



Rules for Disciplinary Procedures Season 2019

(As at 19th Feb 2019)

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THE CAMANACHD ASSOCIATION (the “Association”)

1 GENERAL PROVISIONS

1.1 JURISDICTION

1.1.1 These Disciplinary Rules and Procedures shall apply to all Clubs, Affiliated Associations their players, members and persons connected with the Clubs, and Affiliated Associations. They shall also apply to all other members of the Association and persons connected with the Association. “Club” and “Affiliated Association” mean an organisation that is an affiliated member of the Camanachd Association or is otherwise a recognised shinty body that falls within the jurisdiction of the Association.

1.1.2 The Board of the Association shall establish the three Committees detailed in Clauses 1.1.3 – 1.1.5 below which shall have delegated power to act in the name of the Association to hear and determine disciplinary issues. Each committee shall consist of five members; a quorum for a meeting shall be 3 members.

In addition the Chairperson of the Committee with the Chief Executive Officer’s / Discipline Administrator’s approval shall have the power to appoint an independent person with expert knowledge to join the Committee to assist when dealing with cases requiring specialist knowledge and understanding. This person will become a voting member of the committee and their attendance will count towards the quorum.

1.1.3 A **Disciplinary Committee** shall deal with all matters relating to players, substitutes and Team Managers / Coaches during the course of a match, referred by a Referee; or players, referred by the system of Standard Disciplinary Points. The Board of the Association shall from time to time appoint a Chairperson and members of the Committee. When, for any reason, the Chairperson cannot attend a meeting of the Committee, the members present shall appoint one of their number to act as Chairperson at the meeting.

1.1.4 A **Behaviour in Sport Committee** shall:

- Deal with all complaints of Misconduct (as set out in Appendix 2) apart from complaints relating to Players, Substitutes and Team Managers / Coaches during the course of a match.
- Deal with Protests lodged and disputes arising in relation to Transfer of Players.
- deal with any complaint related to operational decisions made by the Chief Executive Officer, Competition and Rules Manager, Competitions Director or any Competitions Committee in relation to the application of competition rules

The Board of the Association shall from time to time appoint a Chairperson and members of the Committee. When, for any reason, the Chairperson cannot attend a meeting of the Committee, the members present shall appoint one of their number to act as Chairperson at the meeting.

1.1.5 An **Appeals Committee** shall:

- determine appeals against decisions of the Disciplinary or Behaviour in Sport Committees,
- determine or make recommendations on disciplinary issues referred to it by the Association.

The Board of the Association shall from time to time appoint a Chairperson and members of the Committee. When, for any reason, the Chairperson cannot attend a meeting of the Committee, the members present shall appoint one of their number to act as Chairperson at the meeting.

For the avoidance of doubt:

1.1.6 The above committees shall deal with all disciplinary matters pertaining to the sport of shinty, other than in relation to employees of the Association, whose cases will be dealt with by the employer under relevant employment legislation and codes.

1.1.7 The decision of the Appeals Committee in any matter referred to it shall be final and binding on all parties.

1.1.8 A member of a Committee who is a member of the same affiliated club, Association or other shinty-related organisation as either (i) the player, person or organisation against whom disciplinary proceedings are taken or (ii) the victim or wronged party, or (iii) the complainant, shall not sit in determination of that disciplinary proceeding and an alternative member of the Committee shall be appointed by the Board.

1.1.9 All decisions of the Committees shall be made by majority. [No member of the Committees may abstain] and in the event of an equality of votes the Chairperson shall have a casting vote.

1.1.10 A member of a Committee may participate in a meeting by means of video conferencing, conference telephone or similar communications equipment whereby all involved in the meeting can hear each other and the members of the Committee participating in a meeting in this manner shall be deemed to be present in person at such meeting.

1.1.11 No active referee shall be a member of any of the three committees.

1.1.12 **Discipline Administrator**

Within his or her role description, the Chief Executive Officer, or such other person appointed by the Board, shall encompass the duties of a discipline administrator. All references in this document to the discipline administrator should be construed as referring to the officer holding this post (or in the event that there is no such officer appointed, the person appointed by the Board). In this role, he or she shall seek to ensure the implementation of these rules and procedures and shall have such additional duties and responsibilities as provided for elsewhere in these rules.

The discipline administrator shall be entitled to nominate an assistant to provide assistance to him or her in the role of discipline administrator and/or a nominee to undertake the role in his or her absence.

In any case in which the subject of a complaint is a member of the Board of the Association, the discipline administrator shall exercise the duties in consultation with the President.

1.2 POWERS OF ADJOURNMENT AND ATTENDANCE OF CITED PARTY

1.2.1 In general the proceedings of the Committees will be presented in writing and information exchanged between the parties may be through all media including fax and email. However, each Committee may determine to call those concerned in any case in person before the relevant Committee and the person concerned in the disciplinary matter has the right to request a Hearing.

1.2.2 The Committees shall have power to postpone or adjourn a Hearing at their discretion.

1.2.3 All reasonable opportunity shall be afforded to the subject of disciplinary proceedings (person, club, affiliated association or other body) to attend and be heard at the Disciplinary Hearing at which the proceedings against them are to be determined. However, nothing in these Rules shall prevent a Committee determining disciplinary issues in the absence of any person or organisation concerned, where he, she or it elects not to attend the Disciplinary Hearing or where they are unable, fail or decline to attend the Hearing after a reasonable opportunity to attend has been afforded (the Committee being the sole judge of what is reasonable in these circumstances) and provided that the terms of these Rules have been complied with.

1.2.4 If a person or organisation is unable to appear at a Hearing, as notified, they should immediately advise the discipline administrator in writing specifying why they are unable to attend and on what basis he would seek to have an adjournment. In the event that the person or organisation advises that they are unable to attend, the Chairperson of the Committee may consider the request for postponement. In the event that the request for a postponement is refused or no such request is competently made, nothing shall preclude the Committee from hearing and determining the matter in the person's or organisation's absence, including issuing a suspension or other sanction.

1.2.5 It shall be the duty of the persons or organisations concerned to notify, arrange and ensure the attendance of witnesses in support of their position. In any case in which a Director or member of staff is requested to act as a witness, the CEO must be notified in order to arrange and ensure attendance

1.2.6 The subject (person or organisation) of the Hearing shall be entitled to be present throughout, other than when the Committee is deliberating.

1.3 POWERS OF COMMITTEES

1.3.1 The Committees shall have the power to regulate their own procedure and to determine any matter arising under or in connection with these Rules (except in relation to appeals when the Appeals Committee only shall exercise such powers) and in so doing may waive any requirement of and/or extend any time period provided for in these Rules acting reasonably and in accordance with the principles of natural justice.

