



Water Polo

VICTORIA

JUDICIARY POLICY

Version 5.0 - September 2016

1. Purpose

The purpose of this Policy is to supplement the Tribunal provisions of the Water Polo Victoria (WPV) Constitution. The intent of this document is to:

- provide clear guidelines to referees on the actions required of them when a reportable breach of the rules occurs;
- provide players and officials visibility to this process and the range of penalties that will be applied by the WPV Disciplinary Tribunal (Tribunal) or the WPV Board for breaches of the rules or the Code of Conduct; and
- enable consistent penalties to be applied by the WPV Tribunal or WPV Board for similar circumstances.

This Policy addresses breaches of FINA Rules of Water Polo or the WPV Code of Conduct by players, officials or spectators at any WPV event or competition.

The Board may vary this Policy at any time in accordance with the authority conferred by the current WPV Constitution.

2. Judiciary Process

2.1 Reporting breaches of WPV Judicial Policy or Code of Conduct

One of two methods can be used to initiate investigation of breaches of the WPV Judicial Policy or Code of Conduct.

2.1.1 Method 1 – Referee or Match Official

A referee or match official may report a player, coach or team official who, in his or her opinion, has been guilty of conduct warranting such report under the terms of the WPV Judicial Policy and the WPV Code of Conduct. This power to report a player, coach or team official extends to any conduct of a player, coach or team official directly or indirectly involving or concerning WPV or a game or event organised by WPV and includes but is not limited to any conduct committed within the thirty (30) minutes before or after a WPV game or event.

2.1.2 Method 2 – Formal complaints by Officials or individuals of Member Clubs to WPV

Alternatively, formal complaints about alleged breaches of the WPV Judicial Policy and the WPV Code of Conduct can be lodged in writing by WPV officers, officials or individual members of Member Clubs to WPV. The complaint must be made within three (3) days of when the incident occurred. A complaint that is not made within three (3) days may be accepted at the Board's discretion. When considering whether or not to accept a late complaint, the Board will take into account three matters:

- Reason for the delay – for example, the damage or issue may only manifest later or the delay may be occasioned by a proper reason.
- Prejudice to any third party – for example, a claim lodged late to affect a finals series.
- Interests of justice - whether there is a serious reportable offence to be determined. This consideration is the primary consideration.

2.2 Resolving reported breaches under Method 1 – Referee or Match Official

Players, coaches and team officials ejected from a match, or otherwise reported by the officiating referee(s) or match officials have two options:

2.2.1 Accept the decision and the following suspensions:

2.2.1.1 Except in the case of assault of a referee or match official (including threat to assault) the number of offences for players, coaches and team officials relates the preceding two-year period. In other words, when a fresh offence is committed, the preceding two-year period will be considered to determine whether the offence is a first offence, second offence, third offence or further offence.

2.2.1.2 If a player, coach or team official is suspended for a fourth or further offence in the two-year period as described above regardless of what the previous offences were then he/she shall be suspended for the higher of a minimum of 12 rounds or whatever the offence would normally incur as a third offence.

2.2.1.3 If a player, coach or team official is suspended as a result of a misdemeanour, then that suspension applies to that gender in all activities and roles of WPV. A suspended player/coach/team official cannot extinguish that suspension in another role in a match in the other gender.

2.2.1.4 An offence does not have to be in the same charge category or imposed in the same role to be considered a prior offence. Any offence in any charge category in any role in the preceding two-year period will be considered a prior offence when calculating whether the offence is a first offence, second offence, third offence or further offence.

FOR PLAYERS	
DISRESPECT	VIOLENCE/MISCONDUCT
Disrespect <ul style="list-style-type: none">Unacceptable languageEquipment abuse or splashingDisobedienceAny other similar occurrences determined by reporting officer Penalty 1 st offence – 1 round 2 nd offence – 2 rounds 3 rd offence – 4 rounds	Violence/Misconduct <ul style="list-style-type: none">Any strike or kick as a result of negligent action or motions in playPersistent foul or rough playAny other similar occurrences determined by reporting officer Penalty 1 st offence – 2 rounds 2 nd offence – 4 rounds 3 rd offence – 8 rounds
Serious Disrespect <ul style="list-style-type: none">Repeated instances of disrespectAny other similar occurrences determined by reporting officer Penalty 1 st offence – 2 rounds 2 nd offence – 4 rounds 3 rd offence – 8 rounds	Brutality* <ul style="list-style-type: none">Any attempted strike or kick, or actual strike or kick intended to cause injuryDeliberate contact to sensitive body part e.g., genitalia or female breastAny other similar occurrences determined by reporting officer Penalty 1 st offence – 4 rounds 2 nd offence – 8 rounds 3 rd offence – 16 rounds

