

## Incident Investigation Policy

### Incident Process

After the occurrence of an incident (verbal or physical), an official or staff member may report an individual, or team, if they deem the displayed behaviour to be unreasonable and excessive. Behaviour is unreasonable and excessive if it exceeds what a typical/reasonable member of the community would have done in similar circumstances.

This report can be made in person to the Duty Manager on the night or via email to [lordssports@subiaco.wa.gov.au](mailto:lordssports@subiaco.wa.gov.au). A hardcopy report form is available at reception should teams wish to complete it on the night.

### Review of the incident

After receiving the notification of an incident, Lords management will begin an investigation. This will involve contacting both team captains to provide information on the incident. Team captains will have 24 hours to provide a written statement of events. Lords staff involved in the incident will be asked to provide a statement of events. Once all information has been collected, Lords management will use the disciplinary and sanction guidelines to determine the severity of an incident and if a penalty is warranted.

Natural Justice - The Lords investigation process is to be fair in how it deals with an accused player/team. The team captain will be informed as to why their player was reported. All reports and findings will be addressed by the Lords Sports Team and the team captain notified of all findings from the investigation. If two teams are involved, information will not be shared regarding sanctions/suspensions as information remains confidential.

### Outcome of investigation

Once the investigation has been completed, the team captain will be informed in writing of the outcome for the player/team. Penalties can include a warning, player/team suspension or expulsion from the competition.

### Assessment

The actions listed below are non-binding guidelines used by the Lords Recreation Centre to determine appropriate sanction periods. The severity of the incident (minor, moderate and major) will be decided at the discretion of the Lords Sports Team in consultation with game officials and incident review statements/information.

## Lords Sports Disciplinary and Sanction Guidelines

Reportable Action	Sanction Given (Weeks Suspension)		
	Minor	Moderate	Major
<b>Non-physical Offence</b>			
Verbal frustration not directed at a player or official.	UC		1-2
Threatening/Intimidation gestures or words towards a player.	UC	1-2	3-6
Excessive abuse or profanity's that cannot be contained by a teammate or match official.	1-2	3-6	7-12
<b>Unsporting Behaviour/Conduct</b>			
Taunting or baiting an opponent in an aggressive or provocative manner.	UC	1-2	3-4
Spitting towards an opponent or spectator.	N/A	4-6	7-17
Racial, derogatory, or homophobic gestures or slurs towards an opponent or spectator.	N/A	3-6	7-17
Rough conduct (bumping, kicking, pushing, elbowing)	UC	1-2	3-6
Dangerous play (tripping, tunnelling, throwing player to ground)	UC	1-2	3-6
Choking an opponent	1-3	3-8	9-52
<b>Striking or attempted striking</b>			
Attempted striking	1-4		
Singular strike that lands on the following body parts (stomach, arm, leg)	1-2	3-4	5-8
Singular strike that lands on the following body parts (head, neck, groin region)	2-3	4-6	7-17
Multiple strikes delivered with an attempt to injure or cause serious harm.	N/A	6-17	17-LB
Involvement in a Melee (Striking sanctions above will override if applicable)	UC	1-2	3-4
<b>Directed at Match Official or Staff Member</b>			
Physical contact with a match official.	1-3	3-8	9-52
Verbal abuse towards a match official or staff member	UC	1-3	4-8
Threatening, intimidating or offensive gesture towards match official or staff member	1-2	3-5	6-12
Spitting at or striking a match official or staff member.	N/A	17-52	LB
<b>Unusual Circumstances</b>			
Player attempting to play intoxicated (Drugs or Alcohol)	LD		
Player attempting to play whilst suspended	LD		
<b>Key</b>			
UC= Umpire's Call	NA= Not Applicable	LB= Life Ban	LD= Lords Discretion

Note:

- Umpire's Call is defined as Yellow Card for Futsal, Technical Foul for Basketball and warning for Netball. Send offs and appropriate sanctions will apply for two of each from given sports.
  - **Basketball:** First technical foul: behaviour warning. Second technical foul: ejection and automatic one game suspension (minimum).
  - **Netball:** Send off: Player can take no further part in the game, automatic one game suspension (minimum).
  - **Futsal:** Yellow card: Behaviour warning. Red Card: Player can take no further part in the game and an automatic one game suspension (minimum).
- Where a player is involved in a melee, it is at Lords' discretion to apply sanctions to all players involved.
- Patron will be removed from the venue immediately in both examples under "Unusual Circumstances"
- If numerous offences apply, the one with the higher severity will be sanctioned.
- Previous offences by a player will be taken into consideration when sanctions are being decided.
- Striking is defined as punching, kicking, headbutting or any form of physical attempt to harm or injure a player, spectator, match official or staff member. Lords discretion can apply to any circumstances that are not met in the guidelines.
- All sanctions given are applied to scheduled matches and not weeks. Sanctions do not include the following:
  1. Byes
  2. Forfeited matches
  3. Seasonal break