



# DISCIPLINARY REGULATIONS

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<b>1. DEFINITIONS</b> .....	4
<b>2. JURISDICTION</b> .....	6
<b>3. GENERAL PROVISIONS RELATING TO ALL DISCIPLINARY CASES</b> .....	7
3.17. The preferred method for Disciplinary Meetings and/or Hearings is videoconference.....	9
<b>4. DISCIPLINARY CASES RELATED TO FOUL PLAY</b> .....	9
<b>4.1. XV International or club Games under Rugby Europe’s jurisdiction: procedures in the event of foul play</b> .....	9
4.1.1. Specific procedure in case of an Ordering Off .....	9
4.1.2. Specific procedure in case of a Citing .....	9
4.1.3. Specific procedure in case of a Temporary Suspension or a Citing Commissioner Warning ...	10
4.1.4. Specific Procedure in case of a Citing by Unions or Rugby Europe .....	11
4.1.5. Specific procedure in case of combined Temporary Suspensions and Citing Commissioner’s Warnings.....	12
<b>4.2. Sevens Rugby Europe Tournament: procedures in the event of foul play</b> .....	12
4.2.1. Specific procedure in case of an Ordering Off .....	12
4.2.2. Specific procedure in case of a Citing .....	13
4.2.3. Specific procedure in case of Temporary Suspensions and Citing Commissioner’s Warnings.	13
<b>4.3. XV Rugby Europe Tournaments: procedures in the event of foul play</b> .....	14
4.3.1. Specific Procedure in case of an Ordering Off .....	14
4.3.2. Specific procedure in case of a Citing .....	15
4.3.3. Specific Procedure in case of Temporary Suspensions and Citing Commissioner’s warning ...	15
<b>4.4. Hearing Notification</b> .....	16
<b>4.5. Decision and sanctions in foul play</b> .....	17
4.5.1. Potential Sanctions .....	17
4.5.2. Assessment of the seriousness of the Player’s offence .....	17
4.5.3. Mitigating factors.....	18
4.5.4. Aggravating factors .....	18
4.5.5. Decision .....	19
4.5.6. Sanctions General Principles for offences within the playing enclosure.....	19
<b>4.6. Expedited procedure in the framework of Rugby Europe XV International Matches</b> .....	20
<b>4.7. Appeal procedure in foul play cases</b> .....	21
<b>5. DISCIPLINARY CASES RELATED TO MISCONDUCT</b> .....	22
<b>6. COSTS</b> .....	28
<b>7. LIABILITY</b> .....	29
<b>8. GENERAL</b> .....	29
APPENDIX 1: Table of recommended sanctions for offences within the playing enclosure .....	30
APPENDIX 2: Table of recommended sanctions for offences within the playing enclosure – adjusted for underage rugby .....	34
APPENDIX 3: Forms .....	39

APPENDIX 4: Sanctions guidance for accumulation of Temporary Suspensions and/or Citing Commissioner Warnings..... 40



## 1. DEFINITIONS

In these Disciplinary Regulations (The Disciplinary Regulations), the following words shall have the following meanings:

**Age Grade** means any Rugby Europe activity categorized by age including U18 and U20 events.

**Underage Person** means any Person who is involved in U18 Rugby Europe activities.

**Age Grade Player** means a player of The Game at Age Grade level.

**The Board of Directors** means Rugby Europe Board of Directors for the time being.

**The Bylaws** means Rugby Europe Bylaws

**Citing Commissioner** has the meaning given to it in the relevant tournament manual.

**Citing** A Player is cited when the Citing Commissioner cites a Player for any act(s) of Foul Play that in the opinion of the Citing Commissioner warranted the Player concerned being Ordered Off or when a complaint is made by a Union or Rugby Europe and is deemed receivable by the Discipline Committee under 4.1.4 section in these Regulations.

**Citing Commissioner Warning** Citing Commissioner may issue a Warning to a Player who has in his/her opinion committed an act(s) of Foul Play which falls just short of warranting that the Player concerned be Ordered Off in circumstances where the act of Foul Play was not subject to a Temporary Suspension or Ordering Off (WR Reg 17.9.3). This equates to a yellow card for the Player's disciplinary records.

**The Corpus of Rugby Europe Official Documents** means all the official documents established by Rugby Europe namely: The Bylaws, The Disciplinary Regulations, The Terms of Reference of the Disciplinary Committee, The Code of Ethics, The Membership Pathway, The Financial Regulations, Tender to Host a General Meeting, and any other document adopted from time to time by the Rugby Europe governing bodies.

**Disciplinary Case** means all the proceedings and actions undertaken by Rugby Europe Disciplinary Bodies to bring a Disciplinary Offence up to a final decision whether in first instance or second instance if any of the parties appealed the decision. For the avoidance of doubts, a Disciplinary Case starts with the issuance of a Disciplinary Notice and ends with the communication by Rugby Europe Disciplinary Bodies of the decision form (whether in first or second instance) to the parties.

**The Disciplinary Committee** is a Committee of Rugby Europe that has been established pursuant to *Rugby Europe Bylaws* (The Bylaws). Its missions are to oversee, manage and deliver the execution of the disciplinary processes and procedures for Rugby Europe in accordance with the present Disciplinary Regulations and *Rugby Europe Disciplinary Committee Terms of Reference*.

**Disciplinary Hearing** means a meeting gathering all or some of the parties involved within a Disciplinary Case. It can either be organised within the framework of a first instance or appeal procedure. It can be at the initiative of the designated Disciplinary Panel or of the Disciplinary Committee.

**Disciplinary Meetings** means a meeting gathering the Members of a Disciplinary Panel. It shall either be organised upon request of The Disciplinary Committee or of The Disciplinary Panel's Chairperson (provided that it has been duly communicated to and approved by The Disciplinary Committee).

**Disciplinary Notice** means the formal notice issued by Rugby Europe Disciplinary Committee to a Person to inform him about disciplinary proceedings he is involved in.

**Disciplinary Officer** means a person entitled to seat on a Disciplinary Panel. See *Disciplinary Committee Terms of Reference* for further details.

**Disciplinary Panel** must be understood as the disciplinary body judging a Disciplinary Case. For first instance, it will be called The Disciplinary Panel but for an appeal procedure (second instance), the appointed Disciplinary Panel will be called **Appeal Panel**.

**Foul Play** shall have the meaning set out in the Laws of the Game and World Rugby Regulation 17.

**The Game** means the Game of Rugby.

**International Game** means a game organised by Rugby Europe and played between National Representative Teams selected by Unions.

**The Internal Regulations** means Rugby Europe Internal Regulations.

**Judicial Officer** means the person designated by Rugby Europe Disciplinary Committee to act as sole arbiter on disciplinary case involving foul play (Ordering Off, Citing and Accumulated Temporary Suspensions/Citing Commissioner Warnings) on Rugby Europe Tournaments.

**Laws of The Game** means the Laws of The Game published and updated from time to time by World Rugby.

**Match Commissioner** has the meaning given to it in the relevant tournament manual.

**Member(s)** means the Unions elected to membership of Rugby Europe in accordance with its Bylaws from time to time in force. Unless otherwise stated Members means associate Members and full Members.

**Misconduct** means any conduct, behaviour, statements and/or practices on or off the playing enclosure during or in connection with a Match or otherwise, that is in breach of the Code of Ethics and/or is unsporting and/or cheating and/or insulting and/or unruly and/or ill-disciplined and/or that brings or has the potential to bring the Game and/or any of its constituent bodies, Rugby Europe and/or its appointed personnel or commercial partners and/or Match Officials and/or judicial personnel into disrepute. Misconduct shall only exclude Foul Play during a Match which has been the subject of consideration and a finding under the regime prescribed for Ordering Off and/or Citing in these Regulations.

**Ordering Off/Red Card** means a Player is Ordered Off when the player is sent off the playing enclosure permanently by the referee and is not permitted to take any further part in the Match.

**Person** means a Player, trainer, referee, assistant referee or any other match official, coach, selector, medical officer, physiotherapist; or any other individual or organisation who is or has been at any time involved in the organisation, administration or promotion of The Game; or any supporter or spectator of The Game.

**Person Charged** means a Person against whom disciplinary proceedings have been brought.

**Player** means a player of The Game.

**The Pool of Disciplinary Officers** means the pool of Disciplinary Officers nominated as per the specifications foreseen by *The Terms of Reference*.

**Playing Season** means the date on which the first fixture in the relevant competition is played each year until the date on which the last fixture in the relevant competition is played.

**Rugby Europe** means the Governing body of Rugby in Europe, recognized by the Council of World Rugby. Rugby Europe was incorporated in 1934 by ten (10) Founding Members. It is composed of its affiliated National Rugby Unions which have freely and voluntarily joined it.

**Rugby Europe Tournament** means a game organised by Rugby Europe and played between National or Club Representative Teams selected by Unions at a single location over a limited period of time.

**Temporary Suspension/Yellow Card** means a Player is Temporarily Suspended when the player is cautioned in a Match by the referee and temporarily sent off the playing enclosure by the referee for a period of ten minutes playing time (or two minutes in the case of Rugby Sevens), which is spent in the “sin bin”.

**Union or Federation** refer to the possible ways of addressing recognised National Rugby Governing Bodies.

**World Rugby** means the World Governing and law-making body for The Game of Rugby Union. Its main functions include the governance of the Laws and Regulations of The Game and their enforcement.

**World Rugby Regulations** means the rules and [regulations](#) published and updated from time to time by World Rugby.

## 2. JURISDICTION

**2.1.** With effect from January 1<sup>st</sup>, 2021, the disciplinary rules and procedures of Rugby Europe shall be as set out in the present document titled *Rugby Europe Disciplinary Regulations*. After this date, previous disciplinary bodies and proceedings will cease to exist and Disciplinary Cases will be proceeded as per the following regulations.

**2.2.** These Disciplinary Regulations apply to disciplinary matters arising out of The Game relating to the following competitions:

- a) Rugby Europe international men’s XV rugby Competitions between National Teams at Senior Level;
- b) Rugby Europe international women’s XV rugby Competitions between National Teams at Senior Level;
- c) Rugby Europe international men’s Sevens rugby Competitions between National Teams at Senior level;
- d) Rugby Europe international women’s Sevens rugby Competitions between National Teams at Senior level;
- e) Rugby Europe international men’s XV rugby Competitions between National Teams at Age Grade Level;
- f) Rugby Europe international women’s XV rugby Senior Competitions between National Teams at Age Grade Level;
- g) Rugby Europe international men’s Sevens rugby between National Teams at Age Grade level;
- h) Rugby Europe international Women’s Sevens rugby between National Teams at Age Grade level;

i) Any other International or club Game or Tournament at XV rugby or Sevens rugby or other form of the Game, at Age Grade or Senior level, that fall under Rugby Europe's jurisdiction.

**2.3.** These Disciplinary Regulations also apply to disciplinary matters arising out from an alleged breach of:

- a) Any document from the Corpus of Rugby Europe Official Documents;
- b) Documents issued from time to time by Rugby Europe for competitions (Participation Agreement, Tournament Manuals...).

**2.4.** These Disciplinary Regulations do not apply to:

- a) Anti-doping offences which are dealt with under the World Rugby Anti-Doping Regulation 21;
- b) Safeguarding matters which are dealt with by each Union.

