretcher (pole and scoop).

## **17. Protective equipment**

### **17.1 Laws of the Game**

- (a) Law 9 of the Laws of the Game regulates the management and use of Protective Equipment in Australian Football.
- (b) Section [17](#) is supplementary to Law 9 of the Laws of the Game and aims to assist Controlling Bodies to apply Law 9 of the Laws of the Game and regulate the use of Protective Equipment.

### **17.2 Categories of Protective Equipment**

- (a) Protective Equipment will be categorised as follows:
  - (i) Category 1 Protective Equipment;
  - (ii) Category 2 Protective Equipment; and
  - (iii) Category 3 Protective Equipment.
- (b) The three categories of Protective Equipment are defined in [Appendix 11](#).

### 17.3 Using Protective Equipment

- (a) During a Match, a Player may use:
  - (i) Category 1 Protective Equipment: no prior notification, inspection or approval is required;
  - (ii) Category 2 Protective Equipment: inspection of Class 2 Protective Equipment by relevant Controlling Body required prior to the relevant Match;
  - (iii) Category 3 Protective Equipment: prior approval of the relevant Controlling Body required in accordance with Section [17.3\(b\)](#).
- (b) A Controlling Body may only grant approval under Section [17.3\(a\)\(iii\)](#) following a physical inspection of the Class 3 Protective Equipment. To assist a Controlling Body with its assessment, Players are encouraged to provide medical certification from a Qualified Medical Practitioner which outlines the clinical need for the Class 3 Protective Equipment and confirms that it does not pose any unreasonable safety risk to the Player or others.
- (c) Any approval granted in respect of Category 3 Protective Equipment may be withdrawn by the relevant Controlling Body at any time.

### 17.4 Prohibited protective equipment

Equipment with any of the following characteristics will not be classified as Protective Equipment and must not be approved by a Controlling Body:

- (a) equipment made with metal;
- (b) equipment with an exposed hinge;
- (c) equipment with an exposed point, strap or edge;
- (d) equipment with sharp edges;
- (e) equipment made with hard plastic (other than Thermoplastic where there is sufficient exterior padding).

### 17.5 Mouthguards

- (a) Mouthguards have a definite role in preventing injuries to the teeth and face and for this reason they are strongly recommended at all levels of football. Mouthguards should be worn for all Matches and contact training sessions.
- (b) Dentally fitted laminated mouthguards offer the best protection and should be used by all Players. 'Boil and bite' type mouthguards are not as effective and, in rare cases, can dislodge during play and block the airway.

### 17.6 Spectacles

Players who wish to wear spectacles during Matches and training sessions should wear spectacles with plastic frames and plastic lenses. A band must also hold the spectacles on securely.

## **18. Extreme weather**

### **18.1 AFL statement on extreme weather**

Environmental factors regularly affect the playing of Australian Football. While environmental factors will not usually influence whether a Match should commence or continue, occasionally extremely adverse weather conditions may give rise to a need to assess whether Players and/or Football Officials are in danger. This Section sets out the approach that each Controlling Body must adopt when assessing extreme weather conditions.

### **18.2 Extreme heat**

#### **(a) Effects of extreme heat**

Heat-related stress can lead to impaired Player performance (for example, dizziness, headaches, collapse and illness). In extreme cases, heat can be life threatening. Preventing and managing heat stress and injury will ensure safe performance and may improve Player recovery. To prevent and manage heat stress, careful planning and preparation is required in accordance with this Section.

#### **(b) Controlling Body responsibility**

##### **(i) A Controlling Body must:**

- (A)** assess the heat stress risk by regularly reviewing weather information provided by the Bureau of Meteorology; and
- (B)** monitor the implementation of heat stress management strategies by Clubs and Player.

##### **(ii) Where there is a risk of heat stress, a Controlling Body must use reasonable endeavours to schedule Matches:**

- (A)** to avoid extremes of heat;
- (B)** allow for increased recovery; and
- (C)** at venues equipped with cooling facilities (for example, cool room (where possible), fans, shade, air conditioning and emergency medical facilities).

##### **(iii) In addition, a Controlling Body may undertake the following measures to mitigate heat stress:**

- (A)** increase the number of water carriers to run fluids at Matches;
- (B)** increase the length of intervals to enable teams to leave the field for the shade of the rooms at each break;
- (C)** reduce length of quarters;
- (D)** postpone or reschedule Matches.

#### **(c) Club responsibility**

- (i) A Club must monitor environmental factors such as extreme heat in respect of Matches and any training sessions administered by the Club. The Club should assess the heat stress risk by regularly reviewing information provided by the Bureau of Meteorology. Heat stress management strategies should also be implemented at all Matches and training sessions.
- (ii) A Club must use reasonable endeavours to:
  - (A) use cooling aids during Matches and training sessions such as ice vests, water spray bottles, cold sponges, fans (in changerooms and on interchange bench) and shade;
  - (B) provide heat permeable apparel to Players;
  - (C) report incidents of heat stress illness to the relevant Controlling Body;
  - (D) ensure a Club Football Official is available to monitor and manage Players for heat stress issues as they arise during a Match;
  - (E) provide adequate fluids in appropriate bottles;
  - (F) ensure trainers are fit enough to access as many players as possible during the game; and
  - (G) coordinate training times to avoid extreme heat conditions.
- (d) **Player responsibility**

A Player must ensure that the impact of environmental factors such as extreme heat is not exacerbated by their own conduct and take measures to:

  - (i) ensure adequate fluid intake prior to and during Matches (500-700mls per quarter);
  - (ii) monitor hydration;
  - (iii) notify Club Football Officials when affected by heat or when performance is noticeably affected;
  - (iv) use cooling strategies before, during and after Matches;
  - (v) not play in the heat with an existing illness; and
  - (vi) apply sun protection factor 30+ sunscreen.

### 18.3 Lightning

- (a) **AS1768-2007**
  - (i) A Controlling Body must use best endeavours to comply with AS1768-2007, entitled The Lightning Protection Standard, published on 10 January 2007 (**Lightning Standard**).
  - (ii) While the Lightning Standard will not necessarily prevent damage or personal injury due to lightning, it will reduce the probability of such damage or injury occurring.



(b) 30/30 Safety Guideline

- (i) In the absence of specific information from a weather radar, lightning location system or specialised warning device then the relevant Controlling Body and Club(s) must refer to the 30/30 Safety Guideline.
- (ii) The 30/30 Safety Guideline specifies that where lightning is considered to be a possible or actual threat to a Match or training session the following procedures and considerations apply:

- (A) The observation of approaching storm clouds, the first flash of lightning or clap of thunder, no matter how far away should heighten lightning awareness. The level of risk depends on one's location (direction and distance) relative to the storm cell and the direction in which the storm system is traveling.

- (B) A simple method of determining the distance to the storm cell is to measure the time elapsed from when the lightning flash is observed and when the associated clap of thunder is heard.

- (C) Light travels faster than sound. Assuming that the light from the flash reaches the observer instantaneously, and knowing that sound takes approximately three (3) seconds to travel one (1) kilometre, the distance can be determined by using the following rule:

*distance (in km) = time from observing the flash to hearing thunder (in 3 seconds).*

- (D) It is important to remember that lightning may be obscured by clouds so it must be assumed that when thunder is heard, lightning is in the vicinity. In such cases, careful judgment must be used to determine whether a threat exists.

- (E) The accepted "safe" distance from lightning is greater than 10km. This means that as the time interval between observing the flash and hearing the thunder approaches 30 seconds, all those in exposed areas should be seeking or already inside safe shelters. A storm cell with lightning activity within 10km constitutes a threat.

- (F) It is recommended that people wait a minimum of 30 minutes after the last sighting of lightning or sound of thunder. This figure is based on the observation that the typical storm moves at about 40km/h. Thus, waiting 30 minutes allows the thunderstorm to be about 20km away, minimising the likelihood of a nearby lightning strike.

- (G) It is important to emphasise that blue skies and lack of rainfall are not adequate reasons to breach the 30 minute minimum return-to-activity rule.

(c) **General lightning safety guideline**

- (i) Prior to Match Day

A Controlling Body must assess the thunderstorm activity and lightning risk to Matches and training sessions by regularly reviewing weather information provided by the Bureau of Meteorology.

- (ii) Match Day
  - (A) If lightning is predicted within 10km of a Match venue at the scheduled starting time, that Match may be delayed or suspended by the relevant Controlling Body or Umpire(s).
  - (B) A decision to resume play in respect of a Match which has been delayed or suspended due to lightning will be made by the Controlling Body or Umpire(s) based on information obtained from the Bureau of Meteorology and in consultation with the relevant Clubs.
- (d) **Club responsibility**
  - (i) A Club must monitor environmental factors such as lightning in respect of Matches and any training sessions administered by the Club. The Club should assess the lightning risk by reviewing information provided by the Bureau of Meteorology.
  - (ii) Where there is a risk of lightning, a Club must adhere to the following general guidelines:
    - (A) If a lightning threat emerges, a nominated Club Football Official must contact all relevant coaching, rehabilitation and training staff and provide updates on a regular basis.
    - (B) A decision to delay, suspend or resume training should be made in consultation with relevant coaching and administration staff.
    - (C) If Players are training when the lightning threat becomes real, then they should leave the training venue immediately and take shelter inside a building or metal framed car. They should not shelter under or near trees.
    - (D) Once the storm's path has been reassessed, there must be a minimum of 30 minutes elapsed before returning to training.
    - (E) Where there is no access to Bureau of Meteorology information, the 30/30 Safety Guideline serves as a guide for the suspension and subsequent resumption of activities.

## 19. Concussion

[The Management of Sport-Related Concussion in Australian Football](#) (as amended from time to time) is adopted as part of this Policy Handbook and its terms are deemed terms of this Policy Handbook.

## 20. Pregnant players

The AFL respects the rights of women who are pregnant and is committed to providing support to assist them to do so. The [AFL National Female Community Football Guidelines](#) (as amended from time to time) set guidelines for Players' continued participation in Australian Football during pregnancy.

## **21. Infectious diseases and active bleeding**

Law 24 of the Laws of the Game regulates the management of active bleeding in Australian Football.

## PART E – DISCIPLINARY

### What is the purpose of Part E?

- This Part E (Disciplinary) sets out how alleged Reportable Offences and Policy Breaches are dealt with.
- Alleged Reportable Offences are processed in accordance with Section [22](#), which covers Umpire reports, the referral and investigation of alleged Reportable Offences, Notices of Charge and Early Guilty Pleas.
- Alleged Policy Breaches are processed in accordance with Section [23](#), which covers the submission and investigation of written complaints, Notices of Breach and decisions available to the AFL and Controlling Bodies following an investigation of a Policy Breach.
- Following the processes under Section [22](#) or Section [23](#), a matter may be referred to the Tribunal. Section [25](#) deals with the operation and powers of the Tribunal. Section [26](#) deals with appeals from the Tribunal to the Appeal Board.
- The points above are for background only and are not operative terms of this Policy Handbook.

## 22. Reportable Offences

### 22.1 Making a report

#### (a) Notice of Charge – Umpire report during Match

- (i) Subject to Section [22.1\(a\)\(ii\)](#), if an Umpire considers that a Person has committed a Reportable Offence during a Match, the Umpire must inform the Person that they have been reported either:
  - (A) immediately following the relevant incident;
  - (B) before the commencement of the quarter following the relevant incident; or
  - (C) if the relevant incident occurs in the final quarter, as soon as reasonably practicable after the completion of the Match.
- (ii) An Umpire may inform the captain, acting captain or Club Officer of a report where it is impractical to inform the Person.
- (iii) As soon as practicable after completion of the Match, the Umpire must:
  - (A) complete a Notice of Charge;
  - (B) lodge the Notice of Charge together with the Match paperwork to the Controlling Body; and
  - (C) retain a copy of the Notice of Charge.

*[Guidance note: If a Notice of Charge lodged, refer to Section [22.3](#).]*

#### (b) Incident Referral Form – Umpire or Club incident referral after Match

- (i) If an Umpire considers that a Person may have committed a Reportable Offence during a Match but did not report that Person during the Match under Section [22.1\(a\)](#), then as soon as practicable after completion of that Match, the Umpire must:

- (A) complete an Incident Referral Form; and
- (B) lodge the Incident Referral Form with the Controlling Body in the manner prescribed by the Controlling Body from time to time (together with the Match paperwork if possible),

provided that the Incident Referral Form must be lodged no later than 5:00pm on the next business day after the relevant Match or at such other time as the Controlling Body determines.

*[Guidance note: If an Incident Referral Form is lodged, refer to Section [22.2](#).]*

- (ii) If a Club considers that a Person has committed a Reportable Offence during a Match, the Club may:

- (A) complete an Incident Referral Form; and
- (B) lodge the Incident Referral Form with the Controlling Body in the manner specified by the Controlling Body from time to time,

provided that the Incident Referral Form must be lodged no later than 5:00pm on the next business day after the relevant Match or at such other time as the Controlling Body determines.

*[Guidance note: If an Incident Referral Form is lodged, refer to Section [22.2](#).]*

- (iii) The Controlling Body may levy a fee for the administration of an Incident Referral Form lodged in accordance with Section [22.1\(b\)\(ii\)](#), which may be refunded if the Controlling Body determines that the Person who is the subject of the Incident Referral Form has committed a Reportable Offence.

- (iv) An Incident Referral Form lodged in accordance with Section [22.1\(b\)\(ii\)](#) may not be withdrawn by the Club after it has been lodged with the Controlling Body.

(c) **Notice of Charge – Power of Executive Officer**

Notwithstanding any other provision of this Policy Handbook, if an Executive Officer (or their nominee) considers that a Person has committed a Reportable Offence during a Match, the Executive Officer (or their nominee) may report that Person by completing a Notice of Charge.

*[Guidance note: If a Notice of Charge is completed, refer to Section [22.3](#).]*

## 22.2 Investigating an incident

(a) **Assessment**

As soon as practicable after a Controlling Body receives an Incident Referral Form under Section [22.1\(b\)\(i\)](#) or [22.1\(b\)\(ii\)](#) or referral under Section [23.2\(a\)\(i\)\(D\)](#) or [23.2\(c\)\(i\)\(F\)](#), the Controlling Body must undertake an assessment of the alleged

Reportable Offence set out in the Incident Referral Form or referral and following its assessment, the Controlling Body may complete a Notice of Charge.

*[Guidance note: If a Notice of Charge is completed, refer to Section 22.3.]*

(b) **Match Review Panel**

- (i) A Controlling Body may appoint any number of Persons to assist with the assessment of alleged Reportable Offences, including the review of Match footage (**Match Review Panel**). The Match Review Panel may comprise one Person.
- (ii) If instructed by a Controlling Body, the Match Review Panel may:
  - (A) assist an Executive Officer in relation to a determination under Section [22.1\(c\)](#); or
  - (B) assist the Controlling Body in relation to an assessment under Section [22.2\(a\)](#); or
  - (C) review Match footage and/or investigate any incident which occurred during a Match using reasonable measures (including by interviewing any relevant Person and taking witness statements) to assess whether a Reportable Offence has been committed during a Match.
- (iii) If, after an assessment under Section [22.2\(b\)\(ii\)\(C\)](#), the Match Review Panel considers that a Person has committed a Reportable Offence, the Match Review Panel must complete a Notice of Charge.