***Note that a brutality offence results in a player exclusion without replacement for four minutes.**

FOR COACHES / TEAM OFFICIALS			
CHARGE	FIRST OFFENCE	SECOND OFFENCE	THIRD OFFENCE
Red card	1 round	2 rounds	3 rounds

2.2.2 Appeal the suspension where an unsuccessful appeal of an automatic penalty will result in double the penalty:

- 2.2.2.1** The player, coach or team official may appeal the ejection, red card or report within 48 hours to the WPV Judiciary Committee consisting of the Chair of the WPV Judiciary or his/her nominee and at least one other member appointed by him/her. All members of the committee must be neutral, i.e. they may not be from either club, a referee or delegate involved in the match that resulted in the complaint/charge.
- 2.2.2.2** Should the referee/official who reported the player, coach or team official consider the matter should be referred to the Judiciary Committee then he/she also has that right to do so. All charges of assaulting an official (or threat to assault an official) shall be referred to the Disciplinary Tribunal Panel (Tribunal) for a hearing.
- 2.2.2.3** Except in the case of assault of a referee or match official (including threat to assault) the number of offences for players, coaches and team officials relates to the current season and the previous season only and balances (not suspensions which do carry over) are reset to zero at the start of every third season in which the player participates.
- 2.2.2.4** If a player, coach or team official is suspended for a fourth offence in any two-season period as described above regardless of what the previous offences were then he/she shall be suspended for the higher of a minimum of 12 rounds or whatever the offence would normally incur.
- 2.2.2.5** If a player, coach or team official is suspended as a result of a misdemeanour, then that suspension applies to that gender in all activities and roles within WPV supervision or subject to WPV Judiciary Policy. A suspended player/coach/team official cannot extinguish that suspension in another role in a match in the other gender.
- 2.2.2.6** Whilst a player, official or registered member is under report for an offence to be heard by the Tribunal they are ineligible to perform the role for which they were reported until the report has been heard by the Tribunal and an outcome determined. If the Tribunal is unable to hear the case prior to the next event that the person would normally participate in, permission may be granted for the person to participate. The granting of the permission is at the sole discretion of the Tribunal Chair.
- 2.2.2.7** For clarity, the Tribunal can decide to suspend someone from all activities or some activities for some of the period. For example, four weeks as a player but can continue to coach or referee.
- 2.2.2.8** If a Tribunal hearing is convened as a result of a complaint of deliberate contact to a sensitive body part, but the complaint is found to be without substance or made for an ulterior motive, the Tribunal may impose a suspension on the complainant.
- 2.2.2.9** Provocation is not a defence but may be taken into consideration by the referee and Tribunal when considering grading of offences and the sentence to apply.
- 2.2.2.10** A referee, upon being advised that a player, coach or team official has appealed the automatic suspension, may advise the Judiciary Committee Chair that he/she does not want to defend the appeal or that he/she is prepared to lower the grading of the offence. The Judiciary Committee Chair, at his/her sole discretion may settle the Appeal without hearing if the player, coach or team official accepts the downgrading or it appears reasonable that the player, coach or team official's suspension be cancelled altogether.

