

(b) the need to deter a particular type or 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;

Code of Conduct

Aggravating and/or Mitigating Factors

13.4 In determining the appropriate sanction(s), the Code of Conduct Committee shall have regard to any relevant aggravating and mitigating factors, including the following:

(a) the presence and timing of an acknowledgement of culpability/ wrongdoing by the Relevant Person or Relevant Organisation;

(b) the Relevant Person's or Relevant Organisation's disciplinary record and/or good character;

(c) the conduct prior to and at the hearing;

(d) remorse for the conduct including the timing of such remorse including any steps taken to rectify any wrongdoing;

(e) any directives from a Relevant Organisation regarding match official abuse; and

(f) any other aggravating and/or mitigating factors considered relevant by the Code of Conduct Committee.

It is important to note that a "Relevant Person" includes:

(a) Individual Member

(b) Participant;

(c) Employee;

(d) Contractor;

(e) Volunteer; and

(f) Any other individual who has agreed to be bound by the Code of Conduct (each of these parties are defined in the Code).

Further, it also is important to note that "Relevant Organisation" includes:

(a) Rugby AU;

(b) Member Unions;

(c) Affiliated Unions ;

(d) Rugby Bodies ; and

(e) Any other organisation that has agreed to be bound by this Code (each of these organisations are defined in the Code and include South Australian Rugby Union)

Next Steps

Please ensure that you remind all of your players of Law 28 of World Rugby's Laws of the Game, that provides that players must respect the authority of the referee and they must not dispute the referee's decisions.



Furthermore, that the on-field sanctions set out in the Disciplinary Rules (see below) will be increased where necessary to deal with any cases of match-official abuse that come before our disciplinary committees in the future.

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 |
|-------------------------|---------------------------|--------------------------|----------------------|

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 |
|-------------------------|----------------------------|---------------------------|----------------------|

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 |
|-------------------------|----------------------------|---------------------------|----------------------|

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 |
|--------------------------|----------------------------|---------------------------|-----------------------|

9.28 A player must not physically abuse Match Officials.

| | | | |
|--------------------------|----------------------------|---------------------------|------------------|
| Low-end: 24 weeks | Mid-range: 48 weeks | Top end: 96+ weeks | Max: Life |
|--------------------------|----------------------------|---------------------------|------------------|

Furthermore, that all participants are obliged to comply with the expected standards of behaviour as set out in the Code of Conduct, are reminded of the following:

Clause 4.1 (x) - Relevant Persons and Relevant Organisations must, at all times, accept and respect the authority of match officials, refrain from using