*[Guidance note: If a Notice of Charge is completed by the Match Review Panel, refer to Section [22.3](#).]*

## 22.3 Notice of Charge

(a) **Issuing Notice of Charge**

If:

- (i) a Controlling Body receives a Notice of Charge completed by an Umpire under Section [22.1\(a\)](#); or
- (ii) an Executive Officer completes a Notice of Charge under Section [22.1\(c\)](#); or
- (iii) a Controlling Body completes a Notice of Charge under Section [22.2\(a\)](#); or
- (iv) a Match Review Panel completes a Notice of Charge under Section [22.2\(b\)\(iii\)](#),

then the Controlling Body must, as soon as practicable after the relevant Match, issue the Notice of Charge to the charged Person and that Person's Club.

*[Guidance note: Once a Notice of Charge is issued, refer to Section [22.4](#).]*

(b) **Withdrawal of Notice of Charge**

An Executive Officer or Match Review Panel may withdraw a Notice of Charge completed under Section [22.1\(c\)](#) or [22.2\(b\)\(iii\)](#) (as applicable) at any time prior to a Tribunal hearing by lodging a written notice with the Controlling Body.

(c) **Notice of Charge**

A Notice of Charge must categorise and grade (if applicable) the alleged Reportable Offence based on the categories and gradings of Reportable Offences specified in [Appendix 1](#).

## 22.4 Early Guilty Plea – Reportable Offence

(a) **Person may enter Early Guilty Plea**

Subject to Section [22.4\(c\)](#), where a Person has been issued a Notice of Charge, that Person may enter an Early Guilty Plea in relation to the Reportable Offence set out in the Notice of Charge and accept the Early Guilty Plea penalty prescribed by the Controlling Body in accordance with [Appendix 1](#) or elect to contest the Notice of Charge, by no later than 5:00pm on the next business day after receipt of the Notice of Charge, or such other time as the Controlling Body determines.

*[Guidance note: Sometimes an Early Guilty Plea will not be available because a Controlling Body may refer the Notice of Charge directly to the Tribunal under Section [22.4\(c\)](#).]*

(b) **Proceed to Tribunal hearing**

(i) If a Person elects to contest a Notice of Charge issued under Section [22.4\(a\)](#) then the Controlling Body must refer the matter to the Tribunal and, subject to Sections [25.4\(a\)\(iv\)](#) and [25.4\(a\)\(vi\)](#), that Person will not be entitled to any reduction to the sanction applicable to the Reportable Offence as per [Appendix 1](#).

(ii) If a Person fails to respond to a Notice of Charge issued under Section [22.4\(a\)](#) then the Controlling Body may:

(A) refer the matter to the Tribunal to be dealt with in accordance with Section [25](#) and, subject to Sections [25.4\(a\)\(iv\)](#) and [25.4\(a\)\(vi\)](#), that Person will not be entitled to any reduction to the sanction applicable to the Reportable Offence as per [Appendix 1](#); or

(B) apply the Early Guilty Plea penalty without referring the matter to the Tribunal.

(c) **Early plea not available**

(i) On issuing a Notice of Charge under Section [22.3\(a\)](#), a Controlling Body may refer the Notice of Charge directly to the Tribunal to be determined under Section [25](#).

*[Guidance note: Refer to the Direct Tribunal Offences provisions set out in Clause [4](#) of Appendix 1 which must be referred directly to the Tribunal.]*

(ii) If a Notice of Charge is referred directly to the Tribunal, the charged Person may not enter an Early Guilty Plea.

## 23. Policy Breaches

### 23.1 Making a complaint

#### (a) Written complaint by person

Subject to Sections [23.1\(b\)](#) and [23.1\(c\)](#), if a Person considers that another Person has committed a Policy Breach, the first Person may submit a written complaint to:

- (i) the AFL via the AFL's electronic complaint submission platform (accessible [here](#)); or *[Guidance note: If complaint submitted to AFL, refer to Section [23.2\(a\)](#).]*
- (ii) the relevant Controlling Body (other than the AFL) by submitting a Complaint Submission Form to that Controlling Body; or *[Guidance note: If complaint submitted to Controlling Body, refer to Section [23.2\(c\)](#).]*
- (iii) otherwise in the manner specified by the AFL from time to time.

#### (b) Written complaint by Disciplinary Officer or Club

- (i) If a Disciplinary Officer considers that a Person has committed a Policy Breach, that Disciplinary Officer must, as soon as reasonably practicable, submit a written complaint in accordance with Section [23.1\(a\)](#).
- (ii) If a Club (including a Club Officer) considers that a Person has committed a Policy Breach in connection with a Match, that Club must, by no later than 5:00pm on the next business day after the relevant Match or such other time as the relevant Controlling Body determines, submit a written complaint in accordance with Section [23.1\(a\)](#).

*[Guidance note: Disciplinary Officers and Clubs are held to a higher standard. Disciplinary Officers **must** assess a suspected Policy Breach and Clubs **must** submit a complaint in relation to a suspected Policy Breach during a Match, whereas an ordinary person may choose to do so.]*

#### (c) Time limitation

A written complaint under Section [23.1\(a\)\(i\)](#) must be submitted as soon as practicable but no later than 30 days after the alleged incident except that a written complaint which relates to an alleged breach of Section [11](#) (Safeguarding Children and Young People) may be submitted at any time after the alleged incident.

#### (d) Levy of fee

A Controlling Body may levy a fee for the administration of a written complaint (with the fee amount to be determined by the Controlling Body), which may be refunded if the Controlling Body determines that the Person who is the subject of the written complaint may have committed a Policy Breach.

#### (e) Withdrawal of complaint

A complaint submitted in accordance with Section [23.1\(a\)](#) cannot be withdrawn by the submitting party after it has been submitted, unless otherwise approved by the Controlling Body.



## 23.2 Assessing and investigating a complaint

### (a) AFL assessment following receipt of complaint

- (i) Subject to Section [23.2\(a\)\(ii\)](#), as soon as practicable after the AFL receives a written complaint under Section [23.1\(a\)\(i\)](#) or from a Controlling Body under Section [23.2\(c\)\(i\)\(A\)](#), the AFL must undertake an assessment of the alleged Policy Breach set out in the written complaint and following its assessment, the AFL may:
  - (A) investigate the matter in accordance with Section [23.2\(b\)](#); or
  - (B) delegate the matter to the relevant Controlling Body to be dealt with in accordance with Section [23.2\(d\)](#); or
  - (C) refer the matter to a government authority (including the police); or
  - (D) refer the matter to the relevant Controlling Body to be assessed as an alleged Reportable Offence in accordance with Section [22.2\(a\)](#).
- (ii) As soon as practicable after the AFL receives a written complaint under Section [23.1\(a\)\(i\)](#) which relates to an alleged breach of Section [10.1](#) (Vilification and discrimination – Prohibited conduct), the AFL must undertake an assessment of the alleged breach of Section [10.1](#) and following its assessment, the AFL must either:
  - (A) undertake the preliminary resolution process set out in Section [10.2](#); or
  - (B) delegate the matter to the relevant Controlling Body to be dealt with in accordance with Section [23.2\(d\)](#).

### (b) AFL investigation

- (i) Except where prohibited by law, the AFL may investigate and deal with any matter in connection with this Policy Handbook including to:
  - (A) use reasonable measures to establish the facts of the alleged Policy Breach (including by interviewing any relevant Person and taking witness statements);
  - (B) determine all questions arising or objections made in relation to an alleged Policy Breach;
  - (C) refer any matter concerning an alleged Policy Breach for hearing and determination, in whole or in part, by a body or person appointed by the AFL;
  - (D) stand down any Person subject to any action specified under Sections [23.2\(a\)](#) to [23.2\(e\)](#) (including any investigation or associated Tribunal or Appeal Board hearing) from participating in or in connection with a Competition;
  - (E) exercise any other powers conferred by this Policy Handbook; and
  - (F) delegate any of its powers under this Policy Handbook.

- (ii) If the AFL elects to investigate a matter under this Policy Handbook, the AFL must give written notice to the Person(s) the subject of the investigation.
  - (iii) On completion of an investigation under this Section [23.2\(b\)](#), the AFL must proceed with the matter in accordance with Section [23.3\(a\)](#).
- (c) **Controlling Body assessment following receipt of complaint**
- (i) Subject to Section [23.2\(c\)\(ii\)](#), as soon as practicable after a Controlling Body receives a written complaint under Section [23.1\(a\)\(ii\)](#), the Controlling Body must undertake an assessment of the alleged Policy Breach set out in the written complaint and following its assessment, the Controlling Body may:
    - (A) escalate the written complaint to the AFL on behalf of the relevant Person in accordance with Section [23.1\(a\)\(i\)](#) and notify the relevant Person(s) of that escalation; or
    - (B) procure the relevant Person to submit their written complaint to the AFL in accordance with Section [23.1\(a\)\(i\)](#); or
    - (C) investigate the matter in accordance with Section [23.2\(e\)](#); or
    - (D) complete a Notice of Breach; or
    - (E) refer the matter to a government authority (including the police); or
    - (F) refer the matter for assessment as an alleged Reportable Offence in accordance with Section [22.2\(a\)](#).
  - (ii) As soon as practicable after a Controlling Body receives a written complaint under Section [23.1\(a\)\(ii\)](#) which relates to an alleged breach of Section [10.1](#) (Vilification and discrimination – Prohibited conduct), the Controlling Body must undertake an assessment of the alleged breach of Section [10.1](#) and following its assessment, the Controlling Body must either:
    - (A) undertake the preliminary resolution process set out in Section [10.2](#); or
    - (B) escalate the written complaint to the AFL on behalf of the relevant Person in accordance with Section [23.1\(a\)\(i\)](#) and notify the relevant Person(s) of that escalation.

*[Guidance note: A Controlling Body has numerous options once a complaint is received and assessed. The Controlling Body must be clear about which Section of the Policy Handbook the alleged Policy Breach relates to before choosing a course of action.]*

(d) **Controlling Body assessment following delegation by AFL**

As soon as practicable after the AFL delegates a matter to a Controlling Body under Section [23.2\(a\)\(i\)\(B\)](#), the Controlling Body must undertake an assessment of the alleged Policy Breach set out in the written complaint and following its assessment, the Controlling Body may, having regard to the AFL's findings including any recommendations (if any):

- (i) where the written complaint relates to an alleged breach of Section [10.1](#) (Vilification and discrimination – Prohibited conduct), undertake the preliminary resolution process set out in Section [10.2](#); or
- (ii) investigate the matter in accordance with Section [23.2\(e\)](#); or
- (iii) complete a Notice of Breach.

*[Guidance note: This Section only applies where the AFL delegates a matter to another Controlling Body once the AFL has assessed the matter itself. With any delegation the AFL may provide recommendations as to the appropriate course of action.]*

(e) **Controlling Body investigation**

- (i) If a Controlling Body elects to investigate a matter under Section [23.2\(c\)\(i\)\(C\)](#) or [23.2\(d\)\(ii\)](#), the Controlling Body must:
  - (A) notify the Person(s) the subject of the investigation as soon as practicable; and
  - (B) use reasonable measures to establish the facts of the alleged Policy Breach (including by interviewing any relevant Person and taking witness statements).
- (ii) A Controlling Body may engage a third party, appropriately qualified investigator to assist with an investigation.
- (iii) On completion of its investigation, a Controlling Body must proceed with the matter in accordance with Section [23.3\(b\)](#).

(f) **State Football Body stand down rule**

A State Football Body may, with the prior written consent of the AFL, stand down any Person subject to any action specified under Sections [23.2\(a\)](#) to [23.2\(e\)](#) (including any investigation or resulting Tribunal or Appeal Board hearing) from participating in or in connection with a Competition.

*[Guidance note: Generally, a Person will only be stood down in the most serious of circumstances and the AFL must consent to any proposed stand down.]*

(g) **Vexatious complaints**

A Person (including a Disciplinary Officer or Club) must not knowingly submit a complaint that is untrue, vexatious or malicious.

(h) **Cooperation with investigation**

A Person the subject of an investigation under this Section [23.2](#) and other Persons relevant to an investigation must:

- (i) co-operate with the investigation;
- (ii) answer questions and provide statements truthfully during the investigation;
- (iii) not make any false or misleading statement or act in a manner calculated to or which is likely to mislead.

(i) **Investigations involving minors**

Where a Person involved in an investigation under this Section [23.2](#) is under the age of eighteen (18) years then during the investigation that Person must always be supported by:

- (i) a parent or guardian of the Person; and
- (ii) where possible, a Club Officer.

*[Guidance note: It is critical that all minors are always supported by an adult if they are the subject to or involved in any investigation.]*

(j) **Confidentiality**

- (i) Subject to Section [23.2\(i\)\(ii\)](#), a Controlling Body must use reasonable endeavours to keep confidential any information obtained under Section [23.2](#).
- (ii) Information obtained under Section [23.2](#) may be used or disclosed by a Controlling Body in connection with investigations under this Policy Handbook and in reporting any reasonable suspicion of criminal conduct to relevant authorities. Without limiting the foregoing, a Controlling Body may disclose such information to the public where it is reasonable to do so in the interests of the open administration of AFL and State Football Body disciplinary processes provided that no information that identifies a person will be disclosed other than a person's name and information about their participation in a Competition.

### **23.3 Decision following investigation**

(a) **AFL decision following investigation**

- (i) On completion of an investigation under Section [23.2\(b\)](#), the AFL may:
  - (A) deliver its findings (including any recommendations) to the relevant Controlling Body and direct that Controlling Body to make a determination in accordance with Section [23.3\(b\)](#); or
  - (B) impose a sanction on any Person who has committed a Policy Breach on any terms and conditions, including to reprimand, suspend or deregister a Person; or
  - (C) deal with the matter in such other manner as the AFL sees fit which may include the AFL attempting to conciliate or mediate the matter or issuing a warning letter or dismissing the matter altogether.
- (ii) All decisions of the AFL, including in connection with an alleged Policy Breach, are final and subject only to any rights of appeal provided by law.

(b) **Controlling Body decision following investigation**

- (i) On completion of an investigation under Section [23.2\(e\)](#) or as soon as practicable after a direction from the AFL under Section [23.3\(a\)\(i\)\(A\)](#), the relevant Controlling Body may, having regard to the AFL's findings including any recommendations (if any):

- (A) complete a Notice of Breach; or
  - (B) deal with the matter in such other manner as the Controlling Body determines which may include the Controlling Body attempting to conciliate or mediate the matter or issuing a warning letter or dismissing the matter altogether.
- (ii) On completing a Notice of Breach under Section [23.3\(b\)\(i\)\(A\)](#), a Controlling Body may elect to refer the Notice of Breach directly to the Tribunal (to be determined under Section [24](#)) without prescribing a sanction.

*[Guidance note: Refer to the definition of “Notice of Breach” and Section [23.5](#) when completing a Notice of Breach.]*

(c) **Appealing Controlling Body decision**

A decision by a Controlling Body under Section [23.3\(b\)\(i\)\(B\)](#) may be appealed in accordance with Section [26](#).

## 23.4 Issuing or withdrawing Notice of Breach

(a) **Issuing Notice of Breach**

If a Controlling Body completes a Notice of Breach under Section [23.3\(b\)\(i\)\(A\)](#) then the Controlling Body must:

- (i) issue that Notice of Breach to the charged Person and that Person’s Club (if applicable); and
- (ii) provide the other Person and that Person’s Club (if applicable) with a copy of the Notice of Breach.

(b) **Withdrawal of Notice of Breach**

A Controlling Body may withdraw a Notice of Breach completed under Section [23.3\(b\)\(i\)\(A\)](#) at any time prior to a Tribunal hearing.