2.2.3 Coaches and team officials:

- 2.2.3.1** During and incidental to a match, referees and match officials will use a yellow and red card system to govern the behaviour of all coaches and team officials. Referees are encouraged to warn coaches and team officials before issuing a card. A red card may only be issued to a coach after that coach has been warned using a yellow card first, unless, the incident, in the opinion of the referee or match official, is extreme enough to warrant the immediate use of a red card.
- 2.2.3.2** A yellow card indicates a warning. A red card indicates that the coach or team official against whom the card was issued must leave the pool deck area immediately for the remainder of the match.
- 2.2.3.3** Subject as hereinafter provided, a red card will result in a minimum one-round suspension for the coach or team official against whom it was issued commencing immediately after the completion of the round in which the red card was issued. Where a coach or team official is issued with a second red card during the period detailed in Clause 2.2.1.1 that second red card will result in a minimum two-round suspension, and if a third red card is issued against that person in the period detailed in Clause 2.2.1.1 they will be given a minimum three-round suspension. Should a coach or team official receive a fourth red card during the period detailed in Clause 2.2.1.1 they will be referred automatically to the WPV Judiciary Committee where they must be suspended for a minimum of four rounds if the coach or team official is found guilty of the conduct for which the fourth red card was issued.
- 2.2.3.4** Every red card is to be reported to the Judiciary Committee Chair for the WPV Judiciary Committee to determine if the conduct for which the card was issued is deserving of a greater penalty than that which is automatically imposed herein. If the Judiciary Committee determines that a greater penalty is required, the Judiciary Committee shall convene a hearing to adjudge an appropriate penalty.
- 2.2.3.5** A person against whom a red card is issued may appeal that card to the WPV Judiciary Committee as detailed in Clause 2.2.2 of this Policy. Should that person be found guilty of the conduct for which the card was issued after appealing, then that person will receive a minimum of twice the penalty that would have otherwise been imposed.
- 2.2.3.6** Notwithstanding any other provision of this Clause, should a referee or match official consider that the conduct of a coach or team official is such that it should be referred to the WPV Judiciary Committee then he or she may do so irrespective of whether a red or yellow card has been issued to that person in respect to the conduct. The WPV Judiciary Committee has the power to reprimand, fine, suspend, disqualify, expel or otherwise deal with that coach or team official as it sees fit.
- 2.2.3.7** All reports of assaulting a referee or match official (or threatening to assault a referee or match official) shall be referred to the WPV Judiciary Committee for hearing.

2.2.4 Complaints against referees/match officials:

Official complaints by clubs against referees/officials must be in writing and delivered to the Chair, WPV Judiciary Committee within 48 hours of the completion of the match/event in which it occurred. The WPV Judiciary Committee will hear the charges.

Please note FINA Rule WP 7.1 when considering appeals/complaints:

The referees shall be in absolute control of the game. Their authority over the players shall be effective during the whole time that they and the players are within the precincts of the pool. All decisions of the referees on questions of fact shall be final and their interpretation of the Rules shall be obeyed throughout the game. The referees shall not make any presumption as to the facts of any situation during the game but shall interpret what they observe to the best of their ability.

2.2.5 General

- 2.2.5.1** If a charge of bringing the game into disrepute or charges that relate to FINA/WPA/WPV rules outside the charges of Misconduct or Brutality are made against any player, coach or club or league official, the WPV Judiciary Committee or the WPV Board can determine the matter. The evidence of the referee shall be given greater weight than the evidence of any other person(s).

2.3 Resolving reported breaches under Method 2 – Formal complaints by Officials or individuals of Member Clubs to WPV

- 2.3.1** Upon receipt of a written complaint, WPV will appoint an existing WPV Board member to investigate the complaint. Upon receipt of a written complaint, the nominated WPV Board member may convey the allegation or particulars of the complaint to the person (respondent) against which the complaint is made in writing or orally. The respondent should, upon being served with the particulars of the complaint, be provided the opportunity to respond in writing (to the WPV Board appointed representative) to the allegations raised. This step is taken at the discretion of the nominated WPV Board member and may be dispensed with where appropriate, for example, where the matter is to immediately be referred to the Tribunal.
- 2.3.2** After the WPV Board Investigator is in receipt of the written submission made by both the complainant and the respondent, the WPV Board member will investigate the complaint. The WPV Board member, may in the course of investigating the complaint, interview the complainant and the respondent and may also interview witnesses and obtain written statements from witnesses. The WPV Board can delegate its decision making power to an individual WPV Board Member, group of Board Members, the Executive Officer, or other person or persons at its absolute discretion having regard to the matter. This decision to delegate may be made by email communication with WPV Board members. Any decision ultimately made by the delegated individual or group will be ratified by the WPV Board at a Board meeting. A decision has effect when it is made, not ratified.
- 2.3.3** The outcomes from an investigation may include informal resolution with the complainant and respondent or referral to the Tribunal for a formal hearing. For clarity, incidents that occur in competition “in the water” will generally be referred to the Tribunal. Matters that affect clubs, the code of conduct or that occur on the pool deck will be generally heard by the WPV Board. The Board may also refer part of a matter to the Tribunal but retain another part of the matter. For example, where there is an aspect of the reported incident that is on the pool deck and an aspect that deals with the Code of Conduct, or an incident which could bring the sport into disrepute. A WPV Board member shall deem themselves ineligible from being involved in the investigation where they believe there is a conflict of interest.
- 2.3.4** Club officials will be notified of any investigation or complaint against any of their members.
- 2.3.5** Players and club officials must be aware of FINA Rule WP 7.1:
The referees shall be in absolute control of the game. Their authority over the players shall be effective during the whole time that they and the players are within the precincts of the pool. All decisions of the referees on questions of fact shall be final and their interpretation of the Rules shall be obeyed throughout the game. The referees shall not make any presumption as to the facts of any situation during the game but shall interpret what they observe to the best of their ability.
Complaints relating to any decision or interpretation of the rules by a referee in a match will not be addressed by the Tribunal.