1.3.2 A Hearing shall not be adjourned by reason that the person appearing before it is, or is likely to be, subject to civil or criminal proceedings arising from the circumstances that are the subject of the proceedings unless it is otherwise determined by the relevant Committee. In such circumstances the person appearing before the hearing is strongly advised to take legal advice.

1.3.3 The Committees shall have due regard to the principles of natural justice.

1.4 EVIDENCE

- 1.4.1 The Committees shall be entitled to receive and consider such evidence as they think appropriate (including evidence in writing or audio/visual or photograph(s)).
- 1.4.2 Any visual evidence shall be viewed with sound or commentary (if available). After screening of the visual evidence, the chair or committee members may ask further questions as they deem appropriate, of those who gave evidence prior to the screening of the visual evidence.

1.5 ATTENDANCE OF WITNESSES

- 1.5.1 The Committees may require the attendance of any witnesses. It shall be the duty of the Disciplinary Administrator to notify, arrange and invite the attendance of any such witnesses, in support of each subject (person or organisation). In any case in which a member of the Board of the Association or staff is requested to act as a witness, the Chief Executive Officer must be notified in order to arrange and ensure attendance. (In the event of any director or member of staff being unable to attend they should forward their submissions in writing)
- 1.5.2 In any case where a witness required by a Committee to attend a Hearing refuses or fails to do so, the Committee may adjourn the hearing, proceed in the absence of the witness, allow or refuse to allow the evidence of that witness to be given in any other form.
- 1.5.3 For the avoidance of doubt, no witness shall be present at any time until called to give evidence and thereafter the witness must retire from the room.

1.6 QUESTIONING OF WITNESSES

- 1.6.1 Where evidence is given before a Committee there shall, except with the permission of the Chairperson, be no cross-questioning of the person(s) concerned or witnesses other than by members of the Committee. Questions may, however, be addressed to a referee or witness by others present through, or with the permission of, the Chairperson.

1.7 REPRESENTATION

- 1.7.1 A person or organisation in respect of which a Hearing is to be held may be represented by any person.
- 1.7.2 Where a person concerned is under the age of 18 he or she shall be entitled to be accompanied by one of their parents, guardian or other representative in addition to their right of representation under clause 1.7.1 above.

1.8 DELIBERATIONS

- 1.8.1 The deliberations of all of the Committees shall be in private.

1.9 NOTIFICATION OF DECISION

- 1.9.1 The decision of a Committee shall be notified in writing to all interested parties, by the discipline administrator, as soon as reasonably practicable after the conclusion of the Hearing or determination of the matter in writing provided that such notification shall be given no later than 30 days following the conclusion of the Hearing or determination of the matter in writing. Interested parties will be determined by the discipline administrator but will normally include but not necessarily be confined to, in the case of decision made by the Disciplinary Committee, the player(s) concerned, their club(s) and the referee. In a case considered by the Behaviour in Sport Committee, the Chairperson shall guide the discipline administrator in determining who the interested parties are. Where it considers it appropriate, a Committee may orally notify its decision at the conclusion of the Hearing. Verbal intimation of a decision shall have the same authority as the written intimation that shall follow it.
- 1.9.2 In any case where the Disciplinary or Behaviour in Sport Committee imposes a sanction, the person or organisation so sanctioned shall be advised by the discipline administrator of his, or its, right to appeal.

1.10 STANDARD AND BURDEN OF PROOF

- 1.10.1 The standard of proof in all questions for determination by the Committees shall be proof on the balance of probabilities.

1.11 MULTIPLE INCIDENTS

- 1.11.1 Where proceedings, however arising, are taken against more than one person or organisation as a result of an incident or incidents occurring at, or in connection with, the same event or circumstance, such proceedings may be heard together, where the Committee so determines, provided there is no manifest prejudice to any person or organisation against whom such disciplinary proceedings are taken.

EXPLANATORY NOTE TO RULE 1.11; The Rule allows a Committee to hear more than one case at the same time, where there is a clear link between separate incidents or if the Hearing arises from the same incident or there is a clear link between the respective persons' and/or organisations' conduct. In this situation, the Committee shall determine its own procedure to accommodate the idiosyncrasies of the case.

1.12 PUBLICITY/CONFIDENTIALITY

- 1.12.1 In accordance with policy established by the Board of the Association, the Committees may publish details of any misconduct or offence together with the suspension or penalty imposed or other determination and the identity of the persons or organisations concerned. The Discipline Administrator must alert The Chief Executive Officer or the Communications Director of any request to issue or respond to publicity in relation to disciplinary procedures.

1.13 DIRECTING PROCEEDINGS TO THE APPROPRIATE COMMITTEE

- 1.13.1 For the most part, the criteria for relevant matters being directed to either the Disciplinary Committee or the Behaviour in Sport Committee will be obvious from reference to paragraphs 1.1.3 and 1.1.4.
- 1.13.2 Guided by the criteria in those paragraphs and the provisions elsewhere in these Rules, it shall be a matter solely for the discipline administrator to determine what shall be referred to the Disciplinary Committee and what to the Behaviour in Sport Committee. He will issue a copy of the report and consult with the Chair of either committee before deciding to proceed.
- 1.13.3 In circumstances such as a referee's Special Report referring to both the behaviour of a player or players during the course of a match and to the behaviour of non-players, the discipline administrator may decide to convene both a Disciplinary and a Behaviour in Sport Committee, so that each can consider matters appropriate to their remit.

1.14 ADDITIONAL PROVISIONS

- 1.14.1 If the content of a Special Report relating to a player or players suggests, to the discipline administrator, that a charge of misconduct may be made in respect of another person or organisation, he or she may, after conducting whatever investigations he or she considers appropriate, prepare a complaint against that person or organisation and convene a Behaviour in Sport Committee to consider the matter.
- 1.14.2 In respect of any matter not provided for in these Rules, the decision of a Committee shall be taken according to general principles of fairness and justice.
- 1.14.3 As a general rule all parties shall bear their own costs but a Committee shall be entitled to make an award of costs against one or more parties as they see fit.
- 1.14.4 In determining whether to bring a charge of misconduct under these rules, the discipline administrator shall take account of any disciplinary proceedings taken by an affiliated club or Association under its own disciplinary procedures.
- 1.14.5 It shall be competent for the discipline administrator to receive a complaint that an affiliated club or Association has failed to properly implement its own disciplinary procedures. In such a case the Behaviour in Sport Committee shall be empowered to adjudicate on both the complaint that may have been inappropriately dealt with by the affiliated club or Association and with the alleged failure of that organisation to properly implement its own procedures.

2 REPORTING INCIDENTS AND COMPLAINTS

2.1 REPORTING BY MATCH OFFICIALS

2.1.1 Caution Offences

Referees will administer cautions in accordance with the Laws of the Game.