**2.5.** The Disciplinary Committee may accept from time-to-time jurisdiction on cases not related to the Corpus of Rugby Europe Official Documents or to the others Rugby Europe documents provided that:

- a) Local governing bodies (union, sports ministry, national Olympic committee) have formally asked Rugby Europe to instruct a specific case; or
- b) Local governing bodies (union, sports ministry, national Olympic committee) are for any reason incapable of instructing the Disciplinary Case in a fair and/or neutral and/or timely manner.
- c) As per its role of continental governing body for rugby, Rugby Europe is the most suitable entity to hear the case.

**2.6.** Rugby Europe Disciplinary Committee may refuse jurisdiction on cases:

- a) Where local disciplinary solutions have not been exhausted. In that eventuality, the Disciplinary Committee may issue a formal letter to any relevant local disciplinary body and share evidence.
- b) Where there is a conflict of interest between involved parties and Rugby Europe. In that eventuality and pursuant to these Disciplinary Regulations, Rugby Europe Disciplinary Committee may ask World Rugby to instruct the case if they think that it is in the greatest interest of justice.
- c) Where Rugby Europe is not the most suitable entity to hear the case.

### **3. GENERAL PROVISIONS RELATING TO ALL DISCIPLINARY CASES**

**3.1.** The standard of proof in all disciplinary cases is the balance of probabilities.

**3.2.** The principles of natural justice shall be adhered to in all disciplinary proceedings. Such principles include, Players cited/Ordered Off shall have the right to know the evidence against them, shall have the right to be heard, to be represented, to produce evidence and defend themselves before independent adjudicators.

**3.3.** It should be borne in mind that the bodies subject to these provisions are not courts of law and are disciplinary, rather than arbitral, bodies.

**3.4.** Proceedings, findings or decisions of Disciplinary Panels, or Appeal Panels shall not be invalidated by reason of any minor defect, irregularity, omission or technicality unless such defect, irregularity, omission or technicality raises a material doubt as to the reliability of the relevant proceedings, findings or decisions.

**3.5.** Disciplinary Panels shall not be obliged to follow strict rules of evidence. They may admit such evidence as they think fit and accord weight of such evidence as they think appropriate in all the circumstances.

**3.6.** The bodies subject to these provisions shall have power to regulate their own specific procedures.

**3.7.** Disciplinary Panels may draw such inference from the failure of a witness (including the Person Charged) to give evidence or answer a question as it considers appropriate.

**3.8.** Where the subject matter of disciplinary proceedings is sufficiently linked (including, but not limited to, where an incident occurs at the same match or where there is common Rugby Europe or defence evidence or where a Disciplinary Panel believes it appropriate for the timely and efficient disposal of the proceedings) those disciplinary proceedings may be heard together.

**3.9.** Where proceedings are consolidated, evidence adduced by or on behalf of a Person Charged shall be capable of constituting evidence against another Person Charged. The Disciplinary Panel shall give appropriate weight to such evidence. Persons Charged or their representatives shall be entitled to cross-examine other Persons Charged and their witnesses. The Disciplinary Panel may hear evidence in any order and shall have complete discretion to take matters out of order for the timely, efficient and appropriate disposal of the proceedings.

**3.10.** A Person Charged may be represented at a Disciplinary hearing or an appeal hearing by one person of their choice (in addition to representatives from the Union) and shall be entitled to be present throughout the proceedings, except during the deliberations of the Disciplinary Panel. For the avoidance of doubt, these regulations do not limit the number of witnesses that a Person or Club whose conduct is the subject of a Misconduct complaint may call to give evidence.

**3.11.** The proceedings of Disciplinary Panels shall take place in private.

**3.12.** Except where specifically provided, all oral or written representations, submissions, evidence and documents created in the course of any proceedings are confidential between Rugby Europe and the individuals or bodies concerned and subject to qualified privilege.

**3.13.** Until a decision is published by Rugby Europe, all parties and participants in the proceedings shall treat such proceedings as confidential.

**3.14.** Rugby Europe shall have the power to publish in the press, on a website or in any other manner considered appropriate:

- a) The decisions made under these Disciplinary Regulations, which may include details of offences committed under these Disciplinary Regulations and of any sanctions imposed;
- b) Any representations, submissions, evidence and documents created in the course of proceedings, or evidence, whether or not this reflects on the character or conduct of a Person Charged.

**3.15.** Rugby Europe shall have the right to use and rely upon any representations, submissions, evidence and documents that are provided to it during the course of any inquiry and/or is created or otherwise generated during the proceedings of a Disciplinary Panel for the purpose of carrying out its regulatory functions and monitoring and implementing compliance with its Rules and Regulations.

**3.16.** Communications from Rugby Europe to a Union and/or a Person shall be deemed to have been validly made and delivered if addressed to the Secretary of a Union or Chief Executive or General Secretary at the postal address and/or valid email address of the Union. It is the responsibility of the Union to notify Rugby Europe in writing of any temporary or permanent changes of contact details and to make adequate arrangements to deal with absences (for example, in the case of holiday or sickness).

**3.17.** The preferred method for Disciplinary Meetings and/or Hearings is videoconference.

#### **4. DISCIPLINARY CASES RELATED TO FOUL PLAY**

Foul Play shall have the meaning set out in the Laws of the Game and World Rugby Regulation 17.

The following articles describe the different procedures related to foul play offences.

##### **4.1. XV International or club Games under Rugby Europe's jurisdiction: procedures in the event of foul play**

###### **4.1.1. Specific procedure in case of an Ordering Off**

Where a Player is Ordered Off (received a Red Card during a Match), the Referee, and where applicable, Assistant Referee(s), shall complete a written report of the incident using the Template Form(s) provided in the Appendices of this document. Such reports shall be then provided through the Match Commissioner to the Rugby Europe Disciplinary Committee within **2 hours** of the conclusion of the Match at the following email address: [discipline@rugbyeurope.eu](mailto:discipline@rugbyeurope.eu)

Upon reception of such report(s), the Disciplinary Committee shall appoint a Disciplinary Panel who will handle the case and whose Chairperson shall decide of a date, time and place of the hearing.

As soon as reasonably practicable, the Ordered Off Player, his/her Union and Team Manager should be notified in written by the Rugby Europe Disciplinary Administrator of the date, time and place of the hearing (which may be on remote or physical) and given a copy of the referee(s)' report(s), save where Expedited Procedures are in place for that specific competition, subject of 4.6 section bellow.

Hearing for cases of an Ordering Off shall, to the extent possible, be arranged within **72 hours** after completion of the Match in which the Player was sanctioned, and no later than **3 days** before the next International Game of the Players' team.

The Player, and/or his/her Union may appeal any decision from an Ordering Off hearing, provided that it is received by Rugby Europe Disciplinary Committee within **48 hours** of the Disciplinary Panel's written notification receipt.

###### **4.1.2. Specific procedure in case of a Citing**

On Rugby Europe International Games where a designated Citing Commissioner has been appointed, any Citing shall be sent to the Rugby Europe Disciplinary Committee by the appointed Citing Commissioner as soon as practicable and in any event, no later than **48 hours** after the conclusion of the Match at the following email address: [discipline@rugbyeurope.eu](mailto:discipline@rugbyeurope.eu) using the Template Form provided in the Appendices of the document.

Citing Commissioners may cite Players for an act(s) of Foul Play where such act(s) may have been detected by the Referee or Assistant Referee and which may have been the subject of Referee action. A Citing Commissioner may not cite a Player for an act(s) of Foul Play in respect of which the Player has been Ordered Off save where the Ordering Off is as a result of two yellow cards. A Player in that situation may also be cited for the act(s) of Foul Play which resulted in either or both yellow card(s) (WR Reg 17.10.2).

Where a Citing Commissioner has been appointed, the Union/Club or Rugby Europe shall not have the power to cite a Player for Foul Play but may refer any incident of alleged Foul Play to the Citing Commissioner for consideration. Such incident shall ordinarily be referred to the Citing Commissioner within **12 hours** of the Match in which the incident is alleged to have occurred. Where a referral is made, the final decision as to whether a Player should be cited, whether as the result of an incident referred to him or her or otherwise, shall rest with the Citing Commissioner.

In circumstances where a Player has not been cited within the time periods specified in the paragraph above as a result of either:

(a) mistaken identity; and/or

(b) circumstances exist where the nature of the Foul Play incident(s) concerned is such that an investigation is needed to identify the Player(s) alleged to have committed an act(s) of Foul Play; and/or

(c) circumstances exist where the nature of the Foul Play incident(s) concerned is such that an investigation is needed to identify or establish the full nature of the alleged act(s) of Foul Play;

then the citing period may be extended by the Disciplinary Committee, however, any such extension will not in any event exceed 12 days from the conclusion of the match.

Upon reception of such Citing, the Disciplinary Committee shall appoint a Disciplinary Panel who will handle the case and whose Chairperson shall decide of a date, time and place of the hearing.

As soon as reasonably practicable, the Cited Player, his/her Union and Team Manager should be notified in written by the Rugby Europe Disciplinary Administrator of the date, time and place of the hearing (which may be on remote or physical) and given a copy of the Citing Commissioner's Citing Report.

Hearing for cases of a Citing shall, to the extent possible, be arranged within **72 hours** after completion of the Match in which the Player was sanctioned.

The Player, and/or his/her Union may appeal any decision from a Citing hearing, provided that it is received by Rugby Europe Disciplinary Committee within **48 hours** of the Disciplinary Panel's written notification receipt.

#### 4.1.3. Specific procedure in case of a Temporary Suspension or a Citing Commissioner Warning

Where a Player is temporary suspended (received a Yellow Card during a Match), the Referee, and where applicable, Assistant Referee(s), shall complete a written report of the incident using the Template Form(s) provided in the Appendices of this document. Such reports shall be then provided through the Match Commissioner to the Rugby Europe Disciplinary Committee within **2 hours** of the conclusion of the Match at the following email address: [discipline@rugbyeurope.eu](mailto:discipline@rugbyeurope.eu).

On Rugby Europe International Matches where a designated Citing Commissioner has been appointed, any Citing Commissioner Warning (CCW) shall be sent to the Rugby Europe Disciplinary Committee as soon as practicable and in any event, no later than **48 hours** after the conclusion of the Match at the following email address: [discipline@rugbyeurope.eu](mailto:discipline@rugbyeurope.eu) using the Template Form provided in the Appendices of this document.

Upon reception of such Citing Commissioner Warning, the Rugby Europe Disciplinary Administrator shall notify in writing the Player, his/her Union and Team Manager, and provide them with a copy of the CCW's report. Match Officials of the relevant game shall also be in copy of such notification.

If the Player concerned wishes to challenge the Citing Commissioner Warning, the Player shall give notice of the Player's intention to challenge it within 48 hours of its notification to them. Such notice

shall be duly recorded by the Tournament Organiser and shall be considered in the event of the Player subsequently being involved in any disciplinary hearing in relation to the accumulation of Temporary Suspensions and/or CCWs.

#### 4.1.4. Specific Procedure in case of a Citing by Unions or Rugby Europe

On Rugby Europe International Games where a Citing Commissioner has not been appointed, a Participating Union or Rugby Europe may report an incident in which they believe an act of Foul Play has occurred. To do so, they shall lodge a complaint in written to the Rugby Europe Disciplinary Committee at [discipline@rugbyeurope.eu](mailto:discipline@rugbyeurope.eu) as soon as practicable and in any event, no later than **48 hours** after the conclusion of the match.