(c) **Completing a Notice of Breach**

A Notice of Breach must:

- (i) categorise the alleged Policy Breach; and
- (ii) set out the sanction prescribed by the Controlling Body (for example, a reprimand, suspension or Deregistration) unless the matter is referred directly to the Tribunal in which case no prescribed sanction is required.

## 23.5 Early Guilty Plea – Policy Breach

(a) **Person may enter Early Guilty Plea**

Subject to Section [23.5\(c\)](#), where a Person has been issued a Notice of Breach, that Person may enter an Early Guilty Plea in relation to the Policy Breach and accept the Early Guilty Plea penalty prescribed by the Controlling Body in the Notice of Breach or elect to contest the Notice of Breach, by no later than 48 hours after

receipt of the Notice of Breach, or such other time as the Controlling Body determines.

**(b) Proceed to Tribunal hearing**

- (i) If a Person elects to contest a Notice of Breach issued under Section [23.5\(a\)](#) then the Controlling Body must refer the matter to the Tribunal and that Person will not be entitled to any reduction to the sanction available with the Early Guilty Plea penalty.
- (ii) If a Person fails to respond to a Notice of Breach issued under Section [23.5\(a\)](#) then the Controlling Body may:
  - (A) refer the matter to the Tribunal to be dealt with in accordance with Section [25](#) and that Person will not be entitled to any reduction to the sanction available with the Early Guilty Plea penalty; or
  - (B) apply the Early Guilty Plea penalty without referring the matter to the Tribunal.

**(c) Early plea not available**

If a Notice of Breach is referred directly to the Tribunal in accordance with Section [23.3\(b\)\(ii\)](#), the relevant Person may not enter an Early Guilty Plea.

## **24. Disciplinary Officer**

- (a) The Controlling Body may, from time to time, appoint one or more Disciplinary Officers who may:
  - (i) assist with the assessment of an alleged Policy Breach under Section [23.2\(a\)](#);
  - (ii) advise the Tribunal of the particulars of a Notice of Charge or Notice of Breach;
  - (iii) advise the Appeal Board of the particulars of a Notice of Appeal;
  - (iv) make submissions in relation to a Notice of Charge, Notice of Breach or Notice of Appeal;
  - (v) respond to any matters put in defence in relation to a Notice of Charge or Notice of Breach;
  - (vi) ask questions of any Person appearing before the Tribunal or Appeal Board;
  - (vii) where necessary or desirable in the interests of general justice and fairness, call any Person to give evidence before the Tribunal; and
  - (viii) address the Tribunal or Appeal Board prior to the final submissions of any Person.
- (b) A Disciplinary Officer may, with leave of the Tribunal, amend any Notice of Charge or Notice of Breach to be determined by the Tribunal prior to or at any time during a Tribunal hearing.

*[Guidance note: An umpire advocate may be appointed as a Disciplinary Officer from time to time.]*

## **25. Tribunal**

### **25.1 Function**

- (a) The function of the Tribunal is to deal with any Notice of Charge or Notice of Breach referred to it under this Policy Handbook.
- (b) A Notice of Charge or a Notice of Breach is, for the purposes of this Section [25](#), a Notice.
- (c) For the avoidance of doubt, this Section [25](#) only applies to a Notice of Charge or Notice of Breach referred to the Tribunal under this Policy Handbook.

### **25.2 Establishment**

#### **(a) Appointment of Tribunal**

A Controlling Body may, from time to time, appoint persons to the Tribunal.

#### **(b) Tribunal members**

The Tribunal must consist of:

- (i) a person who in the opinion of the Controlling Body possesses sufficient knowledge of Australian Football and sufficiently qualified to competently perform the role of chairperson (**Chairperson**); and
- (ii) a panel of persons who in the opinion of the Controlling Body possess sufficient knowledge of Australian Football and are sufficiently qualified to competently perform the role of Tribunal panel member (**Tribunal Panel**).

#### **(c) Qualifications of Tribunal members**

Except where the Controlling Body determines otherwise, a person must not be appointed to the Tribunal if:

- (i) in the twelve (12) months preceding the relevant appointment date, that person:
  - (A) has been a member of a board of directors of a Club affiliated with the Controlling Body that has appointed the Tribunal;
  - (B) has been a coach or assistant or specialty coach of a Club affiliated with the Controlling Body that has appointed the Tribunal;
  - (C) has been a Player; or
  - (D) has been an employee of a Club affiliated with the Controlling Body that has appointed the Tribunal; or
- (ii) that person has failed to meet any Tribunal-specific training or education requirements specified by the AFL from time to time.

#### **(d) Resignation and removal of Tribunal members**

- (i) A member of the Tribunal may resign by providing written notice to the Controlling Body.
- (ii) The Controlling Body may remove a member of the Tribunal at any time.

### 25.3 Procedure and evidence

#### (a) Composition of Tribunal for hearing

- (i) Except where the Controlling Body determines otherwise, at any Tribunal hearing, the Tribunal must comprise:
  - (A) the Chairperson or, in the Chairperson's absence, a member of the Tribunal Panel who will act as Chairperson; and
  - (B) a minimum of two (2) and maximum of four (4) Tribunal Panel members.
- (ii) Persons appointed as Chairperson and to the Tribunal Panel may be rotated from time to time as determined by the Controlling Body.

#### (b) Representation

- (i) Subject to Section [25.3\(b\)\(iii\)](#), at any Tribunal hearing a Person issued with a Notice (in this Section [25](#), the **charged Person**) must:
  - (A) appear in person; and/or
  - (B) be represented by:
    - (1) a Club Officer; or
    - (2) a barrister or solicitor unless such representation is expressly prohibited under applicable Competition rules.

*[Guidance note: Refer to Section [25.3\(c\)](#) for information about how and when a Person may attend a Tribunal hearing. The wording "appear in person" does not necessarily mean the charged Person must be physically present at the Tribunal hearing.]*

- (ii) If a charged Person appears in person and is not represented in accordance with Section [25.3\(b\)\(i\)\(B\)](#) then the charged Person may act as their own advocate.
- (iii) Where a Person issued with Notice of Charge or Notice of Breach is under the age of eighteen (18) years at the time of the Tribunal hearing:
  - (A) the Person must be represented under Section [25.3\(b\)\(i\)\(B\)](#) (and such representative must not be a parent or guardian of the Person); and
  - (B) a parent or guardian of the Person may attend any Tribunal hearing in place or in support of the Person.
- (iv) Where the Chairperson is of the opinion that a Person or representative of a Person appearing before the Tribunal has failed to observe directions of the Tribunal or otherwise acted in a contemptuous, irresponsible or



discourteous manner, the Chairperson may dismiss the Person or Person's representative and, if appropriate, adjourn the proceedings to enable the Person to obtain fresh representation.

(c) **Attendance at Tribunal hearing**

- (i) Subject to Sections [25.3\(b\)](#), a charged Person and their representative, must attend a Tribunal hearing at the date, time and place/forum (including by video or telephone conferencing) notified by the Controlling Body.
- (ii) Any Football Official, Player, parent or guardian of a Player must appear before the Tribunal if requested to do so by the Controlling Body or Tribunal.
- (iii) In respect of a Tribunal hearing:
  - (A) the Chairperson may excuse a Person from appearing at a Tribunal hearing if the Chairperson is satisfied that the Person is suffering from an injury or medical condition that will reasonably prevent that Person's attendance;
  - (B) any Person, including a charged Person's representative, who wishes to attend a Tribunal hearing via video or telephone must first seek the prior approval of the Controlling Body (except where video or telephone conferencing is the forum fixed by the Controlling Body);
  - (C) the Controlling Body or Tribunal may, at any time prior to the Tribunal hearing, vary the date, time and place/forum of the Tribunal hearing and upon doing so, must advise all directly interested parties of such variation; and
  - (D) if a Person issued with a Notice of Charge or Notice of Breach, or that Person's representative, fails to appear at a Tribunal hearing at the notified date, time and place/forum, the Tribunal may proceed to hear and determine the matter and impose any sanction in the absence of that Person or that Person's representative or postpone the Tribunal hearing.

(d) **General conduct of Tribunal hearing**

- (i) A Tribunal hearing:
  - (A) must be held in the State or Territory of the charged Person's registered Club, unless otherwise notified or approved by the Controlling Body; and
  - (B) will be conducted by the Tribunal with as little formality and technicality and as much expedition as a proper consideration of the matter permits.
- (ii) The Tribunal is not bound by the rules of evidence or by practices and procedures applicable to a court of law and may inform itself as to any matter in any such manner as it determines.
- (iii) A Controlling Body may establish and apply guidelines for the practice and procedure of a Tribunal hearing provided that such guidelines are not inconsistent with this Policy Handbook. Any such guidelines must be

directory in nature and no decision of the Tribunal will be invalidated by reason of a guideline not being followed.

- (iv) The Tribunal must:
  - (A) subject to Section [25.3\(d\)\(v\)](#), provide any Person whose interest will be directly and adversely affected by its decision, a reasonable opportunity to be heard;
  - (B) hear and determine the matter before it in an unbiased manner; and
  - (C) make a decision that a reasonable Tribunal could honestly arrive at.
- (v) The Tribunal will use reasonable endeavours to hear and determine any Notice of Charge or Notice of Breach referred to it before the Club of the relevant Person(s) is next scheduled to compete but to the extent that natural justice principles require that:
  - (A) a Person be given adequate notice of or sufficient time to prepare for a hearing; or
  - (B) a Tribunal hearing be scheduled at a time which does not affect the preparation of the Person(s) or the Club of the Person(s) for the next scheduled Match,

those requirements are expressly excluded from this Policy Handbook.

(e) **Evidence**

- (i) A charged Person may, subject to the following provisions of [25.3\(e\)\(i\)](#), request to adduce witness evidence at the Tribunal hearing:
  - (A) any such request must be submitted to the Controlling Body in writing by no later than 10.00am on the day after the Notice is issued (or such other time determined by the Controlling Body);
  - (B) the request must contain:
    - (1) the name and address of the witness, and, in the case of any expert witness, evidence proposed to be adduced, their qualifications and experience;
    - (2) a summary of the substance of the evidence the charged Person proposes to adduce from the witness;
- (ii) In this Section [25](#), the word witness includes the charged Person, where the charged Person intends to, or does give evidence at the Tribunal hearing.
- (iii) Unless permission is granted by the Chairperson, a Person shall not adduce the evidence of a witness unless that Person complies with Section [25.3\(e\)\(i\)](#).
- (iv) After receiving a request submitted in accordance with Section [25.3\(e\)\(i\)](#), the Chairperson may permit a Person to adduce the evidence of a witness.

- (v) Where expert evidence from a witness is adduced, or on any other occasion, the Tribunal, at the direction of the Chairperson, may hear any other expert evidence in relation to the matters requiring its determination.
- (vi) In relation to a Notice of Charge only:
  - (A) only in exceptional and compelling circumstances, as determined by the Controlling Body in its absolute discretion, will the Tribunal receive evidence from a Person who is not an Umpire or recorded on the team sheet for a relevant Match; and
  - (B) any video or medical evidence which is not already in the possession of the Controlling Body must be submitted by a Club to the Controlling Body if requested by the relevant Controlling Body.
- (vii) At a Tribunal hearing, a Person may rely on any incident contained in the prescribed video examples set out in [Appendix 2](#) as evidence of an incident comparable to the incident in respect of which the Person is charged, subject to the following provisions:
  - (A) it will not be necessary to obtain the leave of the Chairperson to adduce such evidence;
  - (B) the Chairperson may give some directions to the Tribunal as to the use of such evidence;
  - (C) subject to the Chairperson's directions, it will be a matter for the Tribunal to determine the assistance such evidence provides and the weight given to it;
  - (D) adequate notice must be given by the Person to the Controlling Body of any prescribed video example sought to be relied upon; and
  - (E) the Tribunal will not consider video evidence of any other incidents.

(f) **Matters referred under Anti-Doping Code**

Where a Notice of Breach referred to the Tribunal relates to an alleged breach of the Anti-Doping Code, this Section [25](#) must be read in conjunction with the provisions of the Anti-Doping Code, provided that to the extent of any inconsistency, the provisions of the Anti-Doping Code will prevail.

(g) **Challenges**

If a Person intends to:

- (i) challenge the jurisdiction of the Tribunal to deal with a matter;
- (ii) challenge the constitution of the Tribunal;
- (iii) challenge the formalities relating to a Notice of Charge or Notice of Breach;  
or
- (iv) raise any other matter requiring a legal or technical interpretation,

that Person must provide full written particulars of all relevant matters and forward a copy of those particulars to the Controlling Body and any other Person who has a direct interest in the proceedings (including, if applicable, the Disciplinary Officer) by midday on the day after the issue of the Notice of Charge or Notice of Breach.

(h) **Standard of proof**

- (i) In relation to a Notice of Charge, the Tribunal will decide whether a Reportable Offence against a Person has been committed on the balance of probabilities.
- (ii) In relation to a Notice of Breach, the Tribunal will decide whether a Policy Breach has been committed to its comfortable satisfaction.

(i) **Onus of proof**

No Person appearing before the Tribunal shall bear an onus of establishing that an alleged Reportable Offence or Policy Breach has been committed.

(j) **Cooperation with Tribunal**

If in the opinion of the Tribunal, a Person who appears before the Tribunal:

- (i) fails to fully cooperate with the Tribunal;
- (ii) fails to truthfully answer any questions asked by a Disciplinary Officer or Tribunal;
- (iii) fails to provide any document in that Person's possession or control relevant to the Tribunal hearing following a request by a Disciplinary Officer or Tribunal; or
- (iv) makes any false or misleading statement or makes a statement or acts in a manner which may mislead a Disciplinary Officer or Tribunal,

that Person may be dealt with in such manner as the Tribunal determines, including, where relevant, factoring in that Person's conduct in imposing a sanction under Section [25.4\(a\)](#).

(k) **Prohibited conduct**

- (i) A charged Person, that Person's representative or any Person acting in concert with a charged Person, must not contact, or procure another Person to contact, a Person who may be required to give evidence before the Tribunal, where that contact is intended to or may otherwise mislead the Tribunal or unfairly affect the conduct of the Tribunal hearing.
- (ii) A Person must not comment publicly on:
  - (A) the contents of a Notice of Charge or Notice of Breach prior to the conclusion of any Tribunal hearing and/or completion of a matter; or
  - (B) any matter relating to an investigation under this Policy Handbook, until completion of such investigation and/or relevant determination by the Tribunal,

unless the Person establishes, to the reasonable satisfaction of the Controlling Body, that such public comment was not intended to influence or affect the conduct of a Tribunal hearing or the process of an investigation.

- (iii) If a Controlling Body determines that a Person has breached this Section [25.3\(k\)](#), that Person:
  - (A) will be deemed to have also breached Section [9.2\(a\)](#) of this Policy Handbook; and
  - (B) notwithstanding any other provision of this Policy Handbook, may be dealt with in such manner as the Controlling Body determines including referral of such breach to the Tribunal.

(l) **Sanction on Person's Club**

In addition to any sanction imposed or determination made under Section [25.3\(k\)\(iii\)](#), the Controlling Body may impose a sanction on that Person's Club:

- (A) where the Person was a Football Official of the Club; and
- (B) where the Person was not a Football Official of the Club, unless the Club satisfies the Controlling Body that the Person engaged in the relevant conduct without the knowledge of the Club.

(m) **Costs**

Each party to a Tribunal hearing will bear their own costs in relation to the Tribunal process.