Referees must submit a written Match Report stating details of the offence(s). These reports must be submitted to the Camanachd Association Head Office not later than the fifth day following the match. In cases upon which a referee administers six or cautions to one team in a match, he or she shall submit, in addition to a match report, a Special Report

2.1.2 Sending Off Offences

Referees will administer sending-off in accordance with the Laws of the Game.

Referees must submit a Match Report stating details of the offence(s). These reports must be submitted to the Camanachd Association Head Office not later than the fifth day following the match. In the case of a player who is sent off for being guilty of a second cautionable offence after having received a caution, the referee must report the two offences which resulted in the player's dismissal.

If a referee at his or her own volition, or upon the advice of his assistant officials, considers that a sending off has resulted from an incident of such serious nature that it warrants consideration by the Disciplinary Committee as an exceptional case of indiscipline, he or she shall submit, in addition to a Match Report, a Special Report. The Special Report shall form the basis of the case to be considered by the Disciplinary Committee and must be submitted to the Camanachd Association Head Office together with the Match Report. Such a report must set out the reasons why the referee considers the matter to have been exceptional and worthy of action other than the imposition of Automatic Sanctions.

If the discipline administrator considers that the content of a Special Report does not contain sufficient detail to enable the Disciplinary Committee to properly consider the matter, he or she shall ask the referee to provide further written information. If additional detail requested by the discipline administrator is not forthcoming, he or she together with the Chair of the Disciplinary Committee shall determine whether or not to convene a meeting of the Disciplinary Committee and/or to allow the Automatic Suspension to be the final sanction. The question of whether the behaviour amounted to an exceptional case of indiscipline is not one upon which the discipline administrator may rule. In cases upon which a referee administers 3 or more sending-off offences to one team in a match, he or she shall submit, in addition to a Match Report, a Special Report.

2.1.3 Incidents occurring Before, During or After a Match

In addition to reporting any player cautioned or ordered off, as provided for above, a referee shall submit a Special Report about any other incident occurring at any time between his or her arrival at the match venue until the time of his or her departure from it which, in his or her view, amounts to misconduct on the part of a player or any other person or organisation; i.e. affiliated club or Association.

Such a report must be submitted to the Camanachd Association Head Office not later than the fifth day following the match.

Reports must indicate which persons being cited are players and, if known, whether any other persons cited are members of a club and, if so, which one. Otherwise, a referee should indicate, if he or she is able to reach an informed opinion, if the incident can be attributable to persons who appeared to be connected to, or supporters of, one club or another.

2.2 COMPLAINTS BY OTHER PARTIES

2.2.1 Only a referee can submit a report referring to the behaviour or actions of players on the field of play.

2.2.2 The Board and/or any other person or organisation with a bona fide interest in shinty may submit a written complaint alleging misconduct by a Member, Person or other person or organisation as defined in paragraph 1.1.1 [and shall be made within 14 days of the alleged misconduct].

2.2.3 Such a complaint should provide as much information as possible relating to dates, times and circumstances.

2.2.4 Any person making a complaint must be prepared to attend and give evidence at any subsequent hearing that may be arranged.

3 ACTION FOLLOWING RECEIPT OF REPORTS AND COMPLAINTS

3.1 RESPONSE TO REPORTS FROM MATCH OFFICIALS

3.1.1 Documents may be sent by post, fax, e-mail or other electronic means of transmission.

3.1.2 Caution Offences

The discipline administrator will confirm to the player, through his or her club, the number of penalty points recorded against him or her for the offence and his or her cumulative total penalty points within 14 days of notification of the caution under Clause 2.1.1.

3.1.3 Sending-off Offences

The discipline administrator will confirm within 14 days of the notification of the matter under Clause 2.1.2 to the player, through his or her club, the number of penalty points recorded against him or her for the offence and his or her cumulative total of penalty points, and will also confirm that he or she is subject an Automatic Suspension, as detailed in the Schedule of Penalty Points. The Automatic Suspension stipulated in the Schedule of Penalty Points applies immediately and is not dependent upon receipt of the confirmation referred to in the previous sentence.

If the referee has submitted a Special Report that a sending-off resulted from an exceptional case of indiscipline, the discipline administrator will confirm to the player, and to his or her club, that in addition to the Automatic Suspension that he or she must serve, the Disciplinary Committee will be convened to consider the matter. Such notice will be provided at least 14 days prior to the Disciplinary Committee being convened. A copy of the referee's report will be issued to the player and to his or her club and their written responses to the report will be required, to be received within seven days of such request. The player will be invited to state whether he or she wishes to appear in person at the Hearing, whether he or she will be represented and whether he or she wishes to call any witnesses.

3.1.4 Incidents occurring Before, During or After a Match

On receipt of a referee's Special Report, other than as detailed above the discipline administrator will inform the parties concerned within 7 days of the notification of the matter under Clause 2.1.3 that a Special Report has been received, is being considered by the discipline administrator and that further communication on the matter will follow. A copy of the complaint will be forwarded immediately to the chair of the relevant committee.

The discipline administrator in consultation with the Chair of the relevant Committee shall assess the report against the criteria for misconduct and arrive at a conclusion as to whether a charge of misconduct could be brought. In so doing, the discipline administrator shall carry out whatever inquiries or request whatever information, he or she considers appropriate in order to decide whether the grounds for such a charge exist. The discipline administrator shall then inform the parties concerned that either:

- the allegation does not amount to a case of misconduct and the matter is closed, or
- a charge of misconduct is being brought and a meeting of the Behaviour in Sport Committee shall be convened, or
- a charge of misconduct is being brought and a meeting of the Disciplinary Committee shall be convened (when the charge has been brought against players including substitutes and Team Managers / Coaches for an incident during the course of a match)
- a charge of misconduct is being brought and having considered the content of the Report, the Chair of the Committee and the Discipline Administrator are offering an automatic sanction. This offer must be accepted by the person charged in writing within 7 days of the date of the letter or a meeting of the appropriate committee will be convened with resultant costs levied should the charge be upheld.

A statement of the charge, together with a copy of the referee's Special Report and any other written documentation that the discipline administrator has assembled will be issued to the party, or parties, against whom the charge(s) are levelled brought within 14 days of the notice provided to the parties under this Clause 3.1.4. This shall be accompanied by a request for written responses to be submitted, to be received within seven days of such request. The party, or parties, concerned will be invited to state whether they wish to appear in person at the Hearing, whether they will be represented and whether they wishes to call any witnesses. ALL CASES SHOULD BE COMPLETED WITHIN ONE CALENDAR MONTH

3.1.5 Exceptions to issuing complete written documents

When any of the following circumstances apply, a full copy of the complaint will not be sent out ahead of the meeting. Instead an appropriate summary of the complaint will be prepared by the discipline administrator, in conjunction with the Association’s legal adviser and/or Child Protection Co-ordinator. The circumstances referred to are:

- If the allegation or complaint is concerned with a possible breach of the Association’s Child and Vulnerable Adult Policy or Procedures;
- If the matter is the subject of an ongoing investigation by police and or social work services;
- If the allegation or complaint is in the form of a statement from a child or vulnerable adult, or contains references to a statement that a child or vulnerable adult has made.