- 2.3.6** The WPV Board may consider a complaint in relation to a matter that is subject to an automatic penalty. The WPV Board can itself alter a penalty or refer a matter that has been subject to an automatic penalty to the Tribunal if the WPV Board feels that a penalty imposed was inadequate, improperly imposed or unfair.
- 2.3.7** Regardless of whether or not a sanction is imposed, the WPV Board can on its own motion conduct an investigation of an automatic penalty if it considers the penalty is inadequate, improper or unfair. For clarity, the WPV Board retains the power to refer an automatic penalty may be referred to the Tribunal for consideration. The WPV Board must initiate any Appeal within one (1) month of the penalty.
- 2.3.8** When making its decision the WPV Board has the same powers as the Tribunal including:
- 2.3.8.1** The powers to stay any decision, but the WPV Board will defer to the Tribunal, if it refers the matter to the Tribunal;
 - 2.3.8.2** The powers to apply the penalty adjustment factors;
 - 2.3.8.3** The powers to receive lesser pleas and finalise matters on that basis;
 - 2.3.8.4** The powers to impose penalties including:
 - warnings
 - fines
 - suspending members for games or other participation
 - refusing memberships
 - refusing entry to competition or events.
- 2.3.9** The WPV Board is not required to deliver formal written reasons of decision, but the decision of the WPV Board must be communicated to the accused person. The WPV Board may communicate the decision to the person's club, the subject or victim, or any other third party at its discretion.

2.4 Arrange Tribunal

- 2.4.1** Tribunals, where required, must be held within a reasonable time after the match in which the offence occurred. Consideration must be given to travel arrangements. The process will be outlined in detail in Clause 2.10 of this Policy.
- 2.4.2** The Tribunal Chair will communicate with the reported person(s) and all panel members to co-ordinate and confirm a mutually agreeable date and time of the hearing.
- 2.4.3** It is preferable that the reported person and the referee/official providing the report attend the Tribunal in person. If a written report has been provided by an absent party, WPV may proceed without either party being in attendance.
- 2.4.4** The Tribunal Chair will always be eligible to be part of a Tribunal.
- 2.4.5** If the Tribunal Chair is not available to conduct an Appeal, then he/she shall appoint a Deputy Chair who shall act as Chair in relation to any specified appeal.
- 2.4.6** The Tribunal Panel will be appointed by the Tribunal Chair and is to consist of a minimum of three panel members with no two panel members being from the same club.
- 2.4.7** Where circumstances prevent a panel of three members hearing the matter, the Tribunal Panel may proceed with two panel members with the consent of the reported person.

2.5 Distribution of Reports

Distribution of the Report Form is as follows:

- 2.5.1** Referee completes report, and along with the Team Sheet for the game gives it to the WPV Competitions Manager/Executive Officer.
- 2.5.2** WPV logs and files the report and team sheet and prepares information for relevant parties including:
 - details of the report
 - referees involved and their contact details
 - athletes involved and their contact details.
- 2.5.3** If the report is for an automatic suspension, the report and team sheet are distributed to the Registrar or President of the Club of the athlete/s reported.
 - In that information, the Club are advised of the process should they wish to appeal.
- 2.5.4** If the report is for an offence which requires a Tribunal hearing, or is the result of a Club's wish to appeal an automatic suspension, then the report and team sheet are distributed as follows:
 - WPV Judiciary Chair
 - Registrar or President of the Club of the athlete/s reported.
- 2.5.5** A report and team sheet received by the WPV Judiciary Chair are then distributed as follows:
 - WPV – who assist in making arrangements for a hearing
 - Potential Tribunal members – to request their involvement
 - Athlete(s) involved in the report and subject to the proceedings
 - Club(s) of the athletes involved in the report and subject to the proceedings
 - Referees involved in the report and subject to the proceeding
 - Any other witness who may be part of the proceedings.
- 2.5.6** Outcomes of any Tribunal proceeding are distributed to:
 - WPV – to record in competition software and file
 - Tribunal members
 - Athlete/s involved in the report and subject to the proceedings
 - Club/s of the athletes involved in the report and subject to the proceedings
 - Referees involved in the report and subject to the proceeding.