To be valid, it shall be lodged within the appropriate timing and shall be supported by the following elements:

- a) The appropriate citing complaint form available in the Appendices of this document;
- b) The date, venue and teams participating in the match;
- c) Details of the alleged act(s) of Foul Play, including as accurately as possible, the point of time in the match, score at the time and position on the field when and where the incident is alleged to have occurred;
- d) The identity of (or means of identifying) the Player(s) alleged to have committed the act(s);
- e) Sufficient independent evidence to corroborate the citing;
- f) A recording of the relevant incident. Failure to provide a recording (DVD/media file) at the same time as the written citing shall not invalidate the citing but the recording (DVD/media file) must be lodged with Rugby Europe Disciplinary Committee in time for the Player who has been cited to adequately consider and prepare for the Disciplinary Panel hearing.

The Disciplinary Committee may, in its sole discretion, refer the citing complaint to a qualified Citing Commissioner for review, in order to establish whether the citing complaint received satisfies the evidential standard and/or it should proceed or not, before any disciplinary proceedings are commenced.

Shall the citing be receivable, the cited Player, his/her Union and Team Manager, should be notified in writing by the Rugby Europe Disciplinary Administrator and provided with all relevant evidence of the allegation.

If the Cited Player accepts the citing, then it could often be dealt without the need for a Hearing (i.e. based on the citing reports, the player's own comments and any other relevant papers or video).

If the Cited Player disputes the citing complaint, the Player, a representative of his/her Union, representatives of the Union that made the citing or the person citing the Player will be requested to attend a hearing of the Disciplinary Panel. If the representative of the Union that made the citing or the person citing the Player or Rugby Europe fails to attend the hearing, the citing will not be dismissed and the Disciplinary Panel applicable may proceed to a decision in the matter.

Match official(s) may be invited to attend the hearing when required but such attendance is not mandatory, and no inference may be drawn if the match official does not attend. The hearing may proceed without such attendance.

Pending the holding of the hearing, the Player cited by a Union shall not be provisionally suspended to play in any rugby competition.

#### 4.1.5. Specific procedure in case of combined Temporary Suspensions and Citing Commissioner's Warnings

Where a Player is issued with two Temporary Suspensions or two Citing Commissioner Warnings or a combination of one Temporary Suspension and one Citing Commissioner Warning during a match, the Player shall be treated for disciplinary purposes as if the Player had been Ordered Off.

Where a Player is issued with a combination of three or more Temporary Suspensions and/or Citing Commissioner Warnings in a series of matches during a single season, the Player shall be treated for disciplinary purposes as if the Player had been Ordered Off.

If a Player receives two Temporary Suspensions in the same Match and is therefore sent off, those Temporary Suspensions shall not be taken into account under this clause.

The general procedures under these Disciplinary Regulations, subject to such modifications as may be necessary, shall also apply to the hearings and appeals in relation to the accumulation of Temporary Suspensions and/or Citing Commissioner Warnings.

In the case of a Temporary Suspension or Citing Commissioner Warning, the appointed Disciplinary Panel or Judicial Officer, solely in circumstances attributed to mistaken identity, may expunge the Temporary Suspension or Citing Commissioner Warning from the Player's disciplinary record.

Given the numerous permutations of potential sanctions that could arise in cases involving accumulated Temporary Suspensions and/or Citing Commissioner Warnings, the sanctioning of the Player shall be solely within the discretion of the Disciplinary Panel or Judicial Officer. To assist Disciplinary Panels and Judicial Officers, sanctions guidance for accumulation of temporary suspensions and/or citing commissioner warnings is set out at Appendix 4 to these Disciplinary Regulations.

Where a Player has been sent off as a result of receiving two yellow cards or is penalized with one yellow card and one Citing Commissioner Warning and one or both of those sanctions was awarded for breaches of Laws 9.11 to 9.28 inclusive, the Player may challenge one or both of the sanctions. Yellow Cards for a technical offence may not be challenged.

## 4.2. Sevens Rugby Europe Tournament: procedures in the event of foul play

For any Rugby Europe 7's Tournament, including Senior and Age Grade Competitions, the Rugby Europe Disciplinary Committee shall appoint a Judicial Officer, to act as sole arbiter on disciplinary case involving an Ordering Off, Citing and Accumulated Temporary Suspensions/CCWs, and whose name should be confirmed no later than **30 days** before first day of competition.

### 4.2.1. Specific procedure in case of an Ordering Off

Where a Player is Ordered Off (received a Red Card during a Match), the Referee, and where applicable, Assistant Referee(s), shall complete the written report of the incident using the Template Form provided in this Appendix right after the completion of the match. Such report(s) shall then be provided to the Designated Judicial Officer, and if applicable, to the Rugby Europe Disciplinary Administrator on-site.

The Player Ordered Off – and/or his/her Team Manager - shall be provided with a copy of the report(s) and any other relevant information, and notified of the date, place, and time of the Judicial Officer hearing.

Due to the time pressure on Sevens Tournaments, such notification shall be communicated either orally or by email/text to the Player's Team Manager by the Rugby Europe Tournament Director, or if applicable, the Rugby Europe Disciplinary Administrator on-site.

Hearing for cases of an Ordering Off shall, to the extent possible, be arranged within **2 hours** after completion of the Match in which the Player was sanctioned, and no later than the next Match of the Player's team in the Tournament.

The Player, and/or his/her Union may appeal any decision from an Ordering Off hearing, provided that it is received by Rugby Europe Disciplinary Committee within **24 hours** of the Judicial Officer's written notification receipt.

#### 4.2.2. Specific procedure in case of a Citing

The designated Citing Commissioner on any Rugby Europe 7's Tournament may cite a Player for Foul Play, for which the concerned Player was not ordered off by the Referee in a given match.

A Union or any representative of a Participating Team is not entitled to cite Players but may refer any act of Foul Play to the designated Citing Commissioner for consideration, and only if referred within **30 minutes** after a game. Shall the Citing Complaint be receivable, the designated Citing Commissioner is to proceed as for any Citing Report's procedures set below.

The designated Citing Commissioner complete the written report of the incident using the Template Form provided in this Appendix within **1 hour** after the completion of the match. Such report(s) shall then be provided to the Designated Judicial Officer, and if applicable, to the Rugby Europe Disciplinary Administrator on-site.

The Player cited – and/or his/her Team Manager - shall be provided with a copy of the report(s) and any other relevant information, and notified of the date, place, and time of the Judicial Officer hearing.

Due to the time pressure on Sevens Tournaments, such notification shall be communicated either orally or by email/text to the Player's Team Manager by the Rugby Europe Tournament Director, or if applicable, the Rugby Europe Disciplinary Administrator on-site.

Hearing for cases of a Citing shall, to the extent possible, be arranged within **2 hours** after completion of the Match in which the Player was sanctioned, and no later than the next Match of the Player's team in the Tournament.

The Player, and/or his/her Union may appeal any decision from a Citing hearing, provided that it is received by Rugby Europe Disciplinary Committee within **24 hours** of the Judicial Officer's written notification receipt.

#### 4.2.3. Specific procedure in case of Temporary Suspensions and Citing Commissioner's Warnings

Where a Player has been temporarily suspended during a game (suspension not exceeding 2 minutes), the Referee, or where applicable the Assistant Referee, shall complete the written report of the incident using the Template Form provided in this Appendix within **2 hours** after the completion of the match. Such report(s) shall then be provided to Rugby Europe Tournament Director, and if applicable, to the Rugby Europe Disciplinary Administrator on-site.

Shall a Citing Commissioner decide to issue a Warning to a Player in a given game, he/she shall complete the written report of the incident using the Template Form provided in this Appendix within **2 hours**

after the completion of the match. Such report(s) shall then be provided to Rugby Europe Tournament Director, and if applicable, to the Rugby Europe Disciplinary Administrator on-site.

A copy of such report(s) shall then be provided to the Player and his/her Team Manager within **3 hours** after completion of the match. Such notification shall mention that the Player has the right to challenge the Temporary Suspension or Citing Commissioner's Warning within **12 hours** of receipt, which must be duly recorded by Rugby Europe and taken into consideration shall the Player be called to a hearing for an accumulation of Temporary Suspensions and/or Citing Commissioner Warnings.

Where a Player has received over a Match two Temporary Suspensions; or two Citing Commissioner Warnings; or a combination of one Temporary Suspension and one Citing Commissioner Warning; the designated Judicial Officer is required to apply a sanction for the offence of persistent offending, not for the substantive offences relating to each Temporary Suspension and/or Citing Commissioner Warning. Ordinarily, the appropriate entry point sanction in such circumstances is a suspension of one to two weeks, per the sanctions guidance set out at Appendix 4 to these Disciplinary Regulations.

Where a Player has received over a single Tournament any combination of three Temporary Suspensions and/or Citing Commissioner Warnings, this will constitute a red card and the appropriate sanction will ordinarily be a one to three weeks suspension, per the sanctions guidance set out at Appendix 4 to these Disciplinary Regulations.

Where a Player has received over a Series of Tournaments any combination of five Temporary Suspensions and/or Citing Commissioner Warnings, this will constitute a red card and the appropriate sanction will ordinarily be a one to three weeks suspension, per the sanctions guidance set out at Appendix 4 to these Disciplinary Regulations.

In the case of a Temporary Suspension or Citing Commissioner Warning, the appointed Judicial Officer, solely in circumstances attributed to mistaken identity, may expunge the Temporary Suspension or Citing Commissioner Warning from the Player's disciplinary record. Where a Player has been sent off as a result of receiving a combination of yellow cards and/or Citing Commissioner Warnings and some of these sanctions were awarded for breaches of Laws 9.11 to 9.28 inclusive, the Player may challenge these sanctions.

Yellow Cards for a technical offence may not be challenged.

#### 4.3. XV Rugby Europe Tournaments: procedures in the event of foul play

For any Rugby Europe XV Tournament, including Senior and Age Grade Competitions, and meaning any event at a single location over a limited period of time, the Rugby Europe Disciplinary Committee may appoint a Judicial Officer, to act as sole arbiter on disciplinary case involving an Ordering Off, Citing and Accumulated Temporary Suspensions/CCWs, and whose name should be confirmed no later than 30 days before first day of competition.

##### 4.3.1. Specific Procedure in case of an Ordering Off

Where a Player is Ordered Off (received a Red Card during a Match), the Referee, and where applicable, Assistant Referee, shall complete the written report of the incident using the Template Form provided in this Appendices of this document within **2 hours** after the completion of the match. Such report(s) shall then be provided to the Designated Judicial Officer, and if applicable, to the Rugby Europe Disciplinary Administrator on-site.

The Player ordered off – and/or his/her Team Manager - shall be provided with a copy of the report(s) and any other relevant information, and notified of the date, place, and time of the Judicial Officer hearing.

Hearing for cases of an Ordering Off shall, to the extent possible, be arranged within **48 hours** after completion of the Match in which the Player was sanctioned, and no later than the next Match of the Player's team in the Tournament.

The Player, and/or his/her Union may appeal any decision from an Ordering Off hearing, provided that it is received by Rugby Europe Disciplinary Committee within **48 hours** of the Judicial Officer's written notification receipt.

#### 4.3.2. Specific procedure in case of a Citing

The designated Citing Commissioner on any Rugby Europe XV Tournament may cite a Player for Foul Play, for which the concerned Player was not ordered off by the Referee in a given match.

A Union or any representative of a Participating Team is not entitled to cite Players but may refer any act of Foul Play to the designated Citing Commissioner for consideration, and only if referred within **12 hours** after a game. Shall the Citing Complaint be receivable, the designated Citing Commissioner is to proceed as for any Citing Report's procedures set below.