## 25.4 Outcomes

(a) **Tribunal decision**

- (i) A decision of the Tribunal must be determined according to the opinion of a majority of the sitting Tribunal.
- (ii) Subject to Section [25.4\(a\)\(iii\)](#), if:
  - (A) in relation to a Notice of Charge, the Tribunal determines that a Reportable Offence has been committed by a Person, the Tribunal must impose the sanction applicable to the Reportable Offence in accordance with [Appendix 1](#); or
  - (B) in relation to a Notice of Breach, the Tribunal determines that a Policy Breach has been committed by a Person, the Tribunal may impose a sanction on that Person, on any terms and conditions, including to reprimand or suspend that Person provided that the Tribunal may not deregister that Person.
- (iii) In determining a sanction under Section [25.4\(a\)\(ii\)\(B\)](#), the Tribunal may be guided, to the extent applicable and relevant, by the sanctions applicable to Reportable Offences in accordance with [Appendix 1](#).
- (iv) The Tribunal may determine that a reduced sanction is applicable in exceptional and compelling circumstances, including where:

- (A) a Person has a verifiable exemplary record;
- (B) a Reportable Offence or Policy Breach was committed in response to provocation;
- (C) a Reportable Offence or Policy Breach was committed in self-defence; or
- (D) there are multiple Reportable Offences and/or Policy Breaches arising from the same incident or course of conduct,

and it is appropriate in such exceptional and compelling circumstances to reduce the sanction.

- (v) In determining any sanction, the Tribunal will have no regard to the effect of the sanction on deregistration.
- (vi) Should a Person plead guilty to a Reportable Offence subject to an alternative classification, and successfully contest the Notice of Charge at the Tribunal (such that the Tribunal determines to downgrade the charge), the Person will be entitled to receive a reduction in the sanction equivalent to the reduction obtained had the Player submitted an Early Guilty Plea for that lesser offence.
- (vii) The Tribunal is not obliged to give reasons for any decision it makes under this Policy Handbook.
- (viii) If the Tribunal makes a decision under this Section [25.4\(a\)](#) in relation to a Person who was under the age of eighteen (18) years at the time the Reportable Offence or Policy Breach occurred, the Controlling Body must not publish the decision of the Tribunal insofar that it is viewable by the general public without the express permission of the relevant Person and their parent/guardian except that, to ensure effective administration of Competitions, access to such decisions and related sanctions will be available to the Controlling Body and any Club Officer who has access to Competition records.

**(b) Validity of charge and hearings**

- (i) Where there is any procedural irregularity in relation to a Notice of Charge or Notice of Breach or any other relevant matter, the Tribunal must still hear and determine the relevant matter unless the Tribunal is satisfied that the irregularity has caused or may cause injustice.
- (ii) The Chairperson may direct that a Notice of Charge or Notice of Breach be amended to ensure that the Notice of Charge or Notice of Breach is heard and determined according to its merits. For the avoidance of doubt, the power to amend includes the power to substitute a charge.
- (iii) A decision of the Tribunal is not invalid because of a defect or irregularity in, or in connection with, the appointment of a Tribunal member.
- (iv) Subject to Sections [25.3\(d\)\(v\)](#), [25.3\(h\)](#) and [25.3\(i\)](#), any procedure or requirement regulating the function of the Tribunal is directory in nature and a decision of the Tribunal will not be invalid by reason of that procedure or requirement not being fulfilled.

## 25.5 Suspension of Person

- (a) Where a sanction imposed under Section [25.4](#) is a suspension that suspension must be expressed as a number of Matches.
- (b) A Person suspended:
  - (i) must serve such suspension in the grade in which the Person played or participated immediately prior to such suspension;
  - (ii) may not serve the suspension in any pre-season or off-season Matches but may participate in such Matches unless otherwise determined by the relevant Controlling Body;
  - (iii) may not serve the suspension in any practice or trial matches but may participate in such matches;
  - (iv) may not serve the suspension in any cancelled or forfeited Matches unless otherwise determined by a Controlling Body;
  - (v) in a junior Competition and graduating to a senior Competition must serve the suspension in the senior Competition;
  - (vi) who is transferring from one Competition to another Competition will carry over any suspensions to the new Competition;
  - (vii) during a split round may not serve the suspension in that same round in another grade (including representative football);
  - (viii) (other than a Player suspended for a Reportable Offence) may not communicate with any Football Official on Match day for the duration of their suspension;
  - (ix) (other than a Player suspended for a Reportable Offence), may not enter the playing area or Club change rooms at any Match on Match day for the duration of their suspension;
  - (x) may not perform any Football Official duties on Match day for the duration of their suspension, including any role that would require that Person to be entered on a team sheet. *[Guidance note: For example, a suspended Player cannot play or perform the role of runner or assistant coach during their suspension period.]*
- (c) Unless otherwise specified by the relevant Controlling Body in exceptional and compelling circumstances, a suspended Person will not be eligible to play, coach or otherwise be involved in representative football if the representative fixture occurs while the Person is serving the suspension. The representative fixture will not count as part of the suspension.
- (d) Law 22.4 of the Laws of the Game will apply in conjunction with this Section [25.5](#) in relation to all Persons suspended by the Tribunal.

## 25.6 Criticism of decision

- (a) A Person must not make any unfair, unreasonable or excessive public criticism of a Tribunal decision or of any Tribunal member or any other matter touching or concerning the Tribunal or a determination made by it.

- (b) If a Person breaches Section [25.6\(a\)](#) that Person and that Person's Club may be dealt with in such manner as the Controlling Body sees fit including referral of such breach to the Tribunal.

## 26. Appeal Board

### 26.1 General

#### (a) Function

The function of the Appeal Board is to deal with any appeal commenced by a Controlling Body or Person in respect of:

- (i) a decision made by a Controlling Body under Section [23.3\(c\)](#); or
- (ii) a decision made by the Tribunal under Section [25](#); or
- (iii) a decision made by a Controlling Body under Section [4.1\(c\)](#); or
- (iv) a dispute referred in accordance with Section [3.5\(b\)\(i\)](#) or [3.5\(b\)\(ii\)](#) in relation a Transfer refusal by a Source Club which cannot be resolved.

#### (b) Grounds for appeal

- (i) Except where the Controlling Body determines otherwise, a Person or Controlling Body (**Appellant**) may appeal to the Appeal Board in respect of a decision made by a Controlling Body under Section [4.1\(c\)](#) or [23.3\(c\)](#) or the Tribunal under Section [25](#) on one or more of the following grounds:
  - (A) the decision involved an error of law;
  - (B) the decision was so unreasonable that no Controlling Body or Tribunal acting reasonably could have come to that decision having regard to the evidence before it;
  - (C) the classification of the Reportable Offence or Policy Breach or other conduct (as applicable) was manifestly excessive or inadequate; or
  - (D) that the sanction imposed was manifestly excessive or inadequate,(each, an **Appeal Ground**).
- (ii) For the avoidance of doubt, only the Appeals Grounds in Sections [26.1\(b\)\(i\)\(A\)](#) and [26.1\(b\)\(i\)\(B\)](#) apply in respect of an appeal brought under Section [4.1\(c\)](#).
- (iii) A Person (**Appellant**) may appeal to the Appeal Board under Section [3.5\(b\)\(i\)](#) or [3.5\(b\)\(ii\)](#) in respect of a Transfer refusal by a Source Club where the relevant Transfer dispute cannot be resolved by the parties under Section [3.5\(a\)](#) (also **Appeal Ground**).
- (iv) For the avoidance of doubt, an Appellant may not appeal any decision of the AFL to the Appeal Board.

#### (c) Notice of appeal



- (i) An appeal must be submitted by the Appellant lodging with the Controlling Body, by no later than 5:00pm on the day following the relevant decision of the Tribunal or Controlling Body or such other time as the Controlling Body determines, the following:
  - (A) a duly completed Notice of Appeal which must specify the Appeal Ground relied upon by the Appellant; and
  - (B) payment of a fixed fee determined by the Controlling Body (which will be dealt with in accordance with Sections [26.4\(d\)](#) and [26.4\(e\)](#)).
- (ii) The Controlling Body must fix a date, time and place/forum (including by video or telephone conferencing) for the Appeal Board hearing as soon as practicable after the lodgement of a Notice of Appeal and payment in accordance with Section [26.1\(c\)\(i\)\(B\)](#) and must advise all interested parties of those particulars.

*[Guidance note: Refer to the definition of "Notice of Appeal" when completing a Notice of Appeal.]*

(d) **Lodgement of appeal**

An Appellant may appeal to the relevant Controlling Body's Appeal Board (e.g. local league appeals board) where constituted or, where no such body is constituted, to the relevant State Football Body's Appeal Board.

## 26.2 Establishment

(a) **Appointment**

A Controlling Body may, from time to time, appoint persons to the Appeal Board.

(b) **Appeal Board Members**

The Appeal Board must consist of:

- (i) a person who in the opinion of the Controlling Body possesses sufficient knowledge of Australian Football and the law to competently perform the role of chairperson of the Appeal Board (**Chairperson of the Appeal Board**); and
- (ii) a panel of persons who in the opinion of the Controlling Body possess sufficient knowledge of Australian Football and the law to competently perform the role of Appeal Board panel member (**Appeal Board Panel**).

(c) **Qualifications of Appeal Board members**

Except where the Controlling Body determines otherwise, a person must not be appointed to the Appeal Board if:

- (i) in the twelve (12) months preceding the relevant appointment date, that person:
  - (A) has been a member of a board of directors of a Club affiliated with the Controlling Body that has appointed the Appeal Board;

- (B) has been a coach or assistant or specialty coach of a Club affiliated with the Controlling Body that has appointed the Appeal Board;
- (C) has been a Player; or
- (D) has been an employee of a Club affiliated with the Controlling Body that has appointed the Appeal Board; or
- (ii) that person has failed to meet the tribunal training or education requirements set out by the AFL from time to time.
- (d) **Resignation and removal of Appeal Board members**
  - (i) A member of the Appeal Board may resign by providing written notice to the Controlling Body.
  - (ii) A Controlling Body may remove a member of the Appeal Board at any time.

## 26.3 Procedure and Evidence

- (a) **Composition of Appeal Board**
  - (i) Except where the Controlling Body determines otherwise, at any Appeal Board hearing, the Appeal Board must comprise:
    - (A) the Chairperson of the Appeal Board or, in their absence, a member of the Appeal Board Panel who will act as Chairperson of the Appeal Board; and
    - (B) a minimum of one (1) and maximum of two (2) Appeal Board Panel members.
  - (ii) Any Chairperson of the Appeal Board or Appeal Board Panel member who:
    - (A) has also been appointed as Chairperson or Tribunal Panel member; and
    - (B) sat on the Tribunal for the matter that is the subject of any Appeal Board hearing,

must not sit on the Appeal Board for the Appeal Board hearing.
  - (iii) Persons appointed as Chairperson of the Appeal Board and to the Appeal Board Panel may be rotated from time to time as determined by the Controlling Body.
- (b) **Representation**
  - (i) Subject to Section [26.3\(b\)\(ii\)](#), at any Appeal Board hearing an Appellant must:
    - (A) appear in person; and/or
    - (B) be represented by:
      - (1) a Club Officer; or

- (2) a barrister or solicitor on such terms as the Chairperson of the Appeal Board directs unless such representation is expressly prohibited under applicable Competition rules.

*[Guidance note: Refer to Section [26.3\(c\)](#) for information about how and when a Person may attend a Tribunal hearing. The wording “appear in person” does not necessarily mean the relevant person must be physically present at the Tribunal hearing.]*

- (ii) If an Appellant appears in person and is not represented in accordance with Section [26.3\(b\)\(i\)\(B\)](#) then the Appellant may act as their own advocate.
- (iii) Where an Appellant is under the age of eighteen (18) years at the time of the Appeal Board hearing:
- (A) the Appellant must be represented under Section [26.3\(b\)\(i\)\(B\)](#) (and such representative must not be a parent or guardian of the Appellant); and
- (B) a parent or guardian of the Appellant may attend any Appeal Board hearing in place of or in support of the Appellant.
- (iv) Where the Chairperson of the Appeal Board is of the opinion that an Appellant or representative of an Appellant appearing before the Appeal Board has failed to observe directions of the Appeal Board or otherwise acted in a contemptuous, irresponsible or discourteous manner, the Chairperson of the Appeal Board may dismiss the Appellant or representative and if appropriate, adjourn the proceedings to enable the Appellant to obtain fresh representation.

(c) **Attendance at Appeal Board hearing**

- (i) Subject to Section [26.3\(b\)](#), an Appellant and their personal representative, must attend an Appeal Board hearing at the date, time and place/forum (including by video or telephone conferencing) fixed by the Controlling Body.
- (ii) Any Football Official, Player, parent or guardian of a Player must appear before the Appeal Board if requested to do so by the Controlling Body or Appeal Board.
- (iii) In respect of an Appeal Board hearing:
- (A) the Chairperson of the Appeal Board may excuse an Appellant from appearing at an Appeal Board hearing if the Chairperson of the Appeal Board is satisfied that the Appellant is suffering from an injury or medical condition that will reasonably prevent that Appellant’s attendance;
- (B) any Appellant, including the Appellant’s representative, who wishes to attend an Appeal Board hearing via video or telephone must first seek the prior approval of the Controlling Body (except where video or telephone conferencing is the forum fixed by the Controlling Body);
- (C) the Controlling Body or Appeal Board may, at any time prior to the Appeal Board hearing, vary the date, time or place/forum of the Appeal Board hearing and upon doing so, must advise all interested parties of such variation; and

- (D) if an Appellant, or that Appellant's representative, fails to appear at an Appeal Board hearing at the notified date, time and place/forum, the Appeal Board may proceed to hear and determine the matter and impose any sanction in the absence of that Appellant, or that Appellant's representative.

(d) **General Conduct of Appeal Board hearing**

- (i) An Appeal Board hearing must be held in the State or Territory of the Appellant's registered Club, unless otherwise notified or approved by the Controlling Body.
- (ii) The Appeal Board:
  - (A) may regulate any proceedings brought before it in such manner as the Chairperson of the Appeal Board determines; and
  - (B) is not bound by the rules of evidence or by practices and procedures applicable to a court of law and may inform itself as to any matter in such manner as it determines.
- (iii) The Appeal Board must:
  - (A) subject to Section [26.3\(d\)\(iv\)](#), provide any Person whose interest will be directly and adversely affected by its decision, a reasonable opportunity to be heard;
  - (B) hear and determine the matter before it in an unbiased manner; and
  - (C) make a decision that a reasonable Tribunal could honestly arrive at.
- (iv) The Appeal Board will use reasonable endeavours to hear and determine any appeal before the Club of the Appellant is next scheduled to compete but to the extent that natural justice principles require that:
  - (A) the Appellant be given adequate notice of or sufficient time to prepare for a hearing; or
  - (B) an Appeal Board hearing be scheduled at a time which does not affect the preparation of the Appellant or the Club of the Appellant for the next scheduled Match,

those requirements are expressly excluded from this Policy Handbook.

(e) **Review of evidence by Appeal Board**

- (i) The Appeal Board must hear an appeal by way of a review of the evidence presented before the Tribunal or Controlling Body (as applicable) and will determine whether the Appeal Ground(s) nominated by the Appellant has been established.
- (ii) An Appellant may not produce fresh evidence at an Appeal Board hearing without leave of the Appeal Board.
- (iii) If an Appellant seeks leave to produce fresh evidence, the Appeal Board will not grant such leave unless the Appeal Board is satisfied that:

- (A) the evidence could not by reasonable diligence have been obtained by the Person prior to the conclusion of the Tribunal hearing or Controlling Body investigation (as applicable); and
- (B) the evidence is of sufficient probative value such that, considered with other evidence which was before the Tribunal or Controlling Body (as applicable), the Tribunal or Controlling Body would have reached a different decision.