2.6 Penalty Adjustment Factors

After a guilty verdict has been found and Incident Severity Levels applied, other adjustment factors may be considered to increase or decrease the prescribed penalty. These factors are:

Adjustment Factors	
1	Previous reports and/or appearances at the Tribunal and outcomes
2	Length of sport participation without being reported
3	Acknowledged service to the sport (e.g., coach, referee, official, volunteer)
4	Circumstances of the offence

Notes:

1. More than one adjustment factor may be applied to the original penalty.
2. The Tribunal has absolute authority as to whether to increase or decrease the penalty based on the above adjustment factors and to determine whether any portion of the penalty is to be suspended and the duration of the suspension period.

2.7 Notification of Penalties

The WPV Judiciary Chairman will advise the player/coach/team official, club and of tribunal decisions within 48 hours of tribunal hearing.

2.8 Appeals and powers of the Board on Appeal

- 2.8.1 All appeals against decisions made by the Tribunal must be directed in writing within five (5) days of any decision to the Executive Officer, WPV for presentation and hearing by the WPV Board.
- 2.8.2 Only the accused player can initiate an appeal. There is no right of appeal for the subject or victim of an offence.
- 2.8.3 An appeal from the Tribunal to the WPV Board will be similar to a legal Appeal. The WPV Board can correct any errors made by the Tribunal but will generally not interfere with the Tribunal's factual findings. It will not be a de novo merits review or a confined judicial review.
- 2.8.4 Regardless of whether or not an accused person appeals a Tribunal decision, the WPV Board can on its own motion conduct an Appeal of a Tribunal decision if the WPV Board considers that the Tribunal decision is manifestly unfair.
- 2.8.5 The WPV Board is not required to deliver formal written reasons of decision, but the decision of the WPV Board must be communicated to the accused person. The WPV Board may communicate the decision to the person's club, the subject or victim, or any other third party at its discretion.

2.9 Suspensions

Any suspension awarded to a player, coach or team official as contemplated herein only applies to that person's involvement and participation in WPV except where the conduct for which the person is suspended is deemed by the WPA Board to warrant suspension from all levels of water polo competition under the control or ambit of WPA, a member or a club, in which case the WPA, member or club must enforce and uphold that suspension in relation to such other levels of water polo. Suspensions carry over from year to year and are not diminished at the end of a season.

2.10 Tribunal Hearing Procedures

The following hearing procedures shall generally apply, but may be amended by the Chair, depending on the circumstances and nature of the issue before the hearing.

2.10.1 Announcement of the right of attendance of all parties:

- a) The Chair shall open the hearing and announce:
 - (i) the reasons for the convening of the hearing;
 - (ii) the names of all parties to the hearing whether in person or by conference call; and
 - (iii) the right of attendance of each party.

2.10.2 Reading the report:

- a) The Chairman shall read the report/s and provide copies to the relevant person/s, for their perusal, if they have not already received copies of same.
- b) In the event of two (or more) reports arising from the same incident, the Chair may consider hearing them together. Submissions may be sought from the parties and other Judiciary members on this issue, however, the Chair's decision on this matter is final.
- c) The Chair shall ask the applicant whether the plea is "guilty" or "not guilty".

2.10.3 If the plea is GUILTY:

- a) The player (or his/her advocate) may make a submission by way of explanation of the circumstances surrounding the incident, or with a view to mitigation of penalty.
- b) Depending on the nature of the submission, the player may be subject to questioning by the referee or Judiciary.
- c) Finalise the hearing, as provided for in Rule 2.10.5.