The designated Citing Commissioner complete the written report of the incident using the Template Form provided in the Appendices of this document within **24 hours** after the completion of the match. Such report(s) shall then be provided to the Designated Judicial Officer, and if applicable, to the Rugby Europe Disciplinary Administrator on-site.

The Player cited – and/or his/her Team Manager - shall be provided with a copy of the report(s) and any other relevant information, and notified of the date, place, and time of the Judicial Officer hearing.

Hearing for cases of a Citing shall, to the extent possible, be arranged within **48 hours** after completion of the Match in which the Player was sanctioned, and no later than the next Match of the Player's team in the Tournament.

The Player, and/or his/her Union may appeal any decision from a Citing hearing, provided that it is received by Rugby Europe Disciplinary Committee within **48 hours** of the Judicial Officer's written notification receipt.

#### 4.3.3. Specific Procedure in case of Temporary Suspensions and Citing Commissioner's warning

Where a Player has been temporarily suspended during a game (suspension not exceeding 10 minutes), the Referee, or where applicable the Assistant Referee, shall complete the written report of the incident using the Template Form provided in this Appendix within **2 hours** after the completion of the match. Such report(s) shall then be provided to Rugby Europe Tournament Director, and if applicable, to the Rugby Europe Disciplinary Administrator on-site.

Shall a Citing Commissioner decide to issue a Warning to a Player in a given game, he/she shall complete the written report of the incident using the Template Form provided in this Appendix within **2 hours** after the completion of the match. Such report(s) shall then be provided to Rugby Europe Tournament Director, and if applicable, to the Rugby Europe Disciplinary Administrator on-site.

A copy of such report(s) shall then be provided to the Player and his/her Team Manager within **48 hours** after completion of the match. Such notification shall mention that the Player has the right to challenge the Temporary Suspension or Citing Commissioner's Warning within **48 hours** of receipt, which must be duly recorded by Rugby Europe and taken into consideration shall the Player be called to a hearing for an accumulation of Temporary Suspensions and/or Citing Commissioner Warnings.

Where a Player is issued with two Temporary Suspensions or two Citing Commissioner Warnings or a combination of one Temporary Suspension and one Citing Commissioner Warning during one match, the Player shall be treated for disciplinary purposes as if the Player had been Ordered Off.

Where a Player is issued with a combination of three or more Temporary Suspensions and/or Citing Commissioner Warnings over a single Tournament, the Player shall be treated for disciplinary purposes as if the Player had been Ordered Off.

The general procedures under these Disciplinary Regulations, subject to such modifications as may be necessary, shall also apply to the hearings and appeals in relation to the accumulation of Temporary Suspensions and/or Citing Commissioner Warnings.

In the case of a Temporary Suspension or Citing Commissioner Warning, the appointed Judicial Officer, solely in circumstances attributed to mistaken identity, may expunge the Temporary Suspension or Citing Commissioner Warning from the Player's disciplinary record.

Given the numerous permutations of potential sanctions that could arise in cases involving accumulated Temporary Suspensions and/or Citing Commissioner Warnings, the sanctioning of the Player shall be solely within the discretion of the Judicial Officer. To assist Judicial Officers, sanctions guidance for accumulation of temporary suspensions and/or citing commissioner warnings is set out at Appendix 4 to these Disciplinary Regulations. Where a Player has been sent off as a result of receiving a combination of yellow cards and/or Citing Commissioner Warnings and some of these sanctions were awarded for breaches of Laws 9.11 to 9.28 inclusive, the Player may challenge these sanctions.

Yellow Cards for a technical offence may not be challenged.

#### **4.4. Hearing Notification**

The following procedure for the disciplinary hearings in case of Foul Play shall be applied by the Chairperson of the designated Disciplinary Panel, or where applicable the Judicial Officer, who is entitled to give any directions necessary for the proper conduct of proceedings generally including, but not limited to:

- a) Establish the date, time, set-up and place of the hearing;
- b) Notify the Player and his/her Union of the date, time and place of the hearing;
- c) Advise the Player of the Panel Members' identity, and any other person(s) in attendance where relevant;
- d) Provide the cited Player with all relevant reports and evidence against him/her;
- e) Inform the Player that he/she is entitled to make written submissions in advance of the hearing;
- f) Inform the Player that he/she can be represented by his/her Union and/or a legal advisor;
- g) Remind the Player that he/she cannot play any Match pending resolution of the case.

Shall the cited Player be not available and unable to attend the meeting, he/she must inform the Disciplinary Panel at the earliest opportunity. Where a Player cited fails to attend a hearing, the Disciplinary Panel has the discretion to adjourn the hearing or, where it is satisfied that there are no reasonable grounds for the failure to attend, to proceed to hear the case against the Player cited; or to suspend the Person Charged until such time as he/she appears.

#### 4.5. Decision and sanctions in foul play

For demonstrated offences or after proving the alleged offence, The Disciplinary Panel shall decide whether or not to apply a sanction. When determining a sanction, first instance Disciplinary Panels shall respect the guidelines described in the present article.

The Disciplinary Panel may, under exceptional circumstances, amend the Law/Regulations concerning the offence for which the Player is being cited, should the demonstrated evidence be justifying it. When considering the circumstances of the case, the Panel shall have regard to whether any amendment could be made without causing injustice to the defence.

##### 4.5.1. Potential Sanctions

Whilst each case will be dealt with on its merits, the Disciplinary Panel, or Judicial Officer where applicable, will abide by the World Rugby list of recommended sanctions for offences within the playing enclosure (in accordance with World Rugby Regulation 17 – See Appendices 1 and 2). In respect of offences not covered by the list of recommended sanctions set out in Appendices 1 and 2, appropriate sanctions may be imposed at the sole discretion of the Disciplinary Panel, or Judicial Officer where applicable, which may include but not be limited to:

- a) A reprimand;
- b) A financial penalty (for fully professional players only);
- c) And/or suspension from playing or administrating The Game or both.

##### 4.5.2. Assessment of the seriousness of the Player's offence

For offences within the playing enclosure, The Disciplinary Panel, or Judicial Officer where applicable, shall undertake an assessment of the seriousness of the Player's conduct, which constitutes the offending and categorize the offence as being at the lower end (LE), mid-range (MR) or top end (TE) of the scale of seriousness in order to identify the appropriate entry point for consideration of a particular incident(s) where such incident(s) is expressly covered in World Rugby list of recommended sanctions for offences within the playing enclosure.

Such assessment of the seriousness of the Player's conduct shall be determined by reference to the following features of offending:

- a) Whether the offending was intentional or deliberate;
- b) Whether the offending was reckless, that is the player knew (or should have known) there was a risk of committing an act of Foul Play;
- c) The nature of the actions, the manner in which the offence was committed including part of body used (for example, fist, elbow, knee or boot);
- d) The existence of provocation;
- e) Whether the Player acted in retaliation and the timing of such;
- f) Whether the Player acted in self-defence (that is whether he used a reasonable degree of force in defending himself/herself);
- g) The effect of the Player's actions on the victim (for example, extent of injury, removal of victim Player from The Game);
- h) The effect of the Player's actions on the match;
- i) The vulnerability of the victim Player including part of the victim's body involved/affected, position of the victim Player, ability to defend himself/herself;
- j) The level of participation in the offending and level of premeditation;

- k) Whether the conduct of the offending Player was completed or amounted to an attempt;
- l) Any other feature of the Player's conduct in relation to or connected with the offending.

#### 4.5.3. Mitigating factors

For offences within the playing enclosure only, the Disciplinary Panel, or Judicial Officer where applicable, shall identify all relevant mitigating factors and determine if there are grounds for reducing the period of suspension, if any. Mitigating factors include:

- a) The presence and timing of an acknowledgment of the commission of foul play by the offending Player;
- b) The Player's disciplinary record;
- c) The youth and/or inexperience of the Player;
- d) The Player's conduct prior to and at the hearing;
- e) The Player having demonstrated remorse for his/her conduct to the victim Player including the timing of such remorse; and
- f) Any other off-field mitigating factor(s) that the Disciplinary Panel considers relevant and appropriate.

The Disciplinary Panel, or Judicial Officer where applicable, cannot apply a reduction for a sanction which is greater than 50% of the relevant sanction entry point. In assessing the percentage reduction applicable for mitigating factors, the Disciplinary Panel, or Judicial Officer where applicable, shall start at no reduction and apply the amount, if any, to be allowed by way of mitigation up to the maximum reduction (50%).

However, in cases involving offending that has been classified as lower end offending and where there are off-field mitigating factors; and/or where the Disciplinary Panel or Judicial Officer where applicable, considers that the sanction would be wholly disproportionate to the level and type of offending involved, The Disciplinary Panel or Judicial Officer where applicable, may apply sanctions less than 50% of the lower end entry sanctions specified in Appendix 1 including in appropriate cases no sanction.

Notwithstanding the above, in cases where the Player's actions constitute mid-range or top end of offending for any type of offence which had the potential to result and/or did result in serious/gross consequences to the health of the victim, the Disciplinary Panel or Judicial Officer where applicable, may impose any period of suspension (including a suspension for life) as it deems appropriate.

#### 4.5.4. Aggravating factors

For offences within the playing enclosure only, having identified the applicable entry point for consideration of a particular incident, the Disciplinary Panel, or Judicial Officer where applicable, shall identify all relevant aggravating factors and determine what additional period of suspension, if any, above the applicable entry point for the offence should apply to the case in question.

Aggravating features include:

- a) The Player's status generally as an offender of the Laws of The Game;
- b) The need for a deterrent to combat a pattern of offending in The Game where the teams participating in the Match or Tournament have been put on notice that such a need exists; and
- c) Any other off-field aggravating factor(s) that the Disciplinary Panel or Judicial Officer considers relevant and appropriate.

#### 4.5.5. Decision

Vote and deliberations should always happen behind closed doors with the Members of The Disciplinary Panel. On Rugby Europe Tournaments, vote should be at the discretion of the Judicial Officer only.

The Disciplinary Panel shall deliver its decision to the parties involved in the disciplinary proceedings orally at the end of the process hearing, and have it notified in writing as soon as practicable after the conclusion of the hearing using the Template Form in Appendix.

Where relevant, such decision may be published on external canals such as Rugby Europe website.

#### 4.5.6. Sanctions General Principles for offences within the playing enclosure

In any case where there has been multiple offending, the Disciplinary Panel or Judicial Officer can order that sanctions run either concurrently or consecutively, provided that the overall sanction is proportionate to the level of overall offending in all the circumstances.