Notice that a meeting of the Behaviour in Sport Committee is to be convened, along with a copy of reports and other written information shall be sent at least 14 days prior to the Hearing.

The decision that a charge of misconduct shall be brought is solely a matter for the discipline administrator and the Chair of the Disciplinary Committee and shall be free from interference by any member of the Board or staff of the Association, or any other person. Any such interference shall, in itself, be a matter of misconduct.

3.2 RESPONSE TO COMPLAINTS FROM OTHER PARTIES

3.2.1 When a written complaint is received alleging misconduct under Clause 2.2, the discipline administrator will inform the relevant parties that a complaint has been received within 14 days of receipt of such complaint, is being considered by the discipline administrator and that further communication on the matter will follow.

3.2.2 The discipline administrator and the Chair of the Disciplinary Committee shall assess the complaint against the criteria for misconduct and arrive at a conclusion as to whether a charge of misconduct could be brought. In so doing, the discipline administrator shall carry out whatever inquiries or request whatever information, he or she considers appropriate in order to decide whether the grounds for such a charge exist.

3.2.3 The discipline administrator shall then inform the relevant parties that either:

3.2.3.1 the allegation does not amount to a case of misconduct and the matter is closed,

or

3.2.3.2 a charge of misconduct is being brought and a meeting of the Behaviour in Sport Committee shall be convened.

3.2.4 In the event that Clause 3.2.3.2 applies, a statement of the charge, together with a copy of the complaint and any other written documentation that the discipline administrator has assembled will be issued to the party, or parties, against whom the charge(s) are brought within 30 days of notice provided under Clause 3.2.1. This shall be accompanied by a request for written responses to be submitted, to be received within seven days of such request. The party, or parties, concerned will be invited to state whether they wish to appear in person at the Hearing, whether they will be represented and whether they wishes to call any witnesses.

3.2.5 When any of the following circumstances apply, a full copy of the complaint will not be sent out ahead of the meeting. Instead an appropriate summary of the complaint will be prepared by the discipline administrator, in conjunction with the Association’s legal adviser and/or Child Protection Co-ordinator. The circumstances referred to are:

- If the allegation or complaint is concerned with a possible breach of the Association’s Child and Vulnerable Adult Policy or Procedures;
- If the matter is the subject of an ongoing investigation by police and or social work services;
- If the allegation or complaint is in the form of a statement from a child or vulnerable adult, or contains references to a statement that a child or vulnerable adult has made.

3.2.6 **Notice that a meeting of the Behaviour in Sport Committee is to be convened, along with a copy of reports and other written information shall be sent at least 14 days prior to the Hearing.**

3.2.7 The decision that a charge of misconduct shall be brought is solely a matter for the discipline administrator and the Chair of the Disciplinary Committee and shall be free from interference by any member of the Board or staff of the Association, or any other person. Any such interference shall, in itself, be a matter of misconduct.

4 CONCERN NOT REPORTED BY A MATCH OFFICIAL OR OTHER PARTY

- 4.1 From time to time the discipline administrator may read, hear or see something that, in his or her sole view, may amount to misconduct.
- 4.2 At his or her own volition, he or she may pursue inquiries or seek information to substantiate or refute a suspicion that misconduct may have occurred.
- 4.3 The discipline administrator shall assess the information he or she assembles against the criteria for misconduct and he or she and the Chair of the relevant Disciplinary Committee shall arrive at a conclusion as to whether a charge of misconduct could be brought.
- 4.4 The discipline administrator shall then prepare a written complaint setting out the details of the charge of misconduct and against whom the charges are made.
- 4.5 The discipline administrator shall then inform the relevant parties that a charge of misconduct is being brought and a meeting of the relevant Disciplinary Committee shall be convened.
- 4.6 A statement of the charge, together with a copy of the complaint and any other written documentation that the discipline administrator has assembled will be issued to the party, or parties, against whom the charge(s) are brought within 30 days of the discipline administrator being aware of such matter under Clause 4.1. This shall be accompanied by a request for written responses to be submitted, to be received within seven days of such request. The party, or parties, concerned will be invited to state whether they wish to appear in person at the Hearing, whether they will be represented and whether they wishes to call any witnesses.
- 4.6.1 When any of the following circumstances apply, a full copy of the complaint will not be sent out ahead of the meeting. Instead an appropriate summary of the complaint will be prepared by the discipline administrator, in conjunction with the Association's legal adviser and/or Child Protection Co-ordinator. The circumstances referred to are:
- If the allegation or complaint is concerned with a possible breach of the Association's Child and Vulnerable Adult Policy or Procedures;
 - If the matter is the subject of an ongoing investigation by police and or social work services;
 - If the allegation or complaint is in the form of a statement from a child or vulnerable adult, or contains references to a statement that a child or vulnerable adult has made.
- 4.6.2 Notice that a meeting of the relevant Disciplinary Committee is to be convened, along with a copy of reports and other written information shall be sent at least 14 days prior to the Hearing.
- 4.6.3 The decision that a charge of misconduct shall be brought is solely a matter for the discipline administrator and the Chair of the relevant Disciplinary Committee and shall be free from interference by any member of the Board or staff of the Association, or any other person. Any such interference shall, in itself, be a matter of misconduct.

5 HEARINGS CONVENED ON THE BASIS OF ACCUMULATED PENALTY POINTS

- 5.1 In the case of a player who has accumulated penalty points under the system of Automatic Sanctions, such that he or she has reached the threshold for referral to the Disciplinary Committee, the discipline administrator will confirm to the player, and to his or her club, that the Disciplinary Committee will be convened to consider the matter. Such notice will be provided at least 14 days prior to the Disciplinary Committee being convened. A copy of the disciplinary record will be issued to the player along with the notice and to his or her club and their written responses will be requested, to be received within seven days of such request. The player will be invited to state whether he or she wishes to appear in person at the Hearing, whether he or she will be represented and whether he or she wishes to call any witnesses.