2.10.4 If the plea is NOT GUILTY:

First: Presenting the Case

1. The Chair shall ensure that all intending witnesses (not the applicant or his/her advocate) are excluded from the hearing.
2. The referee/complainant shall be called to expand upon their written report and make any further explanation of the circumstances so desired.
3. The referee/complainant shall then be subject to questioning by the player (or advocate) and the Judiciary. The Tribunal Chair must ensure that questions only are asked, and there is no aggressive cross-examination.
4. The referee/complainant may choose to call one or more witnesses to provide further information before the hearing. In such a case, the above three (3) steps are repeated. Each witness must retire from the hearing prior to a subsequent witness giving evidence.

Second: Presenting the Defence

1. The player/applicant shall then be given the opportunity to provide information before the hearing and deny any items from the incident report, including any new or additional information provided by the Referee/complainant during his/her/their further explanation. If that person accepts this opportunity, assistance by his/her advocate is permitted.
2. The player and any witnesses may then be subject to questioning by the referee/complainant. The Judiciary Chairman must ensure that questions only are asked and there is no aggressive examination.
3. The player may then be subject to questioning by Judiciary members, through the Chairman.
4. The player may choose to call one or more witnesses to provide further information before the hearing. In such a case, the above three (3) steps are repeated. Each witness must retire from the hearing prior to a subsequent witness giving information.

2.10.5 Decision Process after Hearing:

After hearing all the Information, the Chair shall now ask all parties to retire from the hearing until recalled for the notification of the findings of the Judiciary.

- a) The Tribunal members shall discuss the information and information presented before them in order to reach agreement on a decision.
- b) If a decision can be reached, each member of the Tribunal shall have a primary vote with the Chair having both a primary and a casting vote.
- c) If a decision cannot be reached, the hearing may be adjourned, and the Chair will announce a time and date for the reconvening of the hearing. This type of an adjournment would only occur in extenuating circumstances, such as the Tribunal requiring further information or clarification from a party not in attendance at the hearing.

The hearing shall reconvene with all in attendance, and the Chair shall announce the findings of fact and, if relevant, any penalty imposed.

2.10.6 Procedural issues of the Tribunal:

2.10.6.1 Attendance:

Persons permitted to be present (whether in person or by telephone conference or otherwise) during the hearing, or any part of it, shall be as decided upon by the Chairman depending on the circumstances of the matter. Such persons may be:

- a) the Judiciary members (who include the Chair)
- b) referee/complainant
- c) player/applicant and/or his/her advocate who may appear to represent and assist the player to appear at the hearing. The advocate may possess legal qualifications
- d) guests/observers invited by the Chair to attend in an official capacity, but who take no part in the proceedings. The guests/observers shall have right of attendance as allowed by the Chair
- e) technical officials who are experts in a particular discipline invited by the Chair to attend in an official capacity, to answer questions on technical matters that may arise during the hearing. The technical officials shall have right of attendance as allowed by the Chair.

2.10.6.2 Recording of events:

Any tape recording or video recording of events during the hearing shall be at the discretion of the Chair. In the absence of any request being made to tape record or video record the events, it shall be deemed that no authority or permission has been granted.

2.10.6.3 Nature of the hearing:

The Tribunal is not a Court of Law and may accept evidence that would not normally be accepted in Court. The Tribunal is however required to act in objective rather than subjective manner.

2.10.6.4 Non Appearance:

If a person fails to appear or to make suitable alternative arrangements by teleconference or otherwise, then the hearing may proceed in the absence of that person or persons or the hearing may be adjourned at the discretion of the Chair.

2.10.6.5 Inaccuracies in reports:

- a) If it is discovered during a hearing that any inaccuracy occurs in a written report, the Chair shall have the discretion to enable it to be rectified by way of verbal information being heard.
- b) If it is apparent to the Chair that the applicant is, or the functions of the Tribunal are jeopardised, the Chair shall grant an adjournment of the hearing, as the Chair sees fit.

2.10.6.6 Video evidence:

If any party to a hearing wishes to provide information by way of a video presentation, such evidence shall be permissible at the discretion of the Chair. The onus of providing suitable viewing equipment such as a video cassette recorder or television set shall lie in with the person desirous of presenting such information before the hearing.