In accordance with World Rugby Regulation 17, within a XV a side Rugby context, suspensions will be calculated in numbers of weeks provided that, in any event, the Player would, on the best information available at the time of the decision, be scheduled to play in a Match which would meet the criteria set out in WR Regulation 17.21.3 on each of the weeks taken into account and that an expiry date is stipulated for the suspension.. For the purposes of imposing a suspension, Disciplinary Panels and Judicial Officers shall take into account weeks in which there is a Match(es) which comply with each of the following criteria:

- a) Until such time as the Player was suspended, the Player would otherwise have been scheduled to play in the Match, the burden resting with the Player to prove that he was scheduled to play. Where the Player was scheduled to play in more than one Match in a week (for example, a mid-week fixture) this week still only counts as one week of the suspension save where the rules of the particular tournament or tour from which the suspension arises and in which there is more than one Match per week allow for a suspension within that tournament or tour to be served in Matches;
- b) The Match is to be played between two teams in compliance with all of the Laws of the Game;
- c) Where the Match is not part of a tournament, tour or Series of Matches which has been sanctioned in accordance with Regulation 16, the Match:
  - (i) is to be played between teams of equivalent level (for example, similar divisions or standards of play) and who play at the same or an equivalent level of the Game to the Player's ordinary level;
  - (ii) is to feature the best players available to each team;
  - (iii) is to be played at a venue of the capacity and characteristics ordinarily used by teams of this level or standard;
  - (iv) is to be open to the public (and in the case of a Match involving professional teams, tickets will be sold);
  - (v) is scheduled within 4 weeks prior to an International Match, tournament, tour or Series of Matches which has been sanctioned in accordance with Regulation 16;
- d) Where the Match is a playoff, final or similar Match for which the Player's team has not yet qualified, the Disciplinary Panel or Judicial Officer's decision may provide for alternative applications of the Player's sanction whereby the Match(es) in question shall be counted if the Player's team participates or not counted if the Player's team does not participate in which case the Match(es) in which the Player's team next participates is instead included in the sanction;
- e) where the Player is scheduled to play in a different form of the Game to that from which the sanction arises and those Matches in the other form of the Game fall within the period of the suspension, those Matches shall be taken into account for the purposes of the suspension if they meet all of the criteria set out above save that in the case of a Player whose suspension arises from

a fifteen-a-side Match, only tournaments or Series of Matches in an abbreviated form of the Game which have been sanctioned in accordance with Regulation 16 shall be taken into account and, in such case, each tournament or Series of Matches played over a weekend shall be considered to equate to one week for the purposes of calculating the suspension of a Player arising from a fifteen-a-side Match.

In accordance with World Rugby Regulation 17 article 36, within a Sevens Rugby context, the World Rugby's Sanctions for Foul Play have been established on the basis that a one-week period of suspension would normally result in a Player missing one Match of Fifteens. However, during a Sevens Tournament, Players may participate, or participating Unions may be scheduled to participate in several Matches per day. When determining the appropriate periods of suspension, a Judicial Officer should bear in mind that during a Sevens Tournament or Series of Matches a Player may miss more than one Match as a result of being made subject to a week's suspension and may impose a suspension based on a number of Tournament Matches. In this respect The Judicial Officer shall have regard to the overall impact of the suspension. This provision does not preclude the imposition of periods of suspension running beyond a Player's participation in the Tournament.

Any period of suspension imposed:

- a) Will commence immediately following the written notification or, where the Player attends a hearing, oral notification of the decision of the Disciplinary Panel or Judicial Officer where applicable;
- b) May be divided into two separate periods in order to exclude the whole or part of the closed season provided that the Player is not permitted to play The Game (in any form) during such closed season;
- c) Shall apply universally such that a Player may not play The Game (in any form) anywhere during the period of suspension.

If a Player's suspension has not finished by the end of the current Playing Season, it shall continue until a stated date in the next Playing Season, unless he/she has been selected for a close season tour, or he/she intends to play during the close season in another Union. In this event the period of the tour in the Playing Season in the visited Union and the fact that he/she intends to play in another Union shall be taken into account in determining when the suspension shall come to an end.

Sanctions other than suspensions shall take effect in accordance with the written decision of the Disciplinary Panel, or Judicial Officer where applicable.

#### **4.6. Expedited procedure in the framework of Rugby Europe XV International Matches**

4.6.1. Rugby Europe may wish to implement expedited procedures at the level of a certain competition within its jurisdiction. An example of such procedures is the use of a "foul play review committee" that considers the alleged act(s) of foul play and provides the player with an indication of the sanction that would be imposed were the player to admit the act(s) of foul play. The player has the option to accept the sanction or to reject the sanction and request a hearing. Where Rugby Europe adopts such procedures for a certain competition, it shall provide in advance of the competition commencement suitable educational materials and training to the relevant disciplinary personnel and to the participating Unions on the implementation of the guidelines and the application of the disciplinary process (including a disciplinary manual of that particular competition)..

4.6.2. All parties involved in an expedited procedure shall make every effort to go through the different steps of the process within the best delays.

#### 4.7. Appeal procedure in foul play cases

4.7.1. A Player, Person or other party who is found to have committed an act or acts of Foul Play shall have the right to appeal against the finding of an offence of Foul Play and/or the sanction imposed.

4.7.2. To be valid, any appeal against the decision of the first instance Disciplinary Panel must be sent in written to The Disciplinary Committee ([discipline@rugbyeurope.eu](mailto:discipline@rugbyeurope.eu)) It shall include:

- a) The appropriate Appeal Form available in the Appendices of this document;
- b) The date and the decision appealed against;
- c) The specific grounds of the appeal;
- d) A payment of 100 € (made payable to Rugby Europe) which may or may not be returned.

The notice of Appeal must be served on the Rugby Europe Disciplinary Committee **within 2 calendar days of the notification** of the decision by the Disciplinary Panel, **or within 24 hours** on any Rugby Europe Sevens Tournament. For the avoidance of doubt, this time limit shall include weekends and Bank Holidays.

4.7.3. The Disciplinary Committee shall have the power to appoint an Appeal Panel to proceed to the Appeal of the Case.

4.7.4. The Appeal Panel appointed to review the appeal shall have the power to order that a de novo hearing in whole or in part be adopted on appeal. A de novo hearing in whole or in part would ordinarily only be appropriate where it is established that it is in the interests of justice that a re-hearing of the case in whole or in part is necessary. In the case of an appeal which proceeds in whole as a de novo hearing the procedure to be adopted, the burden of proof and all evidential and other matters shall proceed as if the hearing was a first instance hearing before a Disciplinary Panel or Judicial Officer.

4.7.5. Except where an appeal proceeds in whole or in part, and then only with respect to that part, as a de novo hearing and subject to clause 4.7.4 above, appeals and any question of fact arising on appeal will be heard and determined based on the record of the decision and the evidence received and considered by the Disciplinary Panel or Judicial Officer.

Except where an appeal proceeds in whole as a de novo hearing it is for the Appellant to establish that the decision being challenged on appeal:

- a) Was in error (either as to central factual findings or in law); or
- b) In the interests of justice should be overturned; or
- c) The sanction imposed was manifestly excessive or wrong in principle; and/or
- d) The sanction imposed was unduly lenient.

Except where an appeal proceeds in whole or in part, and then only with respect to that part, as a de novo hearing, appeals shall be conducted on the basis that:

- a) The evidential assessment or decision involving an exercise of discretion or judgment of or by a Disciplinary Panel or Judicial Officer shall not be overturned save in circumstances where the relevant findings made by the Disciplinary Panel or Judicial Officer are manifestly wrong; and/or
- b) The evidential assessment or decision involving an exercise of discretion or judgment of or by a Disciplinary Panel or Judicial Officer shall not be overturned save in circumstances where the Disciplinary Panel or Judicial Officer applied wrong principles in the exercise of its/his discretion which has resulted in an erroneous decision being made; and/or
- c) New or additional evidence not offered before the Disciplinary Panel or Judicial Officer shall only be considered by the Appeal Panel or Appeal Officer where the party offering such

evidence establishes that it was not, on reasonable enquiry, available at the time of the proceedings before the Disciplinary Panel or Judicial Officer.

4.7.6. The procedure for the appeal disciplinary proceedings shall be determined by the Chairperson of the designated Appeal Panel who is entitled to give any directions necessary for the proper conduct of proceedings including, but not limited to:

- a) Establish the date, time, set-up and place of any hearing;
- b) Decide on the hearings' list of participants;
- c) Require that parties make written submissions in advance of the hearing;
- d) Require disclosure of documents in possession of the parties;
- e) Organise Disciplinary Meetings;
- f) Authorize the submission of additional evidence;

Where applicable, every endeavour shall be made to proceed an appeal case within **7 days** of receipt. For the avoidance of doubts the appeal disciplinary proceedings shall follow World Rugby Regulation 20.

4.7.7. Where a Person Charged fails to attend a hearing, the Appeal Panel has the discretion to adjourn the hearing or, where it is satisfied that there are no reasonable grounds for the failure to attend, to proceed to hear the case against the Person Charged; or to suspend the Person Charged until such time as he/she appears.

4.7.8. The Appeal Panel has the power to:

- a) Dismiss the appeal;
- b) Quash a finding and any sanction imposed by the first instance Disciplinary Panel;
- c) Remit the matter for a re-hearing;
- d) Substitute an alternative finding;
- e) Reduce or increase the original sanction;
- f) Make such further order as it considers appropriate.

Decisions shall be considered in private behind closed doors and shall reach a decision on a majority vote with the Chairperson having the casting vote in the event of equality as set out in The Disciplinary Committee Terms of Reference.

4.7.9. When imposing a sanction an Appeal Panel shall describe the precise nature of any suspension and its scope and the extent of any activities restricted and/or prohibited.

4.7.10. The decision of the Appeal Panel shall be communicated in written to the relevant Union, Player, Person or other party concerned and/or their representatives as soon as reasonably practicable and shall be binding upon notification to the Union, Player and/or Person concerned or their representatives. The suitable Decision form available in the Appendices of this document shall be used.

4.7.11. The decision of an Appeal Panel shall be final and binding upon the parties, and there shall be no further right of appeal from it.

## 5. DISCIPLINARY CASES RELATED TO MISCONDUCT

Misconduct means any conduct, behaviour, statements and/or practices on or off the playing enclosure during or in connection with a Match or otherwise, that is in breach of the Code of Ethics, World Rugby Regulation 18 and/or is unsporting and/or cheating and/or insulting and/or unruly and/or ill-disciplined and/or that brings or has the potential to bring the Game and/or any of its constituent bodies, Rugby Europe and/or its appointed personnel or commercial partners and/or Match Officials and/or judicial personnel into disrepute. Misconduct shall only exclude Foul Play during a Match which has been the

subject of consideration and a finding under the regime prescribed for Ordering Off and/or Citing in these Regulations.

## 5.1. Disciplinary Notice

5.1.1. A Misconduct Disciplinary Case can be initiated by

- a) Rugby Europe Board of Directors;
- b) Rugby Europe Disciplinary Committee;
- c) Any Match Official designated by Rugby Europe;
- d) A whistle-blower;
- e) The Person or Union who is the alleged victim.

5.1.2. To be valid a misconduct complaint shall be submitted in written to Rugby Europe Disciplinary Committee ([discipline@rugbyeurope.eu](mailto:discipline@rugbyeurope.eu)). It shall contain the following elements:

- a) The appropriate Misconduct complaint form available in the Appendices of this document;
- b) Details of the alleged act(s) of Misconduct (date, place, persons involved);
- c) Sufficient independent evidence to corroborate the complaint;
- d) If suitable a video recording of the relevant incident;
- e) Any other document that may be useful to Rugby Europe Disciplinary Bodies.

5.1.3. After receiving the Misconduct Form, The Disciplinary Committee will be the sole arbiter to decide if:

- a) The alleged breach and the documentation submitted are solid enough to proceed with a proper Misconduct Disciplinary Case.
- b) Further documentation is required to decide on whether or not to trigger a Disciplinary Case. In that eventually they may ask additional information to the parties and/or direct that a disciplinary investigation is needed and/or appoint a Panel for an eventual provisional sanction. After receiving the additional information or after the conclusion of the investigation, the Disciplinary Committee may decide at its entire discretion to either trigger a Disciplinary Case or dismiss the complaint.
- c) The alleged breach is not solid enough to proceed with a Misconduct Disciplinary Case and is to be dismissed.