6 THE DISCIPLINARY COMMITTEE

6.1 THE ROLE OF THE DISCIPLINE ADMINISTRATOR

- 6.1.1 The discipline administrator shall attend meetings of the Committee to provide advice and guidance on procedure, the application of natural justice and the equitable imposition of sanctions. He or she shall be present whilst the Committee deliberates.
- 6.1.2 In the case of a player appearing before the Committee as a result of a referee's Special Report, the discipline administrator shall take no part in deciding the guilt or otherwise of any party, nor in deciding whether the referee's view that the matter amounted to an exceptional case of indiscipline, was justified.
- 6.1.3 In the case of a player appearing before the Committee as a result of penalty points accumulated under the system of Automatic Sanctions, the discipline administrator shall provide the Committee with a factual record of the offences in respect of which the player accrued sufficient penalty points to require consideration at a Hearing

6.2 MEETING PROCEDURE

- 6.2.1 The Committee shall determine its decision upon the information contained in the reports, the player's responses (if any) and such other information as is provided to it by witnesses or known to the Panel (which they may consider, or not, as they deem appropriate).
- 6.2.2 The player(s) appearing before the Committee shall be entitled to be present throughout the disciplinary hearing, but shall not be present whilst the Committee deliberates.
- 6.2.3 In the case of an ordering –off which has resulted in a Special Report, the author of the report (the referee) shall be entitled to be present throughout the disciplinary hearing, but shall not be present whilst the Committee deliberates.
- 6.2.4 Notwithstanding the Committee's authority to regulate its own procedures, the procedure at a hearing will normally be:
- a) At the commencement of the Disciplinary Hearing the Chairman of the Panel shall introduce the Committee members.
 - b) The Chairperson, or the Discipline Administrator at the request of the Chairperson, will outline the procedure to be followed;
 - c) The Chairperson shall satisfy him or herself that the referee, if present, has no doubt regarding the identity of the player or players ordered off;
 - d) The Chairman shall inform the referee, if present, that he or she will be given the opportunity, after the player or players have been heard, to supplement his or her report if he or she wishes;
 - e) Where audio/visual evidence is available, this shall normally be heard/viewed before other evidence is led or witnesses questioned;
 - f) The Chairperson shall invite the referee, if present, to comment upon his or her report if he or she wishes and any referee's assessor evidence and any evidence in support of the referee's report will be heard;
 - g) The Chairperson or any member of the Committee shall be entitled to seek from the referee, if present, clarification and/or further information regarding any matter referred to in or omitted from the report(s).
 - h) Evidence from the player, if he or she elects to give evidence, and from any witnesses called by the player or Committee will be heard. For the avoidance of doubt, no witness shall be present at any time until called to give evidence and thereafter the witness must retire from the room.
 - i) Thereafter the referee, if present, shall be given the opportunity of responding to evidence given by the player(s) and/or witness(es) and thereafter the referee, if present, shall be invited if he or she so desires, to supplement their reports.
 - j) Submissions by the player(s) responding to the referee's supplementary comments (if any) and in conclusion will be heard last.
 - k) The Chairman will then invite all persons other than members of the Disciplinary Committee and the discipline administrator to retire whilst the Committee considers its decision.
 - l) Where the player admits guilt or the charges are found to be upheld, then the player shall have the opportunity to present character evidence and evidence in mitigation. The

Chairperson shall invite Committee members to declare whether any character evidence or evidence in mitigation has changed their view in relation to any sanction to be imposed, as decided upon when the Committee deliberated. If so, the Chairperson shall again invite parties to retire whilst it reconsiders the sanction to be imposed.

6.3 SANCTIONS

- 6.3.1 The Disciplinary Committee may deal with those appearing before it any one or more of the following terms: no action, letter of warning, a caution, addition of penalty points to a player's record, a suspension from playing or from any participation in the sport, expulsion from playing, a fine, requiring a replay of a game at a newly selected venue, awarding of a match to an opposing club, deduction of points, disqualification of club(s) from a specific competition(s), or a suspended sentence or such other sanction as is determined by the Disciplinary Committee acting reasonably.
- 6.3.2 When hearing a case the Disciplinary Committee may not take into consideration the offender's previous disciplinary record.
- 6.3.3 When considering the sanction to be bestowed upon an offender if it has found the charges upheld, the Disciplinary Committee may then take into consideration the offender's previous disciplinary record.
- 6.3.4 When an offender is suspended, the period of suspension shall extend to cover a competitive match or matches yet to be played by his club or shall extend over a period of time. Any suspension will not be effective during the Association's close season unless so specified by the Disciplinary Committee. A scheduled match that does not start (postponed) will not count towards the completion of such a period of suspension. A scheduled match that does start but is then stopped for whatever reason (abandoned) shall count towards the completion of such a period of suspension, only if it is subsequently decided that the result at the time of the abandonment should stand. Any dispute as to the commencement date of any period of suspension shall be determined by the discipline administrator and the Chair of the Disciplinary Committee.
- 6.3.5 If a club forfeit a competitive match or is ordered to forfeit such a match, the match shall, for the purposes of any player belonging to the club gaining the match benefit, be considered as played and shall count as a match in the period of suspension of that player.
- 6.3.6 A player under suspension is debarred from any other active part on the field of play or activities related to his or her club's/team's participation in competition, during the period of suspension.
- 6.3.7 When an offender is suspended for a period of more than one year or sine die, he, she or their club may at the end of one year appeal to Disciplinary Committee who shall have the power to reduce the penalty imposed.

7 THE BEHAVIOUR IN SPORT COMMITTEE

7.1 THE ROLE OF THE DISCIPLINE ADMINISTRATOR

- 7.1.1 A case of misconduct brought to the BiS Committee shall be done so in the name of the discipline administrator.
- 7.1.2 In the case of Misconduct, the discipline administrator will present the case against the person(s) or organisations against which the charge(s) of misconduct are levelled. In doing so, he or she may present witnesses who may be questioned by the Committee members.
- 7.1.3 After presenting the case and informing the Committee of witnesses he or she has available for questioning, the discipline administrator shall take no further part in the Hearing. He or she shall remain in attendance to provide advice and guidance on procedure, the application of natural justice and the equitable imposition of sanctions. He or she shall be present whilst the Committee deliberates.
- 7.1.4 The discipline administrator shall take no part in deciding the guilt or otherwise of any party. It shall be a matter for the Committee to determine if the behaviours or actions described by the discipline administrator in his or her presentation of the case, occurred and, if so, whether they constitute misconduct as provided for in these rules.

7.2 CASES OF PROTEST OR DISPUTE IN RELATION TO TRANSFER OF PLAYER RULES

- 7.2.1 A Protest or dispute relating to Transfer of Player rules shall be placed before the Committee in the name of the party protesting or feeling aggrieved and the case will be presented by the protesting or aggrieved party.
- 7.2.2 In cases of a Protest, the Committee is charged with deciding whether the Protest is upheld or dismissed.
- 7.2.3 In cases of a dispute in relation to Transfer of Player rules, the Committee is charged with adjudicating on the dispute and upon deciding an appropriate remedy.
- 7.2.4 In such cases the discipline administrator shall attend the Hearing in order to provide advice and guidance as outlined above.