(f) **Onus and standard of proof on appeal**

At an Appeal Board hearing, the Appellant will bear the onus of establishing, on the balance of probabilities, one or more Appeal Grounds.

(g) **Prohibited conduct**

- (i) A Person must not comment publicly on the contents of a Notice of Appeal prior to a determination by the Appeal Board or conclusion of the matter unless the Person establishes, to the reasonable satisfaction of the Controlling Body, that such public comment was not intended to influence or affect the conduct of an Appeal Board hearing.
- (ii) If a Person breaches Section [26.3\(g\)\(i\)](#), that Person:
  - (A) will be deemed to have also breached Section [9.2\(a\)](#) of this Policy Handbook; and
  - (B) notwithstanding any other provision of this Policy Handbook, may be dealt with in such manner as the Tribunal or Controlling Body determines.

(h) **Sanction on Person's Club**

In addition to any sanction imposed or determination made under Section [26.3\(g\)](#), the Controlling Body may impose a sanction on that Person's Club:

- (A) where the Person was a Football Official of the Club; and
- (B) where the Person was not a Football Official of the Club, unless the Club satisfies the Controlling Body that the Person engaged in the relevant conduct without the knowledge of the Club.

(i) **Costs**

Notwithstanding Section [26.1\(c\)\(i\)\(B\)](#), each party to an appeal will bear their own costs in relation to the appeal process.

## 26.4 Outcomes

(a) **Decision of Appeal Board**

- (i) A decision of the Appeal Board must be determined according to the opinion of a majority of the sitting Appeal Board. Where no majority is reached, the decision of the Appeal Board must be determined according to the opinion of the Chairperson.

- (ii) Where the Appeal Board determines that one or more Appeal Grounds has been established, the Appeal Board may confirm, reverse or modify the decision of the Tribunal or Controlling Body (as applicable) and make such orders and give such directions in such manner as it determines provided that any suspension imposed must be expressed in Matches.
- (iii) The Appeal Board is not obliged to give reasons for any decision it makes under this Policy Handbook.
- (iv) If the Appeal Board makes a decision under this Section [26.4\(a\)](#) in relation to a Person who was under the age of eighteen (18) years at the time the Reportable Offence or Policy Breach occurred, the Controlling Body must not publish the decision of the Appeal Board such that it is viewable by the general public without the express permission of the relevant Person and their parent/guardian except that, to ensure effective administration of Competitions, access to such decisions and related sanctions may be available to the Controlling Body and any Club Official who has access to Competition records.

(b) **Person to serve sanction**

Subject to Section [26.4\(c\)](#), where the Tribunal or Controlling Body imposes a sanction on a Person that prevents the Person from participating in a Match, Section [25.5](#) will apply and the Person must serve that sanction pending the determination of any appeal.

(c) **Power to adjourn**

- (i) Subject to Section [26.4\(c\)\(ii\)](#), the Appeal Board may, of its own motion or upon application of any party to the appeal, order:

- (A) that an appeal be adjourned; and/or
- (B) a stay of the execution of the sanction imposed by the Tribunal or Controlling Body pending the determination of the appeal,

if the Appeal Board is satisfied that exceptional and compelling circumstances apply such that it would be harsh and unreasonable if such an order was not made.

- (ii) In making an order under Section [26.4\(c\)\(i\)](#), the Appeal Board must have regard to:

- (A) the merits of the appeal and the Appellant's prospects of success;
- (B) the interests of other Clubs and Persons;
- (C) the effect on the results of the relevant Competition; and
- (D) the need to permit the due and proper administration of Australian Football.

(d) **Success of appeal and refund of fixed fee**

- (i) For the purposes of this Section [26.4\(d\)](#), an appeal is:

- (A) successful if the Appeal Board determines that one or more Appeal Grounds has been established; and
  - (B) unsuccessful if the Appeal Board determines that no Appeal Ground has been established.
- (ii) Where an appeal is successful, 50% (or such other proportion determined by the Controlling Body) of the fixed fee paid by the Appellant under Section [26.1\(c\)\(i\)\(B\)](#) must be refunded to the Appellant on receipt by the Controlling Body of a refund request or appropriate tax invoice. For the avoidance of doubt, the remaining balance of the fixed fee paid by the Appellant under Section [26.1\(c\)\(i\)\(B\)](#) will not be refunded.
  - (iii) Where an appeal is unsuccessful, the fixed fee paid by the Appellant under Section [26.1\(c\)\(i\)\(B\)](#) will not be refunded and will be retained by the Controlling Body, unless the matter involves a monetary sanction and/or the Appeal Board determines that it would be manifestly unjust and unfair not to refund part of the fixed fee in which case, part of the fixed fee may be refunded.
- (e) **Abandon appeal and refund of fixed fee**
- (i) An Appellant may abandon an appeal prior to any Appeal Board hearing by giving written notice to the Controlling Body in which case 50% (or such other proportion determined by the Controlling Body) of the fixed fee paid by the Appellant under Section [26.1\(c\)\(i\)\(B\)](#) must be refunded to the Appellant on receipt by the Controlling Body of a written refund request or appropriate tax invoice. For the avoidance of doubt, the remaining balance of the fixed fee paid by the Appellant under Section [26.1\(c\)\(i\)\(B\)](#) will not be refunded.
  - (ii) If an Appellant abandons an appeal during the conduct of the Appeal Board hearing, the fixed fee paid by the Appellant under Section [26.1\(c\)\(i\)\(B\)](#) will not be refunded and will be retained by the Controlling Body.
- (f) **Validity of appeal and hearing**
- (i) Where there is any procedural irregularity in relation to an Appeal Board hearing, the Appeal Board must still hear and determine the appeal unless the Appeal Board is of the opinion that the irregularity has caused or will cause injustice.
  - (ii) A decision of the Appeal Board is not invalid because of a defect or irregularity in, or in connection with, the appointment of an Appeal Board member.
  - (iii) Subject to Sections [26.3\(d\)\(iii\)](#) and [26.3\(d\)\(iv\)](#), any procedure or requirement regulating the function of the Appeal Board is directory in nature and a decision of the Appeal Board is not invalid by reason of that procedure or requirement not being fulfilled.
- (g) **Criticism of Appeal Board decision**
- (i) A Person must not make any unfair, unreasonable or excessive public criticism of an Appeal Board decision or of any Appeal Board member or

any other matter relevant to the Appeal Board or a determination made by it.

- (ii) If a Person breaches Section [26.4\(g\)\(i\)](#), that Person and that Person's Club may be dealt with in such manner as the Appeal Board or Controlling Body sees fit including referral of such breach to the Tribunal.

(h) **Exhaust appeal rights**

A Person must exercise their right of appeal under this Policy Handbook and have any appeal heard and determined by the Appeal Board before commencing any relevant proceedings or becoming a party to any relevant proceedings in a court of law.



# APPENDIX 1 – Reportable Offences

## 1. Application

- (a) This Appendix 1 sets out the different categories of Reportable Offences and appropriate sanctions and courses of action in respect of Reportable Offences.
- (b) The categories of Reportable Offences are as follows:
  - (i) Classifiable Offences (Clauses [2](#) and [3](#) of this Appendix 1);
  - (ii) Direct Tribunal Offences (Clause [4](#) of this Appendix 1); and
  - (iii) Low-level Offences (Clause [5](#) of this Appendix 1).
- (c) This Appendix 1 is to be used by a Controlling Body (including any Match Review Panel, Match Review Officer or other person(s) responsible for assessing a Reportable Offence) to determine the appropriate category of offence, sanction or course of action prior to any Tribunal involvement under Section [25](#).

*[Guidance note: Examples of Reportable Offences committed in the AFL Competition are listed in Appendix 2. The AFL will make vision of these examples available to Controlling Bodies from time to time.]*

## 2. Classifiable Offences

### (a) Which Reportable Offences are Classifiable Offences?

A Classifiable Offence is a Reportable Offence specified in Table 1 below which may be graded by a Controlling Body in order to determine an appropriate base sanction for that Reportable Offence.

<b>Table 1 – Classifiable Offences</b>
Charging
Unreasonable or Unnecessary Contact to the Eye Region
Forceful Front-On Contact
Headbutt or Contact Using Head
Kicking
Kneeing
Rough Conduct
Striking
Tripping
Unreasonable or Unnecessary Contact to the Face

(b) **Grading Classifiable Offences**

- (i) Unless otherwise specified in this Policy Handbook, a Controlling Body must grade a Classifiable Offence in accordance with Table 2 below:

<b>Table 2 – Classification Table</b>				
<b>Conduct</b>	<b>Impact</b>	<b>Contact</b>	<b>Base Sanction</b>	<b>Early Guilty Plea</b>
Intentional	Severe	High/Groin/Chest	5+ Matches (Tribunal)	N/A
		Body	4+ Matches (Tribunal)	N/A
	High	High/Groin/Chest	4 Matches	3 Matches
		Body	3 Matches	2 Matches
	Medium	High/Groin/Chest	3 Matches	2 Matches
		Body	2 Matches	1 Match
	Low	High/Groin/Chest	2 Matches	1 Match
		Body	1 Match	Fine and/or Reprimand
Careless	Severe	High/Groin/Chest	4+ Matches (Tribunal)	N/A
		Body	3+ Matches (Tribunal)	N/A
	High	High/Groin/Chest	3 Matches	2 Matches
		Body	2 Matches	1 Match
	Medium	High/Groin/Chest	2 Matches	1 Match
		Body	1 Match	Fine and/or Reprimand
	Low	High/Groin/Chest	1 Match	Fine and/or Reprimand
		Body	1 Match	Fine and/or Reprimand

- (ii) If applicable, a Controlling Body may grade a Classifiable Offence in accordance with the specific classification table adopted by the relevant Controlling Body provided such table has been approved by the AFL.
- (iii) For a Controlling Body to arrive at a grading set out in Table 2, the Controlling Body must use the interpretation provisions set out in Clause [3](#) of this Appendix 1 to assess whether:
  - (A) the Conduct is Intentional or Careless;
  - (B) the Impact is Severe, High, Medium or Low; and
  - (C) the Contact with the other Person is High/Groin/Chest or to the Body.
- (iv) A Controlling Body may refer a Classifiable Offence directly to the Tribunal on the basis that:
  - (A) it is a Classifiable Offence which the Controlling Body has graded as Severe Impact (together with any Contact or Conduct grading); or
  - (B) it is a Classifiable Offence which attracts a base sanction that the Controlling Body finds inappropriate.

*[Guidance note: Refer to Section [22.4\(c\)](#). See also Clause [4](#) (Direct Tribunal Offences) of this Appendix 1.]*
- (v) References to 'Chest' in this Appendix 1 apply to Persons participating in female Competitions only.

### **3. Determining the grading of Classifiable Offences**

#### **(a) Grading Conduct**

- (i) The Conduct will be graded as Intentional or Careless.
- (ii) Intentional Conduct
  - (A) A Person intentionally commits a Classifiable Offence if the Person engages in the conduct constituting the Reportable Offence with the intention of committing that Reportable Offence.
  - (B) An intention is a state of mind and may be formed on the spur of the moment.
  - (C) Whether or not a Person intentionally commits a Reportable Offence depends upon the state of mind of the Person when the Person engages in the conduct with which they are charged. What the Person did is often the best evidence of their intention. In some cases, the evidence that the conduct itself provides may be so strong as to compel an inference of what the Person's intent was, no matter what they may say about it afterwards. If the immediate consequence of conduct is obvious and inevitable, the deliberate engaging of the conduct carries with it evidence of an intention to produce the consequence.

- (D) As an example, a strike will be regarded as Intentional where a Person delivers a blow to another Person with the intention of striking them.
- (E) The state of a Person's mind is an objective fact and has to be proved in the same way as other objective facts. The whole of the relevant evidence has to be considered. It is necessary to weigh the evidence of the Person as to what their intentions were along with whatever inference as to their intentions can be drawn from their conduct and/or other relevant facts. The Person may or may not be believed. Notwithstanding what the Person says, it may be able to be concluded from all the material that the Person intentionally engaged in the conduct constituting the Reportable Offence.

(iii) **Careless Conduct**

- (A) A Person's conduct will be regarded as Careless where it constitutes a breach of the duty of care owed by the Person. Each Person owes a duty of care to other Persons not to engage in conduct which will constitute a Reportable Offence being committed against those Persons.
- (B) To constitute a breach of that duty of care, the conduct must be such that a reasonable Player would not regard it as prudent in all the circumstances.
- (C) Further, a Person will be careless if they breach their duty to take reasonable care to avoid conduct which can be reasonably foreseen to result in a Reportable Offence.

(b) **Grading Impact**

- (i) The Impact will be graded as Low, Medium, High or Severe. In an assessment as to the level of Impact, the following factors will be considered:
  - (A) the extent of force and, in particular, any injury sustained by the Person who was offended against (as set out in the relevant Medical Report).
  - (B) the absence of injury does not preclude the classification of Impact as Low, Medium, High or Severe;
  - (C) the potential to cause injury must be factored into the potential to cause injury, particularly in relation to the following conduct:
    - (1) intentional strikes, such as those with a swinging clenched fist, raised forearm or elbow;
    - (2) high bumps, particularly with significant head contact and/or momentum;
    - (3) any head-high contact with a Player who has their head over the ball, particularly when contact is made from an opponent approaching from a front-on position;

- (4) forceful round-arm swings that make head-high contact to a Player in a marking contest, ruck contest or when tackling;
  - (5) any contact that occurs when the other Person should not reasonably be expecting or is not reasonably prepared for contact (i.e. contact off the ball);
  - (6) any dangerous tackle.
- (D) Low Impact is the minimum impact required for a Classifiable Offence which requires more than just negligible impact. However, the potential to cause injury may result in an upgrade to the level of Impact, including from negligible to a higher level of Impact;
  - (E) strong consideration will be given to the distance the incident occurs from the ball and the expectation of contact of the other Person (especially in the case of intentional strikes);
  - (F) consideration will be given not only to the impact between the offending Person and the other Person, but also any other impact to the other Person as a result of that impact; *[Guidance note: For example, where the other Person as a result of the impact from an offending Person is pushed into the path of a fast-moving third Person, the impact to the other Person may be classified as High or Severe Impact, even though the level of impact between the other Person and offending Person was only Low or Medium Impact.]*
  - (G) the body language of the offending Person in terms of flexing, turning, raising or positioning the body to either increase or reduce the force of impact; and
  - (H) the following Table 3 sets out base level Impact guidelines and provides a summary of applicable base level Impact guidelines for Low, Medium, High and Severe Impact incidents:

Table 3 – Impact guidelines	
Low	<p>Player: Minimal or no impact on the Match - the Player continued to play the majority of the Match and suffered no or minimal ongoing issues.</p> <p>Person (other than Player): Person continued in their relevant capacity in relation to the Match for the majority of the Match and suffered no or minimal ongoing issues.</p> <p>The Impact grading may be raised under the potential to cause injury provisions in this Appendix 1.</p>

Medium	<p>Player: Clearly some impact on the Player, and/or the Player left the field for a lengthy period of time, and/or some possible lower level ongoing treatment(s) required.</p> <p>Person (other than Player): Clearly some impact on the Person, and/or the Person was prevented from continuing in their official capacity in relation to the Match for a lengthy period of time, and/or some possible lower level ongoing treatment(s) required.</p> <p>The Impact grading may be raised under the potential to cause injury provisions in this Appendix 1.</p>
High	<p>Player: Major impact on the Player, and/or the Player was unable to participate in the remainder of the Match, and/or major ongoing issues that require medical intervention and/or may miss some Matches.</p> <p>Person (other than Player): Major impact on the Person, and/or the Person was unable to continue in their official capacity in relation to the Match for the remainder of the Match, and/or major ongoing issues that require medical intervention and/or may miss some Matches.</p> <p>The Impact grading may be raised under the potential to cause injury provisions in this Appendix 1.</p>
Severe	<p>Person (including Player): Major impact and serious injury to the Person, and/or likely to miss a significant number of Matches.</p>

(c) **Grading Contact (High/Groin/Chest, Body)**

- (i) High Contact is not limited to contact to the head and includes contact above the shoulders.
- (ii) A classification of High Contact may apply to a Careless or Intentional Dangerous Tackle (refer to Clause [7\(f\)\(iii\)](#) of Appendix 1 below) which has the potential for injury to be caused through dangerous high contact with the ground and where high contact does not actually occur.
- (iii) Contact to the Groin includes contact to the crease or hollow at the junction of the inner part of each thigh with the trunk together with the adjacent region, including the testicles.
- (iv) Contact to the Chest means contact to the breast(s) of the other Person (females only).
- (v) Where contact is both High and to the Body, it will be classified as High Contact.
- (vi) Where contact is both to the Chest and to the Body, it will be classified as Contact to the Chest (females only).
- (vii) Contact will be classified as High, to the Groin or, in the case of females only, to the Chest, where a Person's head, groin or chest makes contact with another Person or object such as the fence or the ground as a result of the

actions of the offending Person. By way of example, should a Person tackle another Person around the waist and as a result of the tackle, the tackled Person's head makes forceful contact with the fence or the ground the Contact in these circumstances would be classified as High, even though the tackle was to the body.