Appendix A – WPV Report Sheet

Date	QTR	Grade	Male Female
Offending Player	Cap Colour & Number	Team/Club	
Offended Player	Cap Colour & Number	Team/Club	

Reported by Name	Witness Name
Signature	Signature

Please HIGHLIGHT reason for report			
Players			
Charge	1st	2nd	3rd
Disrespect Unacceptable language Equipment abuse or splashing Disobedience Any other occurrences determined the reporting officer	1 round	2 rounds	4 rounds
Serious Disrespect Repeated instances of disrespect Any other occurrences determined by reporting officer	2 rounds	4 rounds	8 rounds
Violence/Misconduct Any strike or kick as a result of negligent action or motions in play Persistent foul or rough play Any other similar occurrences determined by reporting officer	2 rounds	4 rounds	8 rounds
Brutality* Any attempted strike or kick, or actual strike or kick intended to cause injury Deliberate contact to sensitive body part e.g. genitalia or female breast Any other similar occurrences determined by reporting officer <i>*Brutality offences result in a player exclusion without replacement for four minutes.</i>	4 rounds	8 rounds	16 rounds
Assault of Official Including Threat to Assault No Grading	1 year - Life	Life	
Coaches / Team Officials			
Charge	1st	2nd	3rd
Red Card	1 round	2 rounds	3 rounds

Incident Factors: Please **CIRCLE** all that apply

Contact Type	Kick	Elbow	Head Butt	Punch	Attempted
Contact Area	Above shoulder	Genitals	Female breast	Other	
Person Injured	Yes	No			
Context	Retaliation	Provocation	Other		
Timing of offence	In Play	Behind Play	Interval	Pre/Post Game	

Reported person accepts charge? Yes / No

Referee Instructions – completed sheet to be left with WPV Competitions Manager/Executive Officer.

Appendix B – WPV Code of Conduct

Water Polo Victoria (WPV) recognises the importance of ensuring the values of water polo are upheld, and has taken positive steps to ensure the Victorian water polo community is aware of our member protection policy, as well as our desire for all to enjoy the sport and to play in the spirit of the game.

WPV adopts **Think Act Play**.

There are three slogans that underpin the **Think Act Play** program aimed at promoting positive behaviour and respect. The slogans include:

- **Think before you speak:** What you say and do shapes the culture of our sport. Your words can influence the way people are seen and treated by others, and the way in which people feel about themselves. It can also impact the way the community perceives our sport. Remember - what you say matters.
- **Act with respect:** Showing respect and treating everyone fairly is just as important as the game. No matter who you are or where you come from, treating each other with respect and dignity ensures everyone can enjoy the game. Whether you're playing, coaching or cheering from the sidelines, respect the referee's decision. Remember - to earn respect you must give it.
- **Play in the spirit of the game:** The way you play, coach and support says a lot about your character. Playing in the spirit of the game is more than just the rules. Players that keep their cool under pressure, even when things are not going their way, have a better chance of winning the game. Coaches who encourage sportsmanship get the best from their players. Parents who set a good example help their children enjoy the game. Remember - take responsibility for your actions and play in the spirit of the game.

The target groups for **Think Act Play** include players, coaches, officials, parents and spectators - essentially the entire water polo community. Whatever your role in the sport, remember that you are inspiring and influencing others, and what you say and do matters.

The following pages detail the codes of conduct that are to be adhered to under all circumstances.

Water Polo Australia (WPA) and **Water Polo Victoria (WPV)** is committed to the requirements for the protection of the health, safety and well-being of all our members. To achieve that, we have a Member Protection Policy, the goal of which is to provide a safe and comfortable environment so that all members can compete and enjoy our great sport in a harassment-free environment. The Member Protection Policy is available at http://www.foxsportspulse.com/assoc_page.cgi?c=0-3142-0-0-0&SID=151491. A key element of the Member Protection Policy is the Code of Conduct, which applies to all of us.

It is the expectation of WPV that all persons associated with our sport including players, coaches, officials, parents and spectators abide by the Code of Conduct detailed below. Non-compliance with the Code of Conduct will be referred to the Board of WPV for formal investigation and resolution under the Member Protection Policy processes.