7.3 COMPLAINTS IN RELATION TO THE APPLICATION OF COMPETITION RULES

- 7.3.1 A complaint relating to the application of competition rules shall be placed before the Committee in the name of the party making the complaint and the case will be presented by the protesting or aggrieved party.
- 7.3.2 In such cases, the Committee is charged with deciding whether the complaint is upheld or dismissed and, if upheld, deciding on an appropriate remedy.
- 7.3.3 In such cases the discipline administrator shall attend the Hearing in order to provide advice and guidance as outlined above.

7.4 MEETING PROCEDURE

- 7.4.1 The Hearing and the determination of the complaint shall follow the same procedure as that for a meeting of the Disciplinary Committee (with appropriate modifications as circumstances dictate).
- 7.4.2 The members of the Committee shall have authority to dismiss a complaint as frivolous or inconsequential. Such a decision shall be conveyed in writing to the party making the complaint. An appeal against such a decision will be competent provided that any such appeal must be made within 14 days of the date of notice in writing confirming dismissal of the appeal.
- 7.4.3 A complaint of misconduct is not debarred by any time limit. In considering the matter, the Committee will note the time between the alleged misconduct and the making of the allegation or complaint and shall assess its relevance. The Committee will have sole rights to decide whether the complaint should be dismissed on the basis of a time delay.
- 7.4.4 In all cases where the subject matter relates to the company's child and vulnerable adults protection policy and procedures, the Association's Child and Vulnerable Adult Protection Co-ordinator shall attend the meeting of the Committee in an advisory capacity to the members of the Committee. He or she shall be present whilst the Committee deliberates.

7.5 SANCTIONS

- 7.5.1 The Behaviour in Sport Committee may deal with the party, or parties, concerned in any one or more of the following terms: no action, letter of warning, a caution, a suspension, a fine, disqualification of club(s) from a specific competition(s), suspension or disqualification from a specific function in the sport, disqualification from membership of the Camanachd Association, or a suspended sentence or such other sanction as is determined by the Behaviour in Sport Committee, acting reasonably. In addition, in dealing with any Protest the Committee is empowered to order that the match is replayed.
- 7.5.2 When hearing a case, the Committee shall not take into consideration the offender's previous disciplinary record. When considering the sanction to be bestowed if the complaint is found established, the Behaviour in Sport Committee shall then take into consideration the offender's previous disciplinary record
- 7.5.3 When a person, affiliated club or Association is suspended or disqualified, the Committee shall specify for what period of time this is to apply. This shall be expressed in days, weeks, months, years, a combination of these, or sine die.
- 7.5.4 A person, affiliated club or Association under suspension or disqualified is debarred from any involvement in the sport of shinty during the period of suspension or disqualification, or from a specific function in the sport as may be determined by the Committee.
- 7.5.5 When a suspension or disqualification is for a period of more than one year or sine die, the suspended or disqualified party may at the end of one year appeal to the Appeals Committee, who shall have the power to reduce the penalty imposed.
- 7.5.6 All decisions of the Committee shall have immediate effect. Other than as provided for in the following sentence, should an appeal be lodged against a decision of the Committee, the decision of the Committee shall be suspended from the time of receipt of the written appeal until the conclusion of the meeting that hears the appeal. A decision reached by the Committee in respect of a complaint related to the Association's child and vulnerable adult protection policy and procedures shall not be suspended pending the hearing of any appeal that may be lodged.

8 APPEALS

8.1 GROUNDS OF APPEAL AND PROCESS FOR APPEALING

8.1.1 No appeal is competent against a decision of a Referee on an incident on the field of play. For the avoidance of doubt, any Automatic Suspension imposed through the system of Automatic Sanctions must be served in any event.

8.1.2 When a person, affiliated club or Affiliated Association directly affected by a disciplinary decision;

- Is aggrieved by the process of how the decision was reached, or
- is aggrieved by the sanction imposed, or
- feels that compelling new evidence has become available that could have significantly altered the decision reached,

then such a person or body may lodge a written appeal with the discipline administrator within seven days of the intimation of the findings by the discipline administrator or by the relevant Committee. This should be accompanied by an appeal fee of £150 (one hundred and fifty pounds) that shall be returned should the appeal be successful, and should state the subject matter of the appeal and outline the circumstance(s) appealed against.

8.1.3 On timeous receipt of such an appeal, the discipline administrator shall arrange a meeting of the Appeals Committee as soon as possible but in any event within fourteen days of receipt, to consider the appeal and decide the outcome.

8.2 THE ROLE OF THE DISCIPLINE ADMINISTRATOR

8.2.1 The discipline administrator shall attend to provide advice and guidance on procedure, the application of natural justice and the equitable imposition of sanctions. He or she shall be present whilst the Committee deliberates.

8.3 MEETING PROCEDURE

8.3.1 The Appeals Committee shall have the power to hear and determine appeals against decisions of the Disciplinary and Behaviour in Sport Committees and to determine any matter arising out of or concerning an Appeal under these Rules and in so doing may adopt such procedure at the hearing of any appeal as the it considers appropriate and may waive any requirement and/or extend any time period provided for in these rules.

8.3.2 The Appeals Committee when determining an appeal shall consist of persons who are not members of the club of the party appealing and who are otherwise independent of the appellant, the referee and/or goal judge(s) and who were not members of the Committee imposing the sanction.

8.4 AUTHORITY OF THE APPEALS COMMITTEE

8.4.1 Unless the Appeals Committee is satisfied that additional evidence was clearly unable to be presented at the original hearing, it shall confine its considerations to the due process followed by the relevant Committee as against the procedures set out in these rules. Notwithstanding this, the Appeals Committee will consider a case for a disproportionately harsh sanction imposed upon any person, affiliated club or Association.

8.4.2 The Appeals Committee may

- endorse or quash the original decision on grounds of procedural irregularity.
- endorse or quash or impose a different sanction should they feel that the initial sanction was inappropriate.
- suspend the sanction imposed upon an offender and order the relevant Committee to re-examine a case in the exceptional situation where additional evidence has come to light that the Appeals Committee believes could have significantly influenced the decision reached by the relevant Committee at the original hearing.

8.4.3 If the appeal is against a decision that a case brought was frivolous or inconsequential, the options available to the Appeals Panel are:

- endorse the decision of the Behaviour in Sport Committee,
- direct the Behaviour in Sport Committee to convene to hear the evidence in the case and make a finding in the case.

8.4.4 Any decision taken shall have immediate effect and shall be confirmed to the appellant as soon as possible in writing and no later than 30 days following the determination of the matter. Such a decision shall be final and binding on the party concerned.