Such decision shall be taken within the best possible delays and can't be appealed.

## 5.2. Disciplinary investigation

As described above, in the eventuality of a Misconduct Complaint being not documented enough or incomplete, the Disciplinary Committee may decide at its entire discretion to launch a Disciplinary Investigation.

5.2.1. The general principles governing disciplinary investigations are as follows:

- a) The investigation shall be undertaken by a Disciplinary Investigator who can either be the Rugby Europe disciplinary officer or an independent investigator acting on behalf of Rugby Europe. Such independent investigators shall preferably be picked by the Members of the Disciplinary Committee from among the Pool of Disciplinary Officers. Based on the nature of the Disciplinary Case, the Disciplinary Committee may also decide to appoint any other individual provided that he is qualified to conduct an investigation.
- b) The Disciplinary Investigator shall be neutral. He shall conduct his investigation in an independent manner. A fair treatment shall be given to all parties, and the investigator shall

make every effort not to unnecessarily bring the parties, Rugby Europe or the Game into disrepute.

- c) Pursuant to the article on jurisdiction, Investigators will mainly officiate on cases falling within the scope of the Corpus of Rugby Europe Official Documents. However, an Investigator may sometime officiate on other matters.
- d) The exact extent of the remit of an Investigator shall be described in a mission letter signed by the Chairperson of Rugby Europe Disciplinary Committee. The mission will officially start upon receipt of the mission letter and will end at a date stipulated in the mission letter.
- e) In the eventuality of one person having allegedly committed several offences, the Disciplinary Committee will be free to regroup them under the same investigation and appoint one unique Disciplinary Investigator.
- f) In the eventuality of local authorities (police, ministry, National Olympic Committee, etc) also investigating on the alleged offence(s), the Investigator shall be free to:
  - a. Put in stand-by his investigation to avoid interference. In that eventuality he shall report to the Disciplinary Committee and potentially recommend, based on the gravity of the facts, the instruction of a provisional sanction. Upon conclusion of the local investigation, in agreement with the Disciplinary Committee, the Investigator will be free to resume his investigation.
  - b. Continuing his investigation in parallel of the local investigation.
- g) Content of an investigation shall remain confidential until there is public disclosure by Rugby Europe of the case. Information not disclosed by Rugby Europe shall be kept confidential.
- h) Investigator is entitled to request to the Disciplinary Committee an extension of the scope or of the deadlines of the mission. Parties shall be informed if such an extension is granted.

5.2.2. The Disciplinary Investigator is free to decide on the methodology of his investigation but shall respect the following guidelines:

- a) At the start of an investigation, involved parties shall be informed that an investigation has been triggered.
- b) At the start of an investigation, a formal notice shall be sent to the charged Person. If applicable it will include but with no limitation:
  - a. The articles that have allegedly been breached;
  - b. A description of the alleged breach(es);
  - c. The range of sanctions that may apply;
  - d. An indication on the next steps and the deadlines to be respected.
- c) After the start of the investigation, information should only be exchanged with parties on a need-to-know basis.
- d) In case of the case being triggered by a whistle-blower, every effort shall be made to protect the confidentiality of his identity.
- e) Investigations shall be conducted by means of written inquiries and, where necessary, the questioning of individuals or hearings. Other investigative procedures may also be employed, including but not limited to on-site inspections, document requests and the procurement of expert opinions. For hearings or interviews, discussions shall be recorded in written and signed by both the investigator and the interviewee.
- f) An Investigator may appoint a member of Rugby Europe staff to act as secretary and/or to provide support.

5.2.3. Rights and obligations of involved parties:

- a) Accept or contest the allegations.
- b) To be accompanied or represented.
- c) To provide statements provided that they are related to the investigated matters. All statements shall be added to the list of evidence.

- d) To meet in a timely manner the requests made by the Investigator. Failure to comply with requests from an Investigator may be considered as another Misconduct and shall not prevent the investigation to move forward. Refusing to provide evidence shall be interpreted on the balance of probabilities as evidence against the investigated party. Furthermore, refusing to collaborate with an investigation shall be considered by a Panel as an aggravating factor.

#### 5.2.4. Conclusion of an investigation:

- a) At the end of his mission, the Investigator shall submit a comprehensive report to the Disciplinary Committee. It shall include but with no limitation:
  - a. A description of the methodology;
  - b. Finding of facts;
  - c. List of evidence;
  - d. Conclusion and recommendation from the Investigator.
- b) It is the responsibility of the Investigator to demonstrate on the balance of probabilities that one or several offences have been committed and to recommend to Disciplinary Committee to trigger a Disciplinary Case. If the Investigator considers that no offence has been committed, he may recommend the lifting of the charges.
- c) An investigation may be reopened if new evidence or facts emerge.
- d) All parties shall be at least informed of the main conclusions of the investigation. If the investigation results in the triggering of a Disciplinary Case, it will be up to Disciplinary Panel appointed for the case to decide what information may be shared with the infringer.

### 5.3. Procedures for Misconduct Disciplinary Cases

#### 5.3.1. When deciding to proceed with a Disciplinary Case, the Disciplinary Committee shall:

- a) make sure that all involved parties are informed as per the provisions made in these Regulations;

5.3.2. A party that receives a Disciplinary Notice must, within **7 calendar days** of its receipt, confirm in writing whether they admit the offence specified in the Disciplinary Notice and wish to plead guilty; or whether they dispute the allegations set out in the Disciplinary Notice. Failure to respond to the Disciplinary Notice within the seven-calendar day timeline will result in The Disciplinary Panel dealing with the matter in The Person's absence.

5.3.3. The procedure for the disciplinary proceedings shall be determined by the Chairperson of the Disciplinary Panel who is entitled to give any directions necessary for the proper conduct of proceedings including, but not limited to:

- a) Establish the date, time, set-up and place of any hearing;
- b) Require that parties make written submissions in advance of the hearing;
- c) Require disclosure of documents in possession of the parties;
- d) Decide on the hearings set-up and list of participants;
- e) Organise Disciplinary Meetings.

5.3.4. The preferred method for Disciplinary Meetings and/or Hearings will be videoconference.

#### 5.3.5. Attendance at a Disciplinary Hearing

At any hearing of a Misconduct case, the designated Disciplinary Investigator (or his/her nominee) may be required by the Disciplinary Committee to be in attendance to explain the basis of the Misconduct report and present the Misconduct report. In such case the Disciplinary Investigator shall have the

burden of proving, on the balance of probabilities, that an act or acts of Misconduct have been committed.

The Person Charged and, where relevant, a Union representative must attend The Disciplinary Hearing, unless the Chairperson of the Disciplinary Panel directs that the hearing may proceed without such attendance.

Where a Person Charged fails to attend a hearing, the Disciplinary Panel has the discretion to adjourn the hearing or, where it is satisfied that there are no reasonable grounds for the failure to attend, to proceed to hear the case against the Person Charged; or to suspend the Person Charged until such time as he/she appears.

#### 5.4. Decision and Sanction for Misconduct Cases

5.4.1. If a Disciplinary Panel, on the balance of probabilities, determines that an act or acts of Misconduct have been committed, then it shall receive and consider representations on sanctions. The Disciplinary Panel shall be entitled to impose such sanction as they think fit on the Union, Person and/or Player and/or other party concerned including, but not limited to, the following:

- a) A caution, warning as to future conduct, reprimand;
- b) A fine and/or compensation orders;
- c) A suspension for a specified number of Matches (including all on-field activities) or period of time;
- d) Expulsion from the remainder of a Tournament and/or Series of Matches;
- e) Suspension from involvement in officiating, coaching and/or administration of the Game;
- f) The withdrawal of other benefits of membership of Rugby Europe including but not limited to the right to apply to host Rugby Europe Matches or International Tournaments and/or funding;
- g) The deduction or cancellation of points or any such similar sports or tournament based sanction (this includes but with not limitation the cancellation of a match result, replaying of a match, forfeiture of a match);
- h) Any combination of the above or such other sanction as may be appropriate.

5.4.2. Where the conduct of a Player(s) or Person(s) is considered by the Disciplinary Committee to be of such a serious/gross nature that their involvement in the Game in any capacity is not acceptable; they may appoint a Disciplinary Panel which will decide on the necessity to impose or not a provisional suspension on a Player or Person pending the resolution of the case. The Player or Person affected may appeal such decision in which case an Appeal Panel shall be appointed as per the Appeal procedure for Misconduct Cases described in these regulations.

5.4.3. The decision of the Disciplinary Panel shall be communicated in written to the relevant Union, Player, Person or other party concerned and/or their representatives as soon as reasonably practicable and shall be binding upon notification to the Union, Player and/or Person concerned or their representatives. It shall use Rugby Europe decision form available in the Appendices of this document.

5.4.4. When imposing a sanction for Misconduct the Disciplinary Panel shall describe the precise nature of any suspension and its scope and the extent of any activities restricted and/or prohibited.

5.4.5. Any sanction imposed shall remain effective pending the final determination of the appeal.

#### 5.5. Appeal Procedure for Misconduct Cases

5.5.1. A Player, Person or other party who is found to have committed an act or acts of Misconduct shall have the right to appeal against the finding of an offence of Misconduct and/or the sanction imposed.

5.5.2. To be valid, any appeal against the decision of the first instance Disciplinary Panel must be sent in written to The Disciplinary Committee ([discipline@rugbyeurope.eu](mailto:discipline@rugbyeurope.eu)) within **7 days** of the formal notification of the decision to the parties involved. It shall include:

- a) The appropriate Appeal Form available in the Appendices of this document;
- b) The date and the decision appealed against;
- c) The specific grounds of the appeal;
- d) A payment of 100 € (made payable to Rugby Europe) which may or may not be returned.

5.5.3. The Disciplinary Committee shall have the power to appoint an Appeal Panel to proceed to the Appeal of the Case.

5.5.4. The Appeal Panel appointed to review the appeal shall have the power to order that a de novo hearing in whole or in part be adopted on appeal. A de novo hearing in whole or in part would ordinarily only be appropriate where it is established that it is in the interests of justice that a re-hearing of the case in whole or in part is necessary. In the case of an appeal which proceeds in whole as a de novo hearing the procedure to be adopted, the burden of proof and all evidential and other matters shall proceed as if the hearing was a first instance hearing before a Disciplinary Panel or Judicial Officer.

5.5.5. Except where an appeal proceeds in whole or in part, and then only with respect to that part, as a de novo hearing, appeals and any question of fact arising on appeal will be heard and determined based on the record of the decision and the evidence received and considered by the Judicial Committee or Judicial Officer.

Except where an appeal proceeds in whole as a de novo hearing it is for the Appellant to establish that the decision being challenged on appeal:

- a) Was in error (either as to central factual findings or in law); or
- b) In the interests of justice should be overturned; or
- c) The sanction imposed was manifestly excessive or wrong in principle; and/or
- d) The sanction imposed was unduly lenient.

Except where an appeal proceeds in whole or in part, and then only with respect to that part, as a de novo hearing, appeals shall be conducted on the basis that:

- a) The evidential assessment or decision involving an exercise of discretion or judgment of or by a Disciplinary Panel or Judicial Officer shall not be overturned save in circumstances where the relevant findings made by the Disciplinary Panel or Judicial Officer are manifestly wrong; and/or
- b) The evidential assessment or decision involving an exercise of discretion or judgment of or by a Disciplinary Panel or Judicial Officer shall not be overturned save in circumstances where the Disciplinary Panel or Judicial Officer applied wrong principles in the exercise of its/his discretion which has resulted in an erroneous decision being made; and/or
- c) New or additional evidence not offered before the Disciplinary Panel or Judicial Officer shall only be considered by the Appeal Panel or Appeal Officer where the party offering such evidence establishes that it was not, on reasonable enquiry, available at the time of the proceedings before the Disciplinary Panel or Judicial Officer.