**(d) Impact of a bad record on Classifiable Offence**

- (i) The sanction for Classifiable Offences will not usually be automatically increased where a Person has a bad Tribunal record.
- (ii) Where a Person has been found or pleaded guilty to two low-level Classifiable Offences within a 12 month period (those Classifiable Offences with a base sanction of 1 match as per Table 2), any third or subsequent low-level Classifiable Offence (with a base sanction of 1 match as per Table 2) within the same 12 month period (as at the date of the offence) will result in a base sanction of 2 matches, with the Person able to accept 1 match with an Early Guilty Plea. For the avoidance of doubt, the Low-level Offences referred to in Clause [5](#) of this Appendix 1 will not be affected by this bad record provision.
- (iii) A Controlling Body has the power pursuant to Section [22.4\(c\)](#) to directly refer a Person to the Tribunal as a result of the Person's bad Tribunal record. In this instance the Tribunal will not be bound by Table 2. Evidence in relation to the record of a Person may be tendered to the Tribunal without the leave of the Chairperson.

**(e) Reduction in base sanction for an Early Guilty Plea**

The base sanction for a Classifiable Offence will be decreased where a Person submits an Early Guilty Plea (if available). As per Table 2:

- (i) an Early Guilty Plea in respect of a Classifiable Offence with a fixed base sanction of a two, three or four Match suspension will result in a one Match reduction in that suspension; and
- (ii) an Early Guilty Plea in respect of a Classifiable Offence with a base sanction of a one Match suspension will result in a reprimand and/or fine (at the discretion of the Controlling Body).

**(f) No automatic reduction for exemplary record**

- (i) A Person will not receive an automatic reduced base sanction for their exemplary Tribunal record.
- (ii) If a Classifiable Offence is contested or referred to the Tribunal, a Person with a verifiable exemplary Tribunal record may argue that their Tribunal record constitutes exceptional and compelling circumstances under Section [25.4\(a\)\(iv\)\(A\)](#) (which may make it inappropriate to apply the sanctions in Table 2 to the determined classification). In such circumstances, the Tribunal may determine the appropriate sanction in its absolute discretion.

**(g) Multiple offences in a single Match**

Where a Person is found guilty of multiple Reportable Offences from a single match, the individual sanctions must be added together to form the final sanction applicable to the Person.

(h) **Injury**

The Controlling Body and the Tribunal can inquire and receive information as to the nature and extent of any injury suffered by a Person in relation to a Reportable Offence. The nature and extent of injury may be a relevant factor in determining the level of Impact, Contact and in some instances, the nature of the Conduct. A Club must provide a Medical Report upon request by the Controlling Body or Tribunal.

**4. Direct Tribunal Offences**

(a) **Which Reportable Offences are Direct Tribunal Offences?**

Direct Tribunal Offences are those Reportable Offences which are referred by the Controlling Body directly to the Tribunal for determination without grading (i.e. without an assessment of the Reportable Offence using Table 2), including the following Reportable Offences:

<b>Table 4 – Direct Tribunal Offences</b>
Attempting to Strike an Umpire
Behaving in an Abusive, Insulting, Threatening or Obscene Manner Towards or in Relation to an Umpire
Eye Gouging
Intentional Contact with an Umpire
Spitting on Another Person
Spitting on or at an Umpire
Stomping
Striking an Umpire
Serious Misconduct

(b) **Determination of Direct Tribunal Offences**

The Tribunal will determine a Direct Tribunal Offence in accordance with Section [25](#). The Tribunal will determine the appropriate sanction for a Direct Tribunal Offence in its absolute discretion.

**5. Low-level Offences**

(a) **Which Reportable Offences are Low-level Offences?**



Low-level Offences are the following low-level Reportable Offences which, having regard to the provisions of this Clause 5 and Clause 7 of Appendix 1, do not require classification (i.e. do not require an assessment of the Reportable Offence using Table 2):

<b>Table 5 – Low-level Offences</b>
Attempt to Strike / Kick / Trip
Careless Contact with an Umpire
Disputing Decision
Instigator of a Melee
Interfering with a Player Kicking for Goal
Unreasonable or Unnecessary Contact with an Injured Player
Unreasonable or Unnecessary Contact with an Umpire
Engaging in a Melee
Not Leaving the Playing Surface
Obscene Gesture
Pinching
Prohibited Boots, Jewellery or Equipment
Scratching
Shaking, Climbing or Interfering with Goal or Behind Post
Spitting at Another Player
Staging
Striking
Kicking
Time Wasting
Tripping
Using Abusive, Insulting or Obscene Language Towards or in relation to an Umpire
Using Abusive, Insulting or Obscene Language
Wrestling

Any Other Act of Low-Level Misconduct which is not a Classifiable Offence or Direct Tribunal Offence

(b) **Sanctions for Low-level Offences**

- (i) Unless otherwise specified in this Policy Handbook, for Low-level Offences a Controlling Body must impose the base sanctions (with a reduced sanction for an Early Guilty Plea) set out in Table 6 below:

<b>Table 6 – Low-level Offence Base Sanctions</b>			
<b>1st &amp; 2nd Low-level Offence</b>		<b>3rd &amp; Subsequent Low-Level Offence</b>	
Base Sanction	Early Guilty Plea	Base Sanction	Early Guilty Plea
1 Match	Reprimand	2 Matches	1 Match

- (ii) If applicable, a Controlling Body may impose base sanctions for Low-level Offences in accordance with the specific Low-level Offence sanctions table adopted by the relevant Controlling Body provided such table has been approved by the AFL.
- (iii) A reference to second, third and subsequent Low-level Offences is a reference to a second, third or subsequent Low-level Offence occurring at any time in the previous 12 months (as at the date of the current offence). The second, third or subsequent Low-level Offence need not be the same offence as the first or any other Low-level Offence. For the avoidance of doubt, a prior offence other than a Low-level Offence will not count as a first offence for the purposes of the above Table 5.
- (iv) A Controlling Body may refer a Low-level Offence directly to the Tribunal on the basis that it is a Low-level Offence which attracts a base sanction that the Controlling Body finds inappropriate.

**6. Reportable Offences in a Grand Final**

The Controlling Body or Tribunal (as applicable) may apply (at its absolute discretion) a loading of up to 100% in relation to the sanction for any Reportable Offence committed during a Grand Final.

**7. Other factors regarding certain Reportable Offences**

(a) **General**

- (i) The Laws of the Game sets out a non-exhaustive list of specific Reportable Offences in Law 22.2.2 as well as providing for various categories of permitted contact which will not constitute a Reportable Offence (for example, legally using a hip, shoulder, chest, arms or open arms, providing the football is no more than five metres away, and contact which is incidental

to a marking contest where a Player is legitimately marking or spoiling or attempting to mark or spoil the football).

- (ii) The Laws of the Game define certain Reportable Offences, but provide that in interpreting/classifying Reportable Offences, words, terms or phrases which are not defined in the Laws of the Game will be given their ordinary meaning.
- (iii) This Clause [7](#) provides guidance in relation to the characteristics of particular Reportable Offences and other relevant factors.

(b) **Striking, Kicking**

- (i) Striking and kicking are interpreted in accordance with their ordinary meaning. A strike would usually be by hand, arm or elbow and would generally not apply to other contact using the body. A kick is generally applied to contact by foot or leg.
- (ii) A strike or kick requires more than negligible impact to be a Classifiable Offence.
- (iii) Where a strike or kick does not have more than negligible impact, it is open to a Controlling Body to charge a Person with Striking or Kicking under Table 5 where it is satisfied that notwithstanding the result, the intention of the Person was to commit a Reportable Offence. Where no contact is made, a Controlling Body may charge a Person with an Attempt to Strike or Kick, which are both Low-level Offences.

(c) **Classification of certain strikes**

The following factors will be considered when determining the classification of the Reportable Offence of Striking:

- (i) Intent: Notwithstanding any other part of this Policy Handbook, the fact that an act of striking occurred behind the play or off the ball or during a break in play or with a raised forearm or elbow is usually consistent with the strike being intentional.
- (ii) Impact: Notwithstanding any other part of this Policy Handbook, any Careless or Intentional strike which is of an inherently dangerous kind and/or where there is a potential to cause serious injury (such as a strike with a raised elbow or forearm) will usually not be classified as Low Impact even though the extent of the actual physical impact may be low. Such strikes will usually be classified at a higher level commensurate with the nature and extent of the risk of serious injury involved. Strong consideration will also be given to the distance the incident occurs from the ball and the expectation of contact of the other Player.

(d) **Misconduct**

- (i) Misconduct has a wide meaning and generally is any conduct which would be reasonably regarded as unacceptable or unsportsmanlike or where it has the effect or potential to prejudice the reputation of any Person, Club or Controlling Body or to bring the game of Australian Football into disrepute.
- (ii) Acts of Serious Misconduct will be referred directly to the Tribunal.

(iii) Any other act of Misconduct will be a Low-level Offence unless the Controlling Body determines that:

(A) the Low-level Offence sanction is inappropriate; and

(B) the act of Misconduct is not Serious Misconduct,

in which case the Controlling Body may impose a sanction of either a 2 Match or 3 Match suspension, with the relevant Person entitled to receive a reduction in the sanction equivalent to the reduction applicable in Table 2 with an Early Guilty Plea (i.e. a 2 Match suspension reduced to a 1 Match suspension with an Early Guilty Plea).

(e) **Forceful Front-On Contact**

(i) Bumping or making forceful contact to an opponent from front-on when that opponent has their head down over the ball is a Reportable Offence. Unless Intentional, such conduct will be deemed Careless except where:

(A) the Player was contesting the ball and it was reasonable for the Player to contest the ball in that way; or

(B) the bump or forceful contact was caused by circumstances outside the control of the Player which could not reasonably be foreseen,

in which case such conduct will not constitute a Reportable Offence.

(ii) Any Careless or Intentional Forceful Front-On Conduct where High Contact has been made and that has the potential to cause injury will usually be graded at a minimum as Medium Impact, even though the extent of the actual physical impact may be low.

(iii) A Player may bump another Player's body from side-on but any contact forward of side-on will be deemed to be front-on. A Player with their head down in anticipation of winning possession of the ball or after contesting the ball will be deemed to have their head down over the ball for the purposes of this Clause [7\(e\)](#).

(f) **Rough Conduct**

Rough Conduct is interpreted widely and may be any contact which is unreasonable in the circumstances.

It is a Reportable Offence for a Person to intentionally or carelessly engage in Rough Conduct against another Person which is unreasonable in the circumstances. Without limiting the wide interpretation of Rough Conduct, regard will be had to the following recognised forms of Rough Conduct:

(i) Rough Conduct (High Bumps)

A Person will be guilty of Rough Conduct where in the bumping of another Person (whether reasonably or unreasonably) the Person causes forceful contact to be made with any part of their body to that Person's head or neck. Unless Intentional, such conduct will be deemed to be Careless, except where:

- (1) the Person was contesting the ball and it was reasonable for the Person to contest the ball in that way; or
- (2) the forceful contact to the other Person's head or neck was caused by circumstances outside the control of the Person which could not be reasonably foreseen,

in which case such conduct will not constitute a Reportable Offence.

Any high bump which constitutes Rough Conduct that has the potential to cause injury will usually be graded at a minimum as Medium Impact, even though the extent of the actual physical impact may be low.

The purpose of Clause [7\(f\)\(i\)](#) of Appendix 1 is to, as far as practicable, minimise the risk of head injuries to Persons and this purpose must be front of mind for all Persons and will guide the application of the Clause.

For the purposes of this Policy Handbook, head clashes that occur when a Person has elected to bump are circumstances that can reasonably be foreseen. Players will ordinarily be liable if they elect to bump if not contesting the ball.

(ii) Rough Conduct (Bumps to the Body)

If Clause [7\(f\)\(i\)](#) does not apply (for example, in the case of a bump to the body), a Person may still be guilty of Rough Conduct if the Person's conduct was unreasonable in the circumstances. In determining whether a bump was unreasonable in the circumstances the following factors will be considered (without limitation):

- (A) whether the degree of force applied by the Person bumping was excessive for the circumstances;
- (B) whether the Person being bumped was in a vulnerable position; and
- (C) whether the Person could reasonably expect the contact having regard to the Person's involvement in play or ability to influence the contest.

(iii) Rough Conduct (Dangerous Tackles)

The application of a tackle may be considered Rough Conduct where the tackle is unreasonable in the circumstances. In determining whether the application of a tackle constitutes a Reportable Offence and whether the tackle is Careless or Intentional, the following factors will be considered (without limitation):

- (A) whether the tackle consists of more than one action, regardless of whether the Person being tackled is in possession of the ball;
- (B) whether the tackle is of an inherently dangerous kind, such as a spear tackle or a tackle where a Player is lifted off the ground;
- (C) whether the Person being tackled is in a vulnerable position (for example, arm(s) pinned) with little opportunity to protect themselves; or

(D) whether the Person being tackled is slung, driven or rotated into the ground with excessive force.

(iv) **Rough Conduct (Contact Below the Knees)**

Under the Laws of the Game, making contact with an opponent below the knees is prohibited. A Person who keeps their feet is vulnerable to serious injury from other Persons who lunge, dive or slide toward them and make contact below the knees. This Clause 7(f)(iv) aims to protect such Persons from the risk of foreseeable injury. A Person may be guilty of Rough Conduct if the Person makes contact below the knees of another Person and does so in a manner which is unreasonable in the circumstances. It is not a defence that the Person who made contact below the knees was contesting the ball or was first to the ball. The primary responsibility of Persons with respect to contact below the knees is to avoid the risk of foreseeable injury. In determining whether contact below the knees is unreasonable in the circumstances, the following factors will be considered:

- (A) the degree of momentum and/or force involved in the contact;
- (B) whether the Person causes contact below the knees by sliding with their foot, feet, knee or knees in front of them;
- (C) whether the other Person was in a position that was vulnerable to contact below the knees (for example, standing over the ball or approaching from the opposite direction); and
- (D) whether the Person making contact had any realistic alternative ways of approaching the contest or situation.