9 APPLICABLE LAW

9.1 These Rules shall be governed by and construed in accordance with the law of Scotland.

These Rules should be read in conjunction with the Memorandum and Articles of Association of the Association and all other rules and regulations published by the Association.

Appendix 1

AUTOMATIC SANCTIONS

- a) **Cautions Administered on the Field of Play**
Each caution, as listed in Byelaw 1.13 will result in 5 penalty points being recorded against the player.
- b) **Players sent off for Violent Conduct, as listed in Byelaw 1,14**
A player who is sent off for violent conduct will have 15 penalty points recorded against him. In addition he will automatically be suspended for 2 matches with immediate effect.
- c) **Players Sent Off for using Abusive Language or Offensive Language, as listed in Byelaw 1.14)**
A player who is sent off for using abusive language or offensive language will have 15 penalty points recorded against him. In addition, he will automatically be suspended for 2 matches with immediate effect.
- d) **Players Sent Off for spitting at an opponent or an official, as listed in Byelaw 1.14**
A player who is sent off for spitting at an opponent or an official will have 15 points recorded against him. In addition, he will automatically be suspended for 2 matches with immediate effect.
- e) **Players Sent Off for being Guilty of a Second Cautionable Offence After Having Received a Caution, as listed in Byelaw 1.14**
A player who is sent off for a second cautionable offence after having received a caution will have 15 points recorded against him for the two cautionable offences recorded against him. In addition he will automatically be suspended for 1 match with immediate effect.
- f) **Players accumulating 15 Penalty Points**
- i On accumulating 15 penalty points, a player will automatically incur a suspension for a number of games, starting with 1 game for his first 15 points, and increasing by 1 game for each successive 15 points accumulation, within a two season period. In effect the player's record over the current season and the previous season will be taken into account.
 - ii The Association will confirm to the player, through his club, that he has accumulated a total of 15 penalty points and at the same time will confirm the period of suspension which the player has to serve in accordance with the Fixed Scale of Suspensions.
 - iii Any period of suspension incurred by a player as a result of having accumulated 15 penalty points shall commence 14 days following the date of his last offence. The suspension shall apply until such time as his team has completed the requisite number of matches covering the suspension.

SERVING SUSPENSIONS

Suspensions incurred by players in clubs that are affiliated members of the Association shall be served by the clubs recognised teams playing in competitions played under the jurisdiction of the Camanachd Association. Suspensions shall be served at the same level of competition which the misconduct occurred. Matches which are forfeited or in which the points are shared shall count towards a player's suspension.
For suspensions incurred by youth players see Bye-Law 4.4.1

POINTS ACCUMULATION THRESHOLD

Any player who accumulates 40 or more penalty points in any one season will, in addition to any automatic suspensions, have his or her case referred to the Disciplinary Committee.

ROLL-OVER OF SANCTIONS TO THE FOLLOWING SEASON

- a) In the event of a player's offences totalling 15 or more points in one season, the points in excess of 15 will be carried forward and added to any other points he may receive during the same season, and will be carried forward to the following season.
- b) In the event of a player's offences totalling less than 15 points in one season, the points that will be carried forward to the following season will be nil.
- c) Any suspension, or part thereof, which remains outstanding at the end of the season or any extension of a season, must be served at the commencement of the following season.

UNIVERSITY COMPETITION

All of the above shall apply to University Competitions, but shall be treated as a separate Disciplinary System in its entirety

REPRESENTATIVE COMPETITIONS

- a) Any player ordered off or receiving 3 cautions in two seasons will automatically appear before the Disciplinary Committee. The Disciplinary Committee will have discretion on what sentence to impose but will take into account a players suspension record for that season. Any sanction imposed will be served in Representative Competitions.
- b) Representative Shinty encompasses matches played at various age levels, by teams representing various geographical areas and/or developmental stages, and Shinty/Hurling matches. Any caution received or sending off in any one of the above should be counted as been received in them all and consequent punishments should be served in any of the them.

OTHER COMPETITION

This will include six- a-side competitions, festivals, organised friendly games and any other matches not directly under the auspices of the Camanachd Association. A player receiving three cautions in one season or an ordering off in any of the games in this category will automatically appear before the Disciplinary Committee. The suspension imposed will apply to this category of game.

Appendix 2

MISCONDUCT

Misconduct is defined in the Association's Articles of Association as:

- a) A breach of the Rules of Play of the Sport;
- b) A breach of the Articles of Association or any Rules (as defined in the Articles) and in particular the areas of good practice set out in the Association's Child and Vulnerable Adult Protection Policy and Procedures and any Code of Conduct adopted by the Association;
- c) The commission of a "doping offence" as defined in the World Anti-Doping Agency Rules;
- d) Any conduct, act or omission which is or was detrimental to the interests of the Sport.

Ignorance of the content and terms of any of the above-mentioned documents shall not be a defence against a charge of misconduct. It is the responsibility of everyone connected to the sport of shinty to be appropriately aware of the contents and their meaning.

Appendix 3

CODES OF CONDUCT

The following is a copy of Bye-Law 5. It is re-produced here as a reminder to all those who are obliged to adhere to these codes and for those who may require to consult them for disciplinary purposes.

FOR BOARD MEMBERS, CLUB OFFICIALS, COACHES, PLAYERS, REFEREES, PARENTS AND SPECTATORS.

5.1 THE PRINCIPLES OF PARTNERSHIP IN SHINTY

- 5.1.1 Shinty is essentially a player’s game. However, in order that the game is well organised, played safely and in congenial surroundings, everyone involved has a key role to play; player, referee, coach/teacher, organiser, parent, volunteer and supporter.
- 5.1.2 Those involved, or becoming involved, in shinty will gain greater enjoyment, excitement and satisfaction from that involvement if they respect and apply the spirit and ethos of these codes.
- 5.1.3 They apply to all levels of the game and acknowledge the core values of respect for self, others and the laws of the game. The positive input of volunteers enriches and strengthens the sport.
- 5.1.4 Especially when involved with children and young people these codes can help shinty remain the great family sporting activity that it is.
 - (a) Agree issues relating to Duty of Care (e.g. responsibility for travelling to and from games).
 - (b) Encourage parents to support all shinty activities reminding them that they are an integral part of the school/club community.
 - (c) Ensure that parents understand that the “win at all costs” ethos is not acceptable in Shinty and is counter productive to the individual development of any player.
 - (d) Inform everyone about specialist equipment required (e.g. helmets) and where it can be purchased.
 - (e) Ensure everyone is aware of what is acceptable touchline behaviour.
 - (f) Gain agreement and permission for all matters involving children.
 - (g) Ensure that parents have realistic aspirations for their child and are aware of his/her strengths and weaknesses.