5.5.6. The procedure for the appeal disciplinary proceedings shall be determined by the Chairperson of the designated appeal Disciplinary Panel who is entitled to give any directions necessary for the proper conduct of proceedings including, but not limited to:

- a) Establish the date, time, set-up and place of any hearing;
- b) Decide on the hearings' list of participants;
- c) Require that parties make written submissions in advance of the hearing;
- d) Require disclosure of documents in possession of the parties;
- e) Organise Disciplinary Meetings;
- f) Authorize the submission of additional evidence;

For the avoidance of doubts the appeal disciplinary proceedings shall follow World Rugby Regulation 20.

5.5.7. Where a Person Charged fails to attend a hearing, the Appeal Panel has the discretion to adjourn the hearing or, where it is satisfied that there are no reasonable grounds for the failure to attend, to proceed to hear the case against the Person Charged; or to suspend the Person Charged until such time as he/she appears.

5.5.8. The appeal Disciplinary Panel has the power to:

- g) Dismiss the appeal;
- h) Quash a finding and any sanction imposed by The first instance Disciplinary Panel;
- i) Remit the matter for a re-hearing;
- j) Substitute an alternative finding;
- k) Reduce or increase the original sanction;
- l) Make such further order as it considers appropriate.

Decisions shall be considered in private behind closed doors and shall reach a decision on a majority vote with the Chairperson having the casting vote in the event of equality as set out in The Disciplinary Committee Terms of Reference.

5.5.9. When imposing a sanction an Appeal Panel shall describe the precise nature of any suspension and its scope and the extent of any activities restricted and/or prohibited.

5.5.10. The decision of the Appeal Panel shall be communicated in written to the relevant Union, Player, Person or other party concerned and/or their representatives as soon as reasonably practicable and shall be binding upon notification to the Union, Player and/or Person concerned or their representatives. The suitable Decision form available in the Appendices of this document shall be used.

5.5.11. The decision of an Appeal Panel shall be final and binding upon the parties, and there shall be no further right of appeal from it.

## 6. COSTS

The costs of administering the Disciplinary Panels shall be borne by Rugby Europe.

Unless otherwise determined by Rugby Europe Disciplinary Committee, each of the parties involved shall cover its own costs incurred in bringing or defending disciplinary proceedings.

## 7. LIABILITY

No member of the Disciplinary Committee, nor any Disciplinary Officer or Investigator or member of Rugby Europe staff may be held personally liable for any act or omission relating to any investigation, case, procedure, or decision.

## 8. GENERAL

**8.1.** These Disciplinary Regulations may only be amended if approved by The Board of Directors.

**8.2.** In case of a topic, subject, etc. not being covered by these regulations or in case of a conflict of interpretation, it will be up to the Disciplinary Committee to provide an arbitration.

**8.3.** Arbitrage from the Disciplinary Committee may be appealed. In that eventuality, Rugby Europe Board of Directors will provide a final arbitrage. Their decision will be final and binding.

**8.4.** For some tournaments, the disciplinary section of the tournament manual may add specific disciplinary regulations to be respected by the teams.



APPENDIX 1: Table of recommended sanctions for offences within the playing enclosure

Extract of World Rugby [Regulation 17 Appendix 1](#)

Note: Any act of foul play where the person committing the act of foul play makes contact with an opponent's head and/or the neck, and that contact with the head and/or neck warrants a red card, shall result in at least a mid-range sanction (5)

Note: Where a Player receives a mid-range or top-end sanction, a Disciplinary Panel/Judicial Officer/Appeal Panel/Appeal Officer may, at its discretion, agree that one week of the sanction may be replaced by a "Coaching Intervention" that complies with the World Rugby Coaching Intervention Programme (6)

9.11 Players must not do anything that is reckless or dangerous to others including leading with the elbow or forearm, or jumping into, or over, a tackler.

Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks	Max: 52 weeks
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9.12 A player must not physically abuse anyone. Physical abuse includes, but is not limited to:

Biting	Low-end: 12 weeks	Mid-range: 18 weeks	Top-end: 24+ weeks	Max: 208 weeks
Intentional Contact with Eye(s) (7)	Low-end: 12 weeks	Mid-range: 18 weeks	Top-end: 24+ weeks	Max: 208 weeks
Reckless Contact with Eye(s) (8)	Low-end: 6 weeks	Mid-range: 12 weeks	Top-end: 18+ weeks	Max: 208 weeks
Contact with Eye Area (9)	Low-end: 4 weeks	Mid-range: 8 weeks	Top-end: 12+ weeks	Max: 52 weeks
Punching or striking with hand, arm, elbow or shoulder	Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks	Max: 52 weeks
Striking with head (10)	Low-end: 6 weeks	Mid-range: 10 weeks	Top-end: 16+ weeks	Max: 104 weeks
Striking with knee	Low-end: 4 weeks	Mid-range: 8 weeks	Top-end: 12+ weeks	Max: 52 weeks
Stamping or Trampling	Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 12+ weeks	Max: 52 weeks
Tripping	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 8+ weeks	Max: 52 weeks
Kicking	Low-end: 4 weeks	Mid-range: 8 weeks	Top-end: 12+ weeks	Max: 52 weeks

9.12 A player must not verbally abuse anyone. Verbal abuse includes, but is not limited to, abuse based on: religion, color, national or ethnic origin, sexual orientation.

Low-end: 6 weeks	Mid-range: 12 weeks	Top-end: 18+ weeks	Max: 52 weeks
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9.13 A player must not tackle an opponent early, late or dangerously. Dangerous tackling includes, but is not limited to, tackling or attempting to tackle an opponent above the line of the shoulders even if the tackle starts below the line of the shoulders.

Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks	Max: 52 weeks
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9.14 A player must not tackle an opponent who is not in possession of the ball.

Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks	Max: 52 weeks
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9.15 Except in a scrum, ruck or maul, a player who is not in possession of the ball must not hold, push, charge or obstruct an opponent not in possession of the ball.

Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks	Max: 52 weeks
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9.16 A player must not charge or knock down an opponent carrying the ball without attempting to grasp that player.

Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks	Max: 52 weeks
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9.17 A player must not tackle, charge, pull, push or grasp an opponent whose feet are off the ground.

Low-end: 4 weeks	Mid-range: 8 weeks	Top-end: 12+ weeks	Max: 52 weeks
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9.18 A player must not lift an opponent off the ground and drop or drive that player so that their head and/or upper body make contact with the ground.

Low-end: 6 weeks	Mid-range: 10 weeks	Top-end: 14+ weeks	Max: 52 weeks
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9.19 Dangerous play in a scrum.

- a. The front row of a scrum must not form at a distance from its opponents and rush against them.
- b. A front-row player must not pull an opponent.
- c. A front-row player must not intentionally lift an opponent off their feet or force the opponent upwards out of the scrum.
- d. A front-row player must not intentionally collapse a scrum.

Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 8+ weeks	Max: 52 weeks
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9.20 Dangerous play in a ruck or maul.

- a. A player must not charge into a ruck or maul. Charging includes any contact made without binding onto another player in the ruck or maul.

Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks	Max: 52 weeks
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- b. A player must not make contact with an opponent above the line of the shoulders.
- c. A player must not intentionally collapse a ruck or a maul.

Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 8+ weeks	Max: 52 weeks
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- d. A player may remove the jackler from the tackle area by pushing/driving them backwards (including by grabbing the knee/leg), but must not roll, pull or twist an opponent.

Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks	Max: 52 weeks
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- e. A player must not drop their weight onto an opponent or target the lower limbs..

Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks	Max: 52 weeks
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9.25 A player must not intentionally charge or obstruct an opponent who has just kicked the ball.

Low-end: 2 weeks	Mid-range: 6 weeks	Top-end: 10+ weeks	Max: 52 weeks
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9.27 A player must not do anything that is against the spirit of good sportsmanship including but not limited to:

Hair pulling or grabbing	Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks	Max: 52 weeks
Spitting at anyone	Low-end: 4 weeks	Mid-range: 8 weeks	Top-end: 12+ weeks	Max: 52 weeks
Grabbing, twisting or squeezing the genitals (and/or breasts in the case of female players)	Low-end: 12 weeks	Mid-range: 18 weeks	Top-end: 24+ weeks	Max: 208 weeks
Other	Low-end: 4 weeks	Mid-range: 8 weeks	Top-end: 12+ weeks	Max: 52 weeks

9.28 A player must not disrespect the authority of a Match Official.

Low-end: 2 weeks	Mid-range: 4 weeks	Top-end: 6+ weeks	Max: 52 weeks
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9.28 A player must not verbally abuse a Match Official. Verbal abuse includes, but is not limited to, abuse based on: religion, colour, national or ethnic origin, sexual orientation.

Low-end: 6 weeks	Mid-range: 12 weeks	Top-end: 18+ weeks	Max: 52 weeks
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9.28 A player must not make physical contact with Match Officials.

Low-end: 6 weeks	Mid-range: 12 weeks	Top-end: 18+ weeks	Max: 52 weeks
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9.28 A player must not use threatening actions or words towards Match Officials.

Low-end: 12 weeks	Mid-range: 24 weeks	Top-end: 48+ weeks	Max: 260 weeks
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9.28 A player must not physically abuse Match Officials.

Low-end: 24 weeks	Mid-range: 48 weeks	Top-end: 96+ weeks	Max: life
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In respect of offences not referred to in Appendix 1 above, appropriate sanctions may be imposed at the discretion of the relevant Judicial Officer, Disciplinary Committee, Appeal Officer and/or Appeal Committee (as the case may be).

Notwithstanding the Sanctions in Appendix 1 and/or the provisions of Regulations 17.19 to 17.21 in cases where the player's actions constitute mid-range or top-end offending for any type of offence which had the potential to result and, in fact, did result in serious/gross consequences to the health of the victim, the Judicial Officers and/or Disciplinary Committees may impose any period of suspension including a suspension for life.

[5] The note does not apply to:

(i) Laws 9.12 (biting, contact with eye(s)/eye area and striking with head), 9.18 and 9.27 (hair pulling) where the relevant entry points reflect the specific nature of the foul play.

(ii) Where the Disciplinary Committee or Judicial Officer having completed steps 1-3 of Regulation 17.17-17.20 inclusive, and having taken into account the application of the Coaching Intervention Programme where relevant, considers that the sanction would be wholly disproportionate to the offending player's fault and the consequences thereof.

[6] The World Rugby Coaching Intervention Programme is only available for foul play offences occurring under the "Head Contact Process". The initiative is open to leagues/competitions offering the highest levels of player welfare by utilising the HIA process. This ensures a consistency in the approach, and quality of footage for the review process.

[7] [8] & [9] The "eye" involves all tissues including the eye lids within and covering the orbital cavity and the "eye area" is anywhere in close proximity to the eye.

[10] Head-on-head contact arising out of a tackle situation should ordinarily be sanctioned under Law 9.13 below.



