

Discipline Jurisdiction

This is to clarify the process in respect of behaviour by NPUA members, whilst representing NPUA in any capacity, which is deemed unacceptable.

At the outset, it is important to establish that submissions made to England Hockey in respect of their 'Code of Conduct' will not, in addition, be subject to NPUA sanctions. NPUA will support England Hockey in their pursuit to improve the game and eradicate behaviour which is unacceptable.

Whilst it would help to define exactly what behaviour NPUA deem to be unacceptable, an exhaustive list of individual situations would not be feasible, therefore the following guidelines should be used to guide members in consideration of this matter.

This procedure is concerned with behaviour that could be perceived or deemed to:

- bring the NPUA or umpiring into disrepute
- have, or could be seen to have, a detrimental effect on performance
- demonstrate a characteristic of discrimination, harassment, bullying or failure to fully respect the rights, dignity or worth of others.

To help clarify the process within NPUA, it is necessary to define what falls within the remit of selection and what falls within the remit of the NPUA code of conduct.

The NPUA code of conduct is overseen by the Executive Committee (EC).

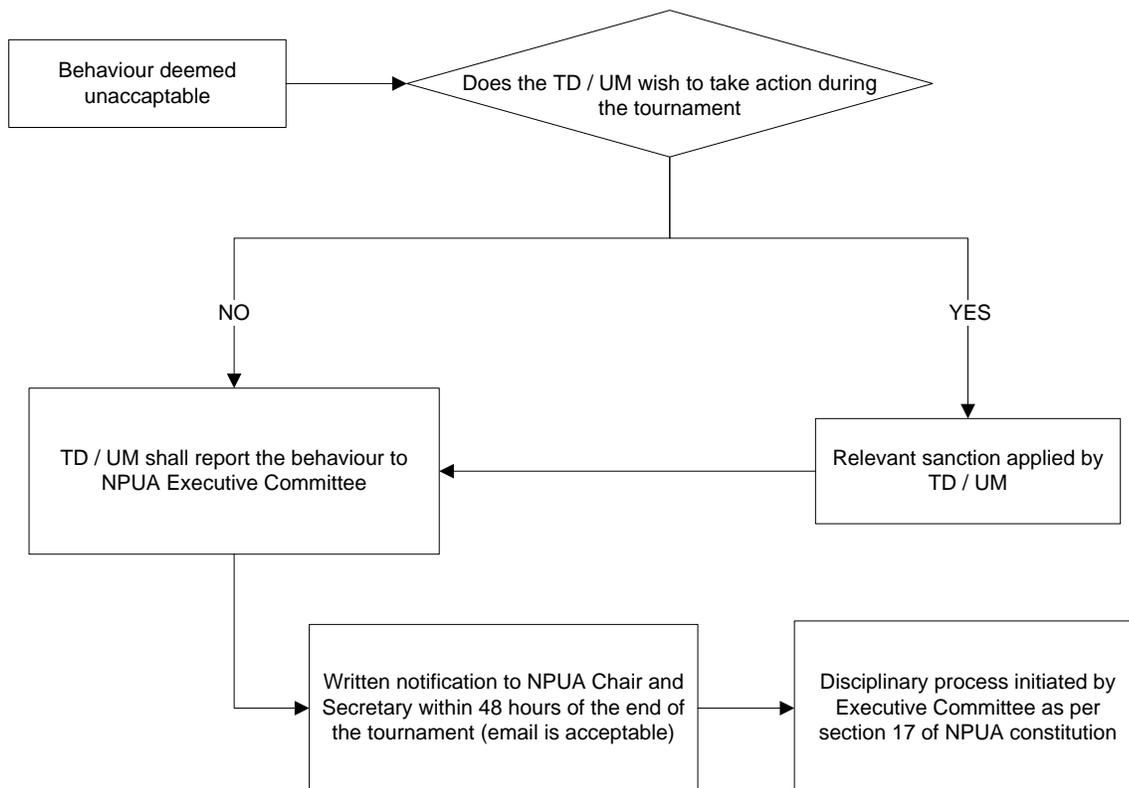
Selection

During a tournament, the full jurisdiction of selection lies with the umpire manager (UM) or appointed Tournament Director (TD). For instances of behaviour that are not deemed acceptable by the TD or UM, the UM or TD may impose sanctions relating to appointments for the duration of the tournament.

In addition to this, the UM or TD shall alert the EC as to the unacceptable behaviour for further sanctions to be considered – this can be in addition to, but not limited to, any sanctions which were imposed by the UM or TD.

All instances of unacceptable behaviour must be brought to the attention of the EC, this should be done so by notifying the Chair & Secretary in writing (email is acceptable) within 48 hours of conclusion of the tournament.

Tournament Process Flowchart



Code of Conduct

All instances of unacceptable behaviour which occur before, during or after a single match, outside of an event in which there is an appointed TD or UM, (which is not subject to an England Hockey disciplinary case) would be dealt with as an issue of code of conduct.

The EC will deal with any reported issues in accordance with section 17 of the NPUA constitution.

All instances which are reported to the EC by an UM or TD, as detailed above, and considered by the EC to warrant further sanctions will also be dealt with in accordance with section 17 of the NPUA constitution.

Sanctions

In all cases where sanctions are to be imposed, the relevant body (UM, TD or Exec) may draw on the experience or knowledge of individuals or committee(s) within the NPUA. For instance the Executive may ask for guidance of a suitable sanction from the selection committee.