5.2 CODE FOR COACHES

- 5.2.1 Coaches should develop and maintain a positive involvement with the Camanachd Association Coach Development Programme.
- 5.2.2 Make a personal commitment to keep themselves informed on sound coaching principles and, for those working with children and young people, the principles of growth and development of young people.
- 5.2.3 Coaches must be registered with the Association. This registration creates a commitment on the part of the coach to adhere to and be subject to the Association’s Child and Vulnerable Adult Protection Policy and Procedures.
- 5.2.4 Remember that all players need a coach they can respect – be generous with praise when it is deserved and set a good example.
- 5.2.5 Be pragmatic with demands on the players’ time, energy and enthusiasm.
- 5.2.6 Remember that children and young people have other interests and demands on their time and should be encouraged to enjoy those other activities.
- 5.2.7 Teach players that the laws of the sport are mutual agreements, which no one should evade or break.
- 5.2.8 Ensure that all players participate – average and below average participants need and deserve fair time and attention. Some players play for fun.
- 5.2.9 Promote respect for opponents, match officials, opposing coaches and spectators.

- 5.2.10 Seek and follow medical advice as to when an injured player is ready to participate again.
- 5.2.11 Never criticise match officials during or after the match in front of players or spectators – always thank officials and if they have made any decisions, which require clarification, discuss that privately with them afterwards.
- 5.2.12 Encourage young people to develop an ethos of fair play.
- 5.2.13 Insist on fair and disciplined play – do not tolerate foul play, cheating, violence or bad language. They are disruptive to the game.

5.3 CODE FOR PLAYERS

- 5.3.1 Be positive; always try to make the game better for yourself and your team.
- 5.3.2 Abide by the laws of the game. Respecting decisions of match officials. The abuse of match officials is unacceptable.
- 5.3.3 Control your temper – use of foul language brings the game into disrepute.
- 5.3.4 Be a good sport – respect all good performance, whether by your team or by the opposition.
- 5.3.5 The aim of playing is to have fun, improve your skills and do your best.
- 5.3.6 At the end of play, thank your opponents and the match officials for their involvement.
- 5.3.7 Win with humility – Lose with dignity.

5.4 CODE FOR PARENTS

- 5.4.1 Do not force an unwilling youngster to participate.
- 5.4.2 Never ridicule or shout at children for making a mistake or losing.
- 5.4.3 Encourage all children to play by the laws of the game.
- 5.4.4 Teach young people that honest effort is as important as victory so that the result of each contest is accepted without undue disappointment.
- 5.4.5 Turn defeat into victory by helping young people to develop a positive work ethic for self and team improvement.
- 5.4.6 Remember that young people learn from good examples.
- 5.4.7 Respect the role of match officials, before, during and after the game.
- 5.4.8 Support all efforts to remove verbal and physical abuse from all levels of the game.
- 5.4.9 Recognise the value and importance of volunteer coaches and officials. They give their time and resources to provide recreational activities for your children.
- 5.4.10 Be aware of the Camanachd Association Child Protection Policy.

5.5 CODE FOR SPECTATORS

- 5.5.1 Help the players to enjoy themselves, by lending positive support.
- 5.5.2 The abuse of players, coaches or officials is unacceptable. Be positive and support your team.
- 5.5.3 Acknowledge and respect good performance by both teams.
- 5.5.4 Spectators should not enter the playing enclosure. The running of the game is the remit of the match officials.
- 5.5.5 Remember that the players are playing for FUN. The game they play belongs to them. They are not professionals or international gladiators.

5.6 CODE FOR REFEREES

- 5.6.1 Make a personal commitment to keep abreast of refereeing principles.
- 5.6.2 Apply the rules in a manner that discourages violent play and promotes sportsmanship and fair play.
- 5.6.3 Be fully aware of the context of the game you are refereeing, e.g. age group.
- 5.6.4 Ensure that the spirit of the game is not lost. Your control of the game is a significant factor influencing whether the participants and the spectators enjoy their day out.

- 5.6.5 Remember that the players are there for FUN. You can make a positive contribution to their enjoyment.
- 5.6.6 Help clubs ensure that these codes are being applied.
- 5.6.7 When refereeing young players, constructive coaching can be as useful as good refereeing.

5.7 DUTY OF CARE

- 5.7.1 The working relationship is between the sports officials who provide the opportunity to play and the players, both young and old, who take up that opportunity and participate. This relationship is one of mutual responsibility across the agencies involved.
- 5.7.2 Adults must appreciate the effect that their behaviour has on the actions and reactions of young people. The more exciting and passionate the circumstance, the more important is the example set by the Adults.
- 5.7.3 The Club:
- 5.7.4 The Club must take all reasonable measures to ensure that all adults are suitable for the tasks they perform in the provision of Shinty for young people. See: Child Protection Policy and Procedures.
- 5.7.5 The Participants:
 - a) Everyone involved should be aware of these codes and work to make them effective.
 - b) Outwith the playing of the game adults should be aware of the safety and wellbeing of the young people in their charge, and should set an appropriate example.
 - c) All players should recognise the responsibility they carry for their own well-being, and that of other participants, before, during and after the Game.
- 5.7.6 During the game:
 - a) The control of what happens on the field of play is the sole responsibility of the match officials and the players involved.
 - b) People on the touchline should not interfere with the playing of the game or enter the playing field unless asked to do so by the referee, e.g. to attend an injured player.
- 5.7.7 Exceptional Circumstances:

Should circumstances arise where the Laws of the Game are flaunted to the extent that control of the situation has moved beyond the match officials and the players, the adults in charge can assume that the game has ceased and a common law situation has arisen. In such circumstances the adults are advised not to become involved in the situation and to remove the players from the scene to a place of safety.

Such a situation should never arise if the ethos of these codes is adhered to.

5.8 Sporting Integrity

A Player, Committee Member, Coach, Club Official or Match Official is obliged to:

- 5.8.1 Not place or attempt to place a bet on a match or competition in which he/she or his/her club participates in.
- 5.8.2 Not solicit or facilitate, or attempt to solicit or facilitate, another person to bet on a match or other event or competition in which he/she or his/her club participates in.
- 5.8.3 Not offer, or attempt to offer, a bribe in order to fix or contrive a result or the progress of a match or other event or competition in which he/she or his/her club participates in.
- 5.8.4 Not receive, or seek or attempt to receive, or seek a bribe in order to fix or contrive a result or the progress of a match or other event or competition in which he/she or his/her club participates in.
- 5.8.5 Report any approach or other activity which contravenes, or which may contravene, the sport's rules on betting, co-operate with any investigation and/or request for information including the provision of documentation (e.g. telephone/betting records to officials engaged in the investigation of suspected integrity issues in the sport in relation to betting).
- 5.8.6 Perform to the best of his/her ability in any match or other event in which he/she participates in.