Player / Athlete Code of Conduct

1. Play by the rules.
2. Never argue with an official. If you disagree, have your captain, coach or manager approach the official after the competition.
3. Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.
4. Work equally hard for yourself and/or your team. Your team's performance will benefit and so will you.
5. Be a good sport. Applaud all good plays whether they are made by your team or the opposition.
6. Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.
7. Cooperate with your coach, team mates and opponents. Without them there would be no competition.
8. Participate for your own enjoyment and benefit, not just to please parents and coaches.
9. Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

Parent / Guardian Code of Conduct

1. Remember that children participate in sport for their enjoyment, not yours.
2. Encourage children to participate, do not force them.
3. Focus on the child's efforts and performance rather than winning or losing.
4. Encourage children to always play according to the rules and to settle disagreements without resorting to hostility or violence.
5. Never ridicule or yell at a child for making a mistake or losing a competition.
6. Remember that children learn best by example. Appreciate good performances and skillful plays by all participants.
7. Support all efforts to remove verbal and physical abuse from sporting activities.
8. Respect officials' decisions and teach children to do likewise.
9. Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate.
10. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

Coach Code of Conduct

1. Respect the rights, dignity and worth of every human being. Treat everyone equally regardless of sex, disability, ethnic origin or religion.
2. Ensure the athlete's time spent with you is a positive one. All athletes are deserving of equal attention and opportunities.
3. Treat each athlete as an individual. Respect the talent, development stage and goals of each individual athlete. Help each athlete reach their full potential.
4. Provide a drug-free environment.
5. Be fair, considerate and honest with athletes.
6. Be professional and accept responsibility for your actions. Maintain or improve your current NCAS accreditation. Seek continual improvement through performance appraisal and ongoing coach education. Provide a training program, which is planned and sequential. Maintain appropriate records.
7. Make a commitment to providing a quality service to your athletes.
8. Operate within the rules of your sport. Any physical contact with athletes should be:
 - appropriate to the situation
 - necessary for the athlete's skill development
 - free of any form of personal abuse towards your athletes.
9. Refrain from any form of harassment.
10. Provide a safe environment for training and competition.
11. Show concern and caution towards sick and injured athletes.
12. Be a positive role model for your sport and athletes.
13. Refrain from inappropriate behaviour towards officials and parents.

Referee / Official Code of Conduct

1. Respect the rights, dignity and worth of every human being regardless of age, gender, ethnic origin, religion or ability involved with water polo (including athletes, coaches, officials, administrators, parents and spectators) and encourage other referees/officials to demonstrate these qualities.
2. Be professional in your appearance and manner and accept responsibility for all actions taken.
3. Provide a drug-free environment.
4. Make a commitment to providing quality service to officiating by seeking continual improvement of your officiating knowledge and skill through study, performance appraisal and regular updating of any competencies.
5. Operate within the rules and spirit of water polo.
6. Refrain from any form of personal abuse towards athletes, officials, parents and coaches.
7. Refrain from any form of sexual harassment.
8. Place the safety and welfare of the participants above all else.
9. Be impartial.
10. Avoid any situation which may lead to a conflict of interest.
11. Show concern and caution towards sick and injured athletes.
12. Encourage inclusivity and access to all areas of officiating.
13. Be a positive role model for refereeing and officiating.

Spectator Code of Conduct

1. Remember that people participate in sport for their enjoyment and benefit, not yours.
2. Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the game's outcome.
3. Respect the decisions of officials and teach players to do the same.
4. Never ridicule or scold a player for making a mistake. Positive comments are motivational.
5. Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players.
6. Show respect for your team's opponents. Without them there would be no game.
7. Encourage players to follow the rules and the official's decisions.
8. Do not use foul language, sledge or harass players, coaches or officials.
9. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

Administrator and Volunteer Code of Conduct

Includes Board and Committee Members, employees, contractors and appointed officers of WPV

1. Involve young people in planning, leadership, evaluation and decision-making related to the activity.
2. Give all people equal opportunities to participate.
3. Create pathways for young people to participate in sport not just as a player but as a coach, referee, administrator, etc.
4. Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of players.
5. Provide quality supervision and instruction for junior players.
6. Remember that young people participate for their enjoyment and benefit. Do not overemphasise awards.
7. Help coaches and officials highlight appropriate behaviour and skill development and help improve the standards of coaching and officiating.
8. Ensure that everyone involved in junior sport emphasises fair play, and not winning at all costs.
9. Give a code of behaviour sheet to spectators, officials, parents, coaches, players and the media, and encourage them to follow it.
10. Remember, you set an example. Your behaviour and comments should be positive and supportive.
11. Make it clear that abusing people in any way is unacceptable and will result in disciplinary action.
12. Respect the rights, dignity and worth of every person regardless of age, gender, ability, cultural background or religion.