



Managing Dissent and Swearing.

Importantly this document is not intended:

- . to be prescriptive of the sanctions which will be applied in every instance;
- . to take away the umpires' ability to manage the game and apply their common sense; or
- . to discourage a dialogue between players and umpires in appropriate circumstances.

However, this policy does represent a standard which should be enforced by umpires in the majority of cases.

1 ROLE OF THE CAPTAIN

Rule 3.4 States "Captains are responsible for the behaviour of all players on their team and for ensuring that substitutions of players on their team are carried out correctly. A personal penalty is awarded if a captain does not exercise these responsibilities". The importance of this rule cannot be underestimated.

Umpires will expect and must receive the assistance of both captains at all times to assist their management of the game. As indicated, a personal penalty should be awarded to a captain who does not exercise his/her responsibilities. (a replacement Captain must be nominated for the duration of any suspension)

2 SWEARING

Swearing is unacceptable on a hockey field. All instances of audible swearing will be dealt with by the umpires with a personal and/or team penalty being applied where appropriate. The personal penalties may include:

- (a) A verbal warning;
- (b) A green card; or
- (c) A yellow card; or
- (d) A red card.

In addition, a team penalty may be awarded resulting in the upgrading or reversal of a decision as appropriate.

Swearing directed at an opponent or a spectator should be punished with a minimum personal penalty of a Yellow card.

The duration of any Yellow card will reflect the seriousness of the offence.

Swearing directed at an umpire, about the decision of an umpire, or at any other official will not be tolerated and should be punished with a personal penalty of a Red card.

Swearing which is audible only within a short distance or which is genuinely borne out of frustration (but not in reaction to a decision of the umpires) will generally be dealt with by a verbal caution in the





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first instance, perhaps even without the game stopping. Subsequent or repeated occurrences will see more severe penalties applied.

3 DISSENT/VERBAL ABUSE

Dissent or verbal abuse directed towards an umpire, about the decision of an umpire, at an opponent, any other official or a spectator should be dealt with at the earliest opportunity before it escalates.

The manner in which it is dealt with will reflect the seriousness of the offence.

Team penalties may also be applied.

A captain may be invited to deal with the first instance of verbal abuse between members of his/her own team unless it is particularly serious. Thereafter, the umpires will apply such penalties as they see fit.

4 PERSISTENT QUESTIONING/INDIRECT DISSENT

Persistent questioning of or complaining about umpires' decisions undermines their authority and is unacceptable. Whilst there will always be individual instances of questioning the umpires' decisions during a match, this should ordinarily be undertaken by the captain and always in an appropriate manner. Any explanation offered by an umpire will be the end of the matter and not be subject to further discussion during the match.

Persistent questioning, indirect comments about umpires, their decisions, non-verbal dissent (e.g. throwing away the stick) and generally petulant behaviour will be dealt with in the same manner as swearing in section 2 above.

5 SURROUNDING UMPIRES

Surrounding an umpire means more than 2 players approaching an umpire to contest a decision.

Surrounding umpires is unacceptable and will be punished by the umpires in every instance. On the first occasion the 3rd player will be awarded a green card and the Captain warned to control his players. On subsequent occasions, the offending players and/or the Captain should be punished with a minimum personal penalty of a yellow card.

6 APPEALING

Encouraging umpires to award cards to members of the opposing team is unacceptable. Players doing this (either verbally or by waving imaginary cards) will be dealt with in every instance in the same manner as swearing in section 2 above.