APPENDIX 2: Table of recommended sanctions for offences within the playing enclosure – adjusted for underage rugby

Extract of [World Rugby Regulation 17 Appendix 3](#)

Note: Any act of foul play where the person committing the act of foul play makes contact with an opponent’s head and/or the neck, and that contact with the head and/or neck warrants a red card, shall result in at least a mid-range sanction (12)

9.11 Players must not do anything that is reckless or dangerous to others including leading with the elbow or forearm, or jumping into, or over, a tackler.

Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches

9.12 A player must not physically abuse anyone. Physical abuse includes, but is not limited to:

Biting	Up to U15s Sanction	Low-end: 4 matches	Mid-range: 8 matches	Top-end: 12 + matches
	U16 to U18 Sanction	Low-end: 8 matches	Mid-range: 10 matches	Top-end: 14+ matches
Intentional contact with Eye(s) (13)	Up to U15s Sanction	Low-end: 4 matches	Mid-range: 8 matches	Top-end: 12+ matches
	U16 to U18 Sanction	Low-end: 8 matches	Mid-range: 10 matches	Top-end: 14+ matches
Reckless contact with Eye(s) (14)	Up to U15s Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 8+ matches
	U16 to U18 Sanction	Low-end: 4 matches	Mid-range: 6 matches	Top-end: 12+ matches
Contact with Eye Area (15)	Up to U15s Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches
	U16 to U18 Sanction	Low-end: 4 matches	Mid-range: 6 matches	Top-end: 10+ matches
Punching or striking with hand, arm, elbow or shoulder	Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
	U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches
Striking with head (16)	Up to U15s Sanction	Low-end: 2 matches	Mid-range: 4 matches:	Top-end: 6+ matches
	U16 to U18 Sanction	Low-end: 4 matches	Mid-range: 6 matches	Top-end: 10+ matches
Striking with knee	Up to U15s Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches
	U16 to U18 Sanction	Low-end: 4 matches	Mid-range: 6 matches	Top-end: 8+ matches
Stamping or Trampling	Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches

	U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 10+ matches
Tripping	Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
	U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches
Kicking	Up to U15s Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches
	U16 to U18 Sanction	Low-end: 4 matches	Mid-range: 6 matches	Top-end: 10+ matches

9.12 A player must not verbally abuse anyone. Verbal abuse includes, but is not limited to, abuse based on: religion, colour, national or ethnic origin, sexual orientation.

Up to U15s Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches
U16 to U18 Sanction	Low-end: 4 matches	Mid-range: 8 matches	Top-end: 12+ matches

9.13 A player must not tackle an opponent early, late or dangerously. Dangerous tackling includes, but is not limited to, tackling or attempting to tackle an opponent above the line of the shoulders even if the tackle starts below the line of the shoulders.

Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 6 matches	Top-end: 8+ matches

9.14 A player must not tackle an opponent who is not in possession of the ball.

Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 6 matches	Top-end: 8+ matches

9.15 Except in a scrum, ruck or maul, a player who is not in possession of the ball must not hold, push, charge or obstruct an opponent not in possession of the ball.

Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches

9.16 A player must not charge or knock down an opponent carrying the ball without attempting to grasp that player.

Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 6 matches	Top-end: 8+ matches

9.17 A player must not tackle, charge, pull, push or grasp an opponent whose feet are off the ground.

Up to U15s Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches
U16 to U18 Sanction	Low-end: 4 matches	Mid-range: 6 matches	Top-end: 10+ matches

9.18 A player must not lift an opponent off the ground and drop or drive that player so that their head and/or upper body make contact with the ground.

Up to U15s Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches
U16 to U18 Sanction	Low-end: 4 matches	Mid-range: 6 matches	Top-end: 10+ matches

9.19 Dangerous play in a scrum.

- a. The front row of a scrum must not form at a distance from its opponents and rush against them.
- b. A front-row player must not pull an opponent.
- c. A front-row player must not intentionally lift an opponent off their feet or force the opponent upwards out of the scrum.
- d. A front-row player must not intentionally collapse a scrum..

Up to U15s Sanction	Low-end: warning (17)	Mid-range: 1 match	Top-end: 2+ matches
U16 to U18 Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches

9.20 Dangerous play in a ruck or maul.

- a. A player must not charge into a ruck or maul. Charging includes any contact made without binding onto another player in the ruck or maul.

Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches

- b. A player must not make contact with an opponent above the line of the shoulders.
- c. A player must not intentionally collapse a ruck or a maul.

Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches

- d. A player may remove the jackler from the tackle area by pushing/driving them backwards (including by grabbing the knee/leg), but must not roll, pull or twist an opponent.

Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches

- e. A player must not drop their weight onto an opponent or target the lower limbs.

Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches

9.25 A player must not intentionally charge or obstruct an opponent who has just kicked the ball.

Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 6 matches	Top-end: 8+ matches

9.27 A player must not do anything that is against the spirit of good sportsmanship including but not limited to:

Hair pulling or grabbing	Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
	U16 to U18 Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches
Spitting at anyone	Up to U15s Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches
	U16 to U18 Sanction	Low-end: 4 matches	Mid-range: 6 matches	Top-end: 10+ matches
Grabbing, twisting or squeezing the genitals (and/or breasts in the case of female players)	Up to U15s Sanction	Low-end: 4 matches	Mid-range: 6 matches	Top-end: 12+ matches
	U16 to U18 Sanction	Low-end: 6 matches	Mid-range: 12 matches	Top-end: 18+ matches
Other	Up to U15s Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches
	U16 to U18 Sanction	Low-end: 4 matches	Mid-range: 6 matches	Top-end: 10+ matches

9.28 A player must not disrespect the authority of a Match Official

Up to U15s Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches
U16 to U18 Sanction	Low-end: 1 match	Mid-range: 2 matches	Top-end: 4+ matches

9.28 A player must not verbally abuse a Match Official. Verbal abuse includes, but is not limited to, abuse based on: religion, colour, national or ethnic origin, sexual orientation.

Up to U15s Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches
U16 to U18 Sanction	Low-end: 4 matches	Mid-range: 6 matches	Top-end: 10+ matches

9.28 A player must not make physical contact with Match Officials.

Up to U15s Sanction	Low-end: 2 matches	Mid-range: 4 matches	Top-end: 6+ matches
U16 to U18 Sanction	Low-end: 4 matches	Mid-range: 6 matches	Top-end: 10+ matches

9.28 A player must not use threatening actions or words towards Match Officials.

Up to U15s Sanction	Low-end: 4 matches	Mid-range: 6 matches	Top-end: 12+ matches
U16 to U18 Sanction	Low-end: 6 matches	Mid-range: 12 matches	Top-end: 24+ matches

9.28 A player must not physically abuse Match Officials.

Up to U15s Sanction	Low-end: 6 matches	Mid-range: 12 matches	Top-end: 24+ matches
U16 to U18 Sanction	Low-end: 12 matches	Mid-range: 24 matches	Top-end: 48+ matches

[12] The note does not apply to Laws 9.12 (biting, contact with eye(s)/eye area and striking with head), 9.18 and 9.27 (hair pulling) where the relevant entry points reflect the specific nature of the foul play..

*[13] [14] & [15] The “eye” involves all tissues including the eye lids within and covering the orbital cavity and the “eye area” is anywhere in close proximity to the eye.*

*[16] Head-on-head contact arising out of a tackle situation should ordinarily be sanctioned under Law 9.13 below.*

*[17] A Warning shall form part of the Players disciplinary record while at Underage level but not extend into their senior disciplinary record.*



APPENDIX 3: Forms



APPENDIX 4: Sanctions guidance for accumulation of Temporary Suspensions and/or Citing Commissioner Warnings

Extract of [World Rugby Regulation 17 Appendix 4](#)

1. There is deliberately no guidance within the World Rugby sanctions table(s) to assist a Judicial Officer or Judicial Committee to determine the appropriate sanction in relation to accumulated Temporary Suspensions and/or Citing Commissioner Warnings. This is an area where judicial discretion is required given the multiple permutations that could emerge. A Judicial Officer or Judicial Committee may be required to consider whether to apply sanctions against Players for accumulation of Temporary Suspensions and/or Citing Commissioner Warnings in two circumstances:
  - a) where a Player has received three Temporary Suspensions and/or Citing Commissioner Warnings (or a combination thereof) in a particular tournament or series and/or five Temporary Suspensions and/or Citing Commissioner Warnings in a season of the RE Sevens Series and the Judicial Officer or Judicial Committee is required to consider whether any further penalty should be imposed by reason of the Player's persistent Foul Play (Regulations 17.9.5 and 17.37.2(a)); or
  - b) where a Player has received two Temporary Suspensions and/or Citing Commissioner Warnings in one Match which in the case of a Temporary Suspension led to him being Ordered Off on receipt of the second temporary suspension (Regulation 17.9.4).
  
2. It is assumed for the purposes of this Appendix that none of the relevant Temporary Suspensions resulted in a subsequent citing which was upheld by a Judicial Officer. In such cases the Temporary Suspension event which has been cited falls away and is replaced by the decision arising from the citing.
  - A. Player receives three Temporary Suspensions and/or Citing Commissioner Warnings in a Tournament/Series or five in a Sevens Series**
    1. The Judicial Officer or Judicial Committee is required to apply a sanction for the offence of persistent offending, not for the substantive offences relating to each Temporary Suspension and/or Citing Commissioner Warning. Ordinarily, the appropriate entry point sanction in such circumstances is a suspension of one to three weeks depending upon the seriousness of the offending. Sanctioning in these circumstances should be determined by reference to the methodology in Regulations 17.17 to 17.21 and in particular to the application of mitigating and aggravating factors.
    2. The Judicial Officer or Judicial Committee may, however, decide to apply no sanction in the following circumstances:
      - (a) where one or more of the Temporary Suspensions and/or Citing Commissioner Warnings was applied as a result of mistaken identity; or
      - (b) exceptional circumstances exist which would warrant no sanction being imposed. This situation could arise when:
        - (i) a Player was temporarily suspended for an act of Foul Play but on review it was clear that there was no Foul Play or only a minor act of Foul Play had been committed which would not have warranted a Temporary Suspension or Citing Commissioner Warning;
        - (ii) some of the Temporary Suspensions were awarded for technical offences following a team warning by the referee or for what are characterised as so-called technical offences not involving a breach of Laws 9.11 to 9.28 inclusive.
  - B. Player receives two Temporary Suspensions/Citing Commissioner Warnings in one Match**
    1. The Judicial Officer or Judicial Committee is required to apply a sanction for the offence of persistent offending, not for the substantive offences relating to each Temporary Suspension and/or Citing Commissioner Warning. Ordinarily, the appropriate entry point

for persistent offending within a single Match is a suspension of one to two weeks. Sanctioning in these circumstances should be determined by reference to the methodology in Regulations 17.17 to 17.21 and in particular to the application of mitigating and aggravating factors.

2. The Judicial Officer or Judicial Committee may decide that sending off was sufficient (or otherwise that no further sanction is appropriate) in the following circumstances:
  - (a) where either of the Temporary Suspensions or Citing Commissioner Warnings was applied as a result of mistaken identity; or
  - (b) that exceptional circumstances exist which would warrant no further sanctions being imposed. This situation could arise when a Player was temporarily suspended for an act of Foul Play but on review it was clear that there was no Foul Play or only a minor act of Foul Play had been committed which would not have warranted a Temporary Suspension and/or Citing Commissioner Warning;
  - (c) any of the Temporary Suspensions were awarded for so-called technical offences (including following a team warning) not involving a breach of Laws 9.11 to 9.28 inclusive.

*This version of the document was approved by the Board of Directors on April 10<sup>th</sup>, 2026*

