



2024 Sanction Guidelines

Introduction

As Netball Tasmania, as well as its member Associations and Clubs, adopts the Netball Australia Netball Integrity Policy Framework, Conduct and Disciplinary Policy (see <https://netball.com.au/integrity-policies>), we perceive the need to provide guidance on the matter of sanctions imposed for a substantiated breach.

A sanction may either be imposed by:

1. A Respondent accepting a Breach Offer – in this case the sanction (including a possible discount for accepting the Breach Offer) will be decided by the Relevant Organisation's Decision Maker
2. The decision of a Hearing Tribunal

In order to provide consistency across Tasmania and between cases, the below matrix provides a recommended range of sanctions for specific breaches that has been developed in consultation with member Associations and Clubs.

This list is not exhaustive, although we envision that other breaches will be able to be compared to the listed breaches in nature.

These guidelines will be reviewed at the end of 2024 in consultation with member Associations and Clubs.

Mitigating and aggravating factors

Without limiting the discretion of Decision Makers and Hearing Panels to determine an appropriate sanction, the following mitigating and/or aggravating factors may be taken into account in modifying the base line sanctions:

Mitigating

- First time breach
- Unplanned, spur of the moment behaviour
- Youth of the person breaching
- Limited role played in the breach
- Accepting responsibility
- Level of contrition
- Level of cooperation
- Uncharacteristic behaviour

Aggravating

- Victim's youth or other vulnerability
- Malicious or targeted behaviour
- Previous similar conduct
- Previous sanctions
- Premeditated action
- Lack of cooperation

Recommended sanctions

Offence	Sanction	Discounted for Breach Offer
Abuse of an umpire	2 week suspension	1 week suspension
Abuse of a player, coach or spectator	1 week suspension	Written apology
Threatening a player, coach or spectator	4 week suspension	2 week suspension
Threatening an umpire	8 week suspension	4 week suspension
Physically striking an umpire ⁺	2 year suspension	Not applicable
Physically striking a coach or spectator ⁺	12 month suspension	Not applicable
Non-player physically striking a player ⁺	12 month suspension	Not applicable
Player physically striking an opponent*	3 month suspension	1 month suspension
Online bullying or harassment	2 week suspension	Written apology
Intentional deception (e.g. playing under a false name)	2 week suspension	1 week suspension
Failure to cooperate with or hindering an investigation or Hearing	2 week suspension	1 week suspension
Failure to comply with a sanction	2 week suspension	1 week suspension
Relevant organisation failing to cooperate with or hindering an investigation or hearing, or failing to assist in enforcing a sanction	Loss of competition points for one round	Suspended loss of competition points

Notes

* Does not include contact within the game context that could reasonably be dealt with through Game Management procedures

⁺ For these serious offences, it is expected that they will be referred directly to a Hearing Tribunal rather than a Breach Offer being made, and that Netball Tasmania will be consulted during the process.