Where contact is not made below the knees of the other Person but to another part of that Person's body, a Person may still be guilty under the general definition of Rough Conduct for making unreasonable contact by sliding or dropping into another Person with their knees or feet first.

(g) **Contact with an Umpire**

(i) **Intentional Contact with an Umpire**

Contact with an Umpire that is aggressive, forceful, demonstrative or disrespectful will be deemed intentional and the Person will be referred directly to the Tribunal. In determining the sanction for Intentional Contact with an Umpire, the Tribunal must have regard to the number of elements of the offence (aggressive, forceful, demonstrative and/or disrespectful) which are established.

(ii) **Unreasonable or Unnecessary Contact with an Umpire**

Where contact with an Umpire is not aggressive, forceful, demonstrative or disrespectful but could otherwise be regarded as intentional, it will be classified as Unreasonable or Unnecessary Contact with an Umpire which is a Low-level Offence.

(iii) **Careless Contact with an Umpire**

A charge of Careless Contact with an Umpire is a Low-level Offence. In determining whether the contact was careless, the following factors will be considered:

- (A) whether contact occurs at a centre bounce or ball up;
- (B) whether the Person has set up behind the Umpire;
- (C) whether the Person has taken a path that intersects the Umpire's exit line from a stoppage;
- (D) the force of the contact;
- (E) whether the Umpire's decision making is impeded;
- (F) whether the Umpire goes to ground as a result of the contact;
- (G) any mitigating factors (for example, effort to avoid contact, offline bounce or throw, pushed by opponent into Umpire's path).

A Player may also be charged with the offence of Careless Contact with an Umpire by pushing or holding another Person into an Umpire or their direct path.

(h) **Umpire abuse**

Using Abusive, Insulting or Obscene Language Towards or in relation to an Umpire will be a Low-level Offence unless the Controlling Body determines that:

- (i) the Low-level Offence sanction is inappropriate; and
- (ii) the conduct does not constitute the Direct Tribunal Offence of Behaving in an Abusive, Insulting, Threatening or Obscene Manner Towards or in Relation to an Umpire,

in which case the Controlling Body may impose a sanction of either a 2 Match, 3 Match or 4 Match suspension, with the relevant Person entitled to receive a reduction in the sanction equivalent to the reduction applicable in Table 2 with an Early Guilty Plea (i.e. a 2 Match suspension reduced to a 1 Match suspension with an Early Guilty Plea).

(i) **Using Abusive, Insulting or Obscene Language**

Using Abusive, Insulting or Obscene Language will be a Low-level Offence unless the Controlling Body determines that:

- (i) the Low-level Offence sanction is inappropriate; and
- (ii) the conduct does not constitute the Direct Tribunal Offence of Serious Misconduct,

in which case the Controlling Body may impose a sanction of either a 2 Match or 3 Match suspension, with the relevant Person entitled to receive a reduction in the sanction equivalent to the reduction applicable in Table 2 with an Early Guilty Plea (i.e. a 2 Match suspension reduced to a 1 Match suspension with an Early Guilty Plea).

(j) **Melee**

(i) Engaging in a Melee

A Melee is defined as an incident involving three or more Persons who are grappling or otherwise struggling with one another, and which is likely to bring the game of Australian Football into disrepute or prejudice the interests or reputation of the Controlling Body. In determining if a Person's conduct constitutes Engaging in a Melee, the following factors will be considered:

- (A) the duration the Person is involved in the Melee;
- (B) the vigour applied by the Person;
- (C) whether the Melee occurs at a break in play, particularly at quarter breaks and half time;
- (D) whether the Person contributed to an escalation of the Melee; and
- (E) the role of the Person (for example, Player or Football Official).

(ii) Instigator of a Melee

Where a Person's conduct results in retaliatory action which leads to a melee, that Person's conduct may constitute a Reportable Offence of Instigator of a Melee. The Reportable Offence of Instigator of Melee is separate to the Reportable Offence of Engaging in a Melee and a Person may be found guilty of both Reportable Offences.

(k) **Staging**

Staging includes excessive exaggeration of contact in an unsportsmanlike manner. In determining whether a Person's conduct constitutes the Reportable Offence of Staging, the following factors will be considered:

- (i) whether the conduct affected, or was likely to affect, the Umpire decision-making;
- (ii) whether the conduct incited a melee; and/or
- (iii) whether the conduct was in the spirit of the game.

(l) **Tripping**

(i) Tripping is interpreted in accordance with its ordinary meaning. In determining whether a Person's conduct constitutes the Reportable Offence of Tripping, the following factors will be considered:

- (A) how fast the opponent was moving;
- (B) whether the trip was by hand or by foot/leg; and
- (C) whether contact was made with a swinging motion.

(ii) To constitute a Classifiable Offence, Tripping requires more than negligible impact. Where a trip does not have more than negligible impact, it is still



open to the Controlling Body or Tribunal to charge a Person with Tripping under Table 5 where it is satisfied that notwithstanding the result, a Reportable Offence was committed. Where no contact or minor contact is made, the Panel can charge a Person with an Attempt to Trip, which is a Low-level Offence.

## APPENDIX 2 – Example Reportable Offences

The following incidents are examples of Reportable Offences which were processed in accordance with these Guidelines. Vision of these incidents is available on request to the AFL.

CLASSIFIABLE OFFENCES	
Striking	<p><b>Example 1</b> – Dean Kent on Jeremy McGovern (Round 19, 2021) Careless Conduct, Low Impact, Body Contact</p> <p><b>Example 2</b> – Rhys Mathieson on Kysaiah Pickett (Finals Week 1, 2021) Careless Conduct, Low Impact, High Contact</p> <p><b>Example 3</b> – Marlion Pickett on Brandon Starcevich (Round 10, 2021) Careless Conduct, Medium Impact, High Contact</p> <p><b>Example 4</b> – Callum Wilkie on Mitchell Lewis (Round 7, 2021) Intentional Conduct, Low Impact, Body Contact</p> <p><b>Example 5</b> – Dayne Zorko on Tom McDonald (Round 12, 2021) Intentional Conduct, Low Impact, High Contact</p> <p><b>Example 6</b> – Nathan Wilson on Cody Weightman (Round 12, 2021) Intentional Conduct, Low Impact, Groin Contact</p> <p><b>Example 7</b> – Gary Rohan on Lachie Neale (Round 2, 2021) Intentional Conduct, Medium Impact, High Contact</p> <p><b>Example 8</b> – Kyle Hartigan on Samuel Walsh (Round 10, 2021) Intentional Conduct, High Impact, High Contact</p>
Kneeing	<p><b>Example 9</b> – Tom McDonald on Lachlan Plowman (Round 9, 2021) Intentional Conduct, Low Impact, Body Contact</p>
Rough Conduct	<p><b>Example 10</b> – Lachlan Hunter on Liam Shiels (Round 22, 2021) Careless Conduct, Low Impact, Body Contact</p> <p><b>Example 11</b> – Darcy Tucker on Zach Merrett (Round 9, 2021) Intentional Conduct, Low Impact, Body Contact</p>
Rough Conduct (High Bumps)	<p><b>Example 12</b> – Levi Casbault on Alex Pearce (Round 16, 2021) Careless Conduct, Low Impact, High Contact</p> <p><b>Example 13</b> – Jordan De Goey on Clayton Oliver (Round 13, 2021) Careless Conduct, Medium Impact, High Contact</p> <p><b>Example 14</b> – Sam Reid on Nathan Fyfe (Round 2, 2021) Careless Conduct, High Impact, High Contact</p> <p><b>Example 15</b> – Patrick Dangerfield on Jake Kelly (Round 1, 2021) Careless Conduct, Severe Impact, High Contact</p>

	<p><b>EXCEPTION: CONTESTING THE BALL</b></p> <p><b>Example 16</b> – Brendon Ah Chee on Brandon Zerk-Thatcher (Round 11, 2021)</p> <p><b>EXCEPTION: CIRCUMSTANCES OUTSIDE CONTROL</b></p> <p><b>Example 17</b> – Patrick Dangerfield on Brad Crouch (Round 22, 2021)</p>
Rough Conduct (Dangerous Tackles)	<p><b>Example 18</b> – Robbie Tarrant on Samuel Wicks (Round 22, 2021) Careless Conduct, Low Impact, High Contact</p> <p><b>Example 19</b> – James Worpel on Harry Cunningham (Round 13, 2021) Careless Conduct, Medium Impact, High Contact</p> <p><b>Example 20</b> – Scott Lycett on Ned McHenry (Round 8, 2021) Careless Conduct, Severe Impact, High Contact</p>
Forceful Front-On Contact	<p><b>Example 21</b> – Zac Butters on Jack Riewoldt (Finals Week 3, 2020) Careless Conduct, Low Impact, High Contact</p> <p><b>Example 22</b> – Samuel Wicks on Will Day (Round 13, 2021) Careless Conduct, Medium Impact, High Contact</p> <p><b>Example 23</b> – Daniel McStay on Neville Jetta (Round 8, 2020) Careless Conduct, High Impact, High Contact</p> <p><b>EXCEPTION: CONTESTING THE BALL</b></p> <p><b>Example 24</b> – Thomas Cole on Brandon Parfitt (Round 9, 2020)</p>
Unreasonable or Unnecessary Contact to the Eye Region	<p><b>Example 25</b> – Andrew Brayshaw on Jarrod Berry (Round 21, 2021) Intentional Conduct, Low Impact, High Contact</p>
Tripping	<p><b>Example 26</b> – Angus Brayshaw on Connor Menadue (Round 7, 2021) Careless Conduct, Low Impact, Body Contact</p> <p><b>Example 27</b> – Dane Rampe on Michael Walters (Round 19, 2021) Intentional Conduct, Low Impact, Body Contact</p>

<b>DIRECT TRIBUNAL OFFENCES</b>	
Any Other Act of Serious Misconduct which the MRO Considers Appropriate to Refer to the Tribunal	<p><b>Example 28</b> – Jack Viney on Samuel Collins (Round 20, 2021)</p>

Intentional Contact with an Umpire	<b>Example 29</b> – Toby Greene (Finals Week 1, 2021)
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<b>LOW-LEVEL OFFENCES</b>	
Instigator of a Melee	<b>Example 30</b> – Brayden Maynard (Round 15, 2020)
Careless Contact with an Umpire	<b>Example 31</b> – Callum Mills (Round 4, 2021) <b>Example 32</b> – Jed Anderson on Trent Cotchin (Round 21, 2021) <b>Example 33</b> – Josh Kennedy (Round 22, 2021)
Engaging in a Melee	<b>Example 34</b> – North Melbourne v Western Bulldogs (Jy Simpkin, Tarryn Thomas, Tom Liberatore, Bailey Smith) (Round 3, 2021)
Wrestling	<b>Example 35</b> – Josh Battle and Nick Haynes (Round 1, 2021)
Staging	<b>Example 36</b> – Joe Daniher (Round 15, 2021)
Other Misconduct	<b>Example 37</b> – Zaine Cordy on Clayton Oliver (Round 19, 2021) <b>Example 38</b> – Jayden Short on Isaac Heeney (Round 6, 2020)
Striking	<b>Example 39</b> – Sam Docherty on Riley Thilthorpe (Round 15, 2021) <b>Example 40</b> – Rhys Mathieson on Sam Mayes (Round 7, 2021)
Tripping	<b>Example 41</b> – Jack Scrimshaw on Nathan Fyfe (Round 4, 2021) <b>Example 42</b> – Christian Salem on Dominic Sheed (Round 21, 2021)

# APPENDIX 3 – Incident Referral Form

## INCIDENT REFERRAL FORM – Confidential

Date: [insert]

To: Match Review Panel  
[insert Controlling Body]

I, the undersigned, give notice I wish to refer an incident:

- (a) That is not the subject of an Umpire report; and
- (b) Which may constitute a Reportable Offence.

### Incident Details

<b>Person(s) involved</b>	
<b>Club(s) of Person(s) involved</b>	
<b>Match date</b>	
<b>Grade</b>	
<b>Match between</b>	
<b>Time of incident</b>	
<b>Law infringed</b>	
<b>Other relevant information</b>	

Print name: .....

Club: .....

Role: .....

Signed: .....

Date: .....

# APPENDIX 4 – Notice of Charge

## NOTICE OF CHARGE

Date: [insert]

To: [insert]

This Notice of Charge serves to inform you:

- That the named person below (the 'Charged Person') has been charged with a Reportable Offence as defined under the *Laws of Australian Football*;
- Of the details of the Reportable Offence;
- Of the grading of, and sanction applicable to, that Reportable Offence; and
- Of the options available to the Charged Person, including submission of an Early Guilty Plea or contesting the charge at the Tribunal.

### (a) Reportable Offence details

<b>Charged Person</b>	
<b>Charged Person's Club</b>	
<b>Match date</b>	
<b>Grade</b>	
<b>Match between</b>	
<b>Time of Offence</b>	
<b>Law reported under</b>	
<b>Offence Details</b>	

### (b) Reportable Offence grading

The Match Review Panel has graded the Reportable Offence as follows:

<b>Conduct</b>	
<b>Impact</b>	
<b>Contact</b>	

[OR]

Reportable Offence referable directly to the Tribunal for determination without grading.

### (c) Prescribed penalty [delete if not applicable]

In accordance with [insert State Football Body rules], based on the grading above, the prescribed Base Sanction for the Reportable Offence is a [insert e.g. two match suspension]. However, with submission of an Early Guilty Plea, the Charged Person can accept an Early Guilty Plea penalty of a [insert e.g. one match suspension].

[OR]

In accordance with [insert State Football Body rules], based on the grading above, the Reportable Offence will be referred directly to the Tribunal for determination.

(d) **Decision on Early Guilty Plea penalty [delete if not applicable]**

Please confirm in writing **by no later than [5:00pm] on [insert date]:**

1. If you accept the Early Guilty Plea penalty; or
2. If you propose to contest the Reportable Offence at the Tribunal.

(e) **Contesting the matter at Tribunal**

If the matter is to proceed to Tribunal, the Person/Club will shortly be advised of the time, date and location of the Tribunal hearing.

If you have any questions in relation to this Notice, please contact the undersigned.

Regards,

# APPENDIX 5 – Complaint Submission Form

## COMPLAINT SUBMISSION FORM – Confidential

Date: [insert]

To: [insert Controlling Body]

(a) **Type of complaint**

Alleged breach of:	Yes / No (circle applicable)
National Community Football Policy Handbook	Yes / No If Yes, please specify Section:
Other applicable policy, rules, or regulations	Yes / No If Yes, please specify:

(b) **Who is the complaint about?**

Please provide details regarding the Person the subject of the complaint.

Person	Yes / No (circle applicable)
Player	Yes / No
Coach	Yes / No
Football Official	Yes / No
Parent / Spectator	Yes / No
Umpire	Yes / No
Club	Yes / No
Other	Yes / No
Please provide any additional details about the Person(s) (name, Club, role, player number, other identifying information)	

(c) **Complaint details**

Please provide details regarding the nature of the complaint.

Questions regarding complaint	Answers
When did the incident occur or issue first arise? - date and time	



<p>Where did the incident occur?</p> <ul style="list-style-type: none"> <li>- address</li> <li>- location within the venue or premises where the incident(s) occurred</li> </ul>	
<p>What occurred?</p> <ul style="list-style-type: none"> <li>- any relevant background information including anything leading up to the incident;</li> <li>- exactly what happened, was observed or was said or was posted</li> <li>- duration of the incident</li> <li>- anyone else involved in the incident</li> <li>- if during a match, what teams were playing &amp; in what grade</li> <li>- if multiple incidents, provide as much detail of each as possible</li> </ul>	
<p>Has the incident or issue already been reported? If so, who to and when and what action, if any, was taken?</p>	
<p>Any other information you wish to provide that may be relevant to assessment and resolution of the complaint.</p>	

(d) **Supporting evidence**

Please provide details of any supporting evidence attached with this Complaint Submission Form.

<b>Type of evidence</b>	<b>Yes / No (circle applicable)</b>
Witness statements attached	Yes / No If Yes, please provide details:
Other witness names and contact details	Yes / NO If Yes, please provide details:
Film or images of incident attached	Yes / No If Yes, please provide details:
Other evidence	Yes / No If Yes, please provide details:

(e) **Person making complaint**

Your name	
Your Club	
Your role	
Your email	
Your phone number	
18 years of age or older?	Yes / No

Signed: .....

Print name: .....

Date: .....

# APPENDIX 6 – Notice of Breach

## NOTICE OF BREACH

Date: [insert]

To: [insert]

This Notice of Breach serves to inform you:

- That the named person below (the ‘Charged Person’) has been charged with a Policy Breach as defined under the National Community Football Policy Handbook;
- Of the details of the Policy Breach;
- Of the sanction applicable to that Policy Breach; and
- Of the options available to the Charged Person, including submission of an Early Guilty Plea or contesting the charge at the Tribunal.

### (a) Policy Breach details

<b>Charged Person</b>	
<b>Charged Person’s Club</b>	
<b>Incident date</b>	
<b>Time of incident</b>	
<b>Handbook Section breached</b>	
<b>Policy Breach details</b>	

### (b) Prescribed penalty

[Insert Controlling Body] has determined that the prescribed base sanction for the Policy Breach is a [insert e.g. five match suspension]. However, with submission of an Early Guilty Plea, the Charged Person can accept an Early Guilty Plea penalty of a [insert e.g. four match suspension].

[OR]

Based on the nature of the Policy Breach, [insert Controlling Body] has determined that the Policy Breach will be referred directly to the Tribunal for determination.

### (c) Decision on Early Guilty Plea penalty [delete if not applicable]

Please confirm in writing by no later than [5:00pm] on [insert date]:

1. If you accept the Early Guilty Plea penalty; or
2. If you propose to contest the Policy Breach at the Tribunal.

### (d) Contesting the matter at Tribunal

If the matter is to proceed to Tribunal, the Person/Club will shortly be advised of the time, date and location of the Tribunal hearing.

If you have any questions in relation to this Notice, please contact the undersigned.

# APPENDIX 7 – Notice of Appeal

## NOTICE OF APPEAL

Date: [insert]

To: Appeal Board  
[insert Controlling Body]

I, ..... of .....Football Club;  
\*Player to complete

[OR]

I, ..... being a Club Officer of .....Football Club;  
\*Club to complete

[OR]

I, ..... being an Executive Officer of [insert Controlling Body];  
\*Controlling Body to complete

### GIVE NOTICE that I wish to:

(a) Appeal to the Appeal Board in respect of a decision made by the Tribunal. I wish to appeal the decision on the following ground(s):

[OR]

(b) Request the Appeal Board to make a determination in respect of the following dispute or question pursuant to the National Community Football Policy Handbook:

Enclosed with this Notice of Appeal is \$[insert], being the sum of money required under the National Community Football Policy Handbook in respect of the Appeal. I agree to be bound by the decision of the Appeal Board.

Signed: .....

Print name: .....

Date: .....

## APPENDIX 8 – Citation Notice

Date: *[insert]*

*[insert name]*  
*[insert address]*

Dear *[name]*,

### Citation Notice

*[The AFL] / [insert State Football Body]* hereby issues you with a Citation Notice in accordance with the National Community Football Policy Handbook.

The Citation Notice is issued to you in addition to the sanction handed down by *[insert Controlling Body]* on *[insert date]* in respect of the following *[Reportable Offence / Policy Breach]*:

- *[insert details of Reportable Offence or Policy Breach]*.

Please be aware that your CoachAFL Accreditation remains subject to the National Community Football Policy Handbook.

Should you have any queries in respect of the above matters, please contact us at [coachregistrar@afl.com.au](mailto:coachregistrar@afl.com.au).

Regards,

## **APPENDIX 9 – Serious Criminal Offences**

The following offences are considered Serious Criminal Offences for the purposes of this Policy Handbook:

- (a) offences relating to assault and/or violence in relation to a child, whether physical, sexual and/or emotional;
- (b) offences relating to violence or of a violent nature;
- (c) offences relating to culpable and/or dangerous driving that can attract a detention or custodial sentence;
- (d) offences relating to drug trafficking, abuse or supply;
- (e) offences relating to the exploitation of children;
- (f) offences relating to theft, felony and/or related offence of property or person;
- (g) offences relating to fraud and/or any activity related to fraudulent behaviour; and
- (h) offences relating to embezzlement or any impropriety relating to monies or property.

## APPENDIX 10 – Non-exhaustive list of examples of disabilities

To provide practical guidance to administrators, this Appendix includes is a non-exhaustive list of disabilities which may give rise to grounds for granting age dispensation to a Player.

### 1. Physical disabilities

#### (a) Amputee

Amputee refers to a person who has lost a limb, part of a limb or more than one limb.

#### (b) Cerebral Palsy

(i) Cerebral palsy is a non-progressive disability caused by damage to a part of the brain that controls physical movement so that normal, smooth muscle movement does not or may not always occur.

(ii) Cerebral palsy can vary in presentation from a mild to moderate form affecting one or two limbs, to severe forms affecting the whole body.

#### (c) Wheelchair Reliance

A person may need to use a wheelchair for various reasons including:

(i) spinal injury – injury to the spinal cord;

(ii) Spina Bifida – a neural tube defect which may be caused by a combination of genetic and environmental factors;

(iii) Muscular Dystrophy – a group of hereditary and genetic muscle diseases which may create a disability relating to progressive muscle weakness;

(iv) Cerebral Palsy; and

(v) double leg amputations.

#### (d) Transplant

(i) A transplant occurs when a healthy human organ is used to replace a diseased or seriously affected organ in a recipient human being.

(ii) In the case of a transplant medical considerations and restrictions would dictate the safe level of sporting activity available to an affected Person within certain limitations.

#### (e) Acquired Brain Injury

An acquired brain injury (**ABI**) is caused during or after birth rather than as part of a genetic or congenital disorder. An ABI can result in cognitive, physical, emotional, or behavioural impairments that lead to temporary or permanent changes in brain functioning.

#### (f) Down Syndrome

Down syndrome is a chromosomal condition caused by the presence of all or part of an extra 21st chromosome.

(g) **Cystic Fibrosis**

Cystic fibrosis (also known as CF or mucoviscidosis) is an autosomal recessive genetic disorder affecting (amongst other things) the lungs.

**2. Neurological disabilities**

(a) **Epilepsy**

Epilepsy is a common and diverse set of chronic neurological disorders characterized by seizures. Epileptic seizures result from abnormal, excessive or hypersynchronous neuronal activity in the brain.

(b) **Autism spectrum disorders**

Autism spectrum disorders (including Asperger syndrome) are a group of related disorders of neural development which may be characterized by impaired social interaction and communication.

**3. Intellectual disabilities**

(a) Intellectual disability is a disability characterised by “significant” limitation both in intellectual functioning and in adaptive behaviour as expressed in conceptual, social and practical adaptive skills. This disability originates before the age of 18.

(b) “Significant” impairment in intellectual functioning is sometimes defined as being measured as 2 standard deviations below the mean in respect of certain conceptual, social, and practical adaptive skills (as measured by a Medical Specialist).

**4. Sensory disabilities**

(a) **Deaf/hard of hearing**

The inability to hear can be partial or complete. Some degree of hearing loss is a common disability and can affect one in twenty adults.

(b) **Blind/vision impaired**

Light involves both visual acuity and visual field. People with visual acuity in both eyes of less than 6/60 which cannot be improved by glasses are considered legally blind in Australia.

**5. Mental illness**

ICD 10 or DSM5 classification of mental illness.



## APPENDIX 11 – Categories of Protective Equipment

### 1. Category 1 Protective Equipment

Category 1 Protective Equipment includes:

Protective Equipment	Guidance notes
Mouthguard	
Thigh padded shorts	Example – rhino shorts
Shin guard	A shin guard is defined as a guard that protects the shin, is below the standard sock and not designed for any other function
Ankle brace	
Simple Neoprene only devices	No straps or exposed plastic or metal
Breast protection	Example – Boob Armour, Zena Z1

### 2. Category 2 Protective Equipment

Category 2 Protective Equipment includes:

Protective Equipment	Guidance notes
Shoulder guards	<ul style="list-style-type: none"> <li>• Thermoplastic AC joint</li> <li>• No edges exposed</li> </ul>
Arm guards	<ul style="list-style-type: none"> <li>• Thermoplastic material with exterior padding &gt; 3mm</li> <li>• Surgical foam or Neoprene</li> <li>• No edges or straps exposed</li> <li>• Minimum thickness as clinically indicated</li> <li>• All appliances to be neoprene covered</li> </ul>
Hand and finger guards	<ul style="list-style-type: none"> <li>• Thermoplastic material</li> <li>• Not beyond end of the finger but acceptable if contoured around distal end of finger and this is clinically indicated</li> <li>• Covered by tape</li> <li>• No exposed edges and material thickness as indicated below:               <ul style="list-style-type: none"> <li>○ Finger = 1.6mm thickness</li> <li>○ Thumb = 3mm thickness</li> <li>○ Metacarpal = 3mm thickness</li> </ul> </li> <li>• Refer to images below:</li> </ul>

		
	ORFIT FINGER SPLINT	ORFIT FINGER SPLINT
		
	ORFIT THUMBGUARD	ORFIT THUMBGUARD
		
	ORFIT THUMBGUARD	RIB GUARDS
Trunk guards	<ul style="list-style-type: none"> <li>• Thermoplastic material</li> <li>• Covered by foam rubber or Neoprene</li> <li>• No edges</li> <li>• 3.2mm maximum thickness</li> </ul>	
Hip, pelvis and thigh guards	<ul style="list-style-type: none"> <li>• Neoprene</li> <li>• Soft padding (foam rubber)</li> </ul>	

### 3. Category 3 Protective Equipment

Category 3 Protective Equipment includes any protective equipment other than Category 1 Protective Equipment and Category 2 Protective Equipment. Category 3 Protective Equipment may include:

- (a) knee braces (other than simple Neoprene only devices);
- (b) helmets;
- (c) gloves;
- (d) shoulder pads;
- (e) back supports; and
- (f) arm guards.

### 4. Materials approved for use

The following materials are approved materials for Protective Equipment:

Material	Guidance notes
Neoprene	
Thermoplastic	<ul style="list-style-type: none"><li>• Preference low temperature thermoplastic:<ul style="list-style-type: none"><li>○ Aquaplast</li><li>○ ORFIT</li><li>○ Braceform</li><li>○ Polyflex II</li><li>○ Orthoplast</li></ul></li><li>• Maximum thickness is 3.2mm</li><li>• Together with padding as specified in this Appendix</li></ul> <p><b>Note:</b> <i>The AFL's preference is products made from thermoplastic.</i></p>
Foam / rubber padding	<ul style="list-style-type: none"><li>• Leukofoam</li><li>• Neoprene</li></ul>

# APPENDIX 12 – Medical Report Template

I, \_\_\_\_\_

Club Medical Officer for the \_\_\_\_\_ Football Club

provide this Medical Report for player \_\_\_\_\_ at the request of the Match Review Panel as a result of an incident that occurred during the match:

\_\_\_\_\_ v \_\_\_\_\_

Played on \_\_\_ / \_\_\_ / \_\_\_\_\_ (date) at \_\_\_\_\_ (venue).

The incident occurred at \_\_\_\_\_ (time) during quarter \_\_\_\_\_ at the following approximate location on the Playing Surface: \_\_\_\_\_.

The player received the following treatment (*limit to clinical facts*) –

### **Immediate**

Condition(s) treated:

\_\_\_\_\_

Player required immediate on field assessment:  No  Yes (Details:  Trainer /  Physio /  Doctor)

Did the player leave the Playing Surface as a result of the incident:  No  Yes

If 'Yes', estimated time missing from match as a result of the incident (excluding breaks): \_\_\_\_\_

Did the player return to play:  No  Yes

Was anything reported by the player after the match as a result of the incident:  No  Yes

If 'Yes', specify what was reported: \_\_\_\_\_

### **Ongoing**

Further investigation required:  No  Yes (Details:  Radiology /  Specialist referral)

Ongoing treatment required:  No  Yes (Details:  Physiotherapy /  Medication /  Surgery)

Expected number of – Missed days training: \_\_\_\_\_ Missed matches: \_\_\_\_\_

Any additional information:

\_\_\_\_\_

Signed:  (Club Doctor)

Date: \_\_\_ / \_\_\_ / \_\_\_\_\_ Time: \_\_\_\_\_

-----  
**Controlling Body to Complete**

Lodged with the Secretary of the Match Review Panel on \_\_\_ / \_\_\_ / \_\_\_\_\_ (date) at \_\_\_\_\_ (time)

Signed:  (Secretary of the Match Review Panel)

# APPENDIX 13 – Standard Player Declaration

**NAME, CLUB AND LEAGUE**

This Declaration is made by: ..... ('the Player')

Of: ..... Football Club ('the Club')

An affiliated club of the: ..... Football League ('the League')

Affiliated with: ..... ('State Football Body')

**VALIDITY PERIOD** Valid until: ...../...../.....

**PLAYER PAYMENTS** (strike through where not applicable)

Per senior match won: \$ ..... Per senior match lost or drawn: \$ .....

Per non-senior match won: \$ ..... Per non-senior match lost or drawn: \$ .....

Incentives: \$ ..... for .....

Deductions from match pay: Annual subs: \$ ..... Social functions: \$ .....

Club property: \$ ..... Other: \$ .....

Coaching (if applicable): \$ ..... for .....

Other payments: \$ ..... for .....

**DATE FOR PAYMENT**  Weekly  Monthly  Other (describe): .....

**ACKNOWLEDGEMENTS** (strike through where not applicable)

I volunteer in the football and other Club activities as a hobby or pastime.

Any services I provide to the Club are provided as a hobby or pastime.

I do not rely on the above payments (if applicable) for my regular personal income.

I have (if applicable) submitted a 'statement by a supplier' to the Club (available at <https://www.ato.gov.au/forms/statement-by-a-supplier-not-quoting-an-abn/>)

**(Note:** It is the responsibility of the Player to satisfy themselves that the above acknowledgements are true and correct. Players are encouraged to obtain their own tax advice in respect of the payments they receive in connection with AFL football).

By signing this Declaration, the Player and Club confirm they will comply with all applicable rules, regulations and policies including this Handbook and applicable State Football Body rules and regulations.

**SIGNED**

By the Player: ..... /...../.....  
Date: .....

By parent or legal guardian: ..... /...../.....  
Date: .....  
(where Player is under 18 years of age)

For the Club: ..... /...../.....  
Date: .....  
(delete inapplicable titles)

Position: President | Secretary | Treasurer | Football Manager

# APPENDIX 14 – Revision History

REVISION HISTORY	
01.04.2022	Version 1 of Policy Handbook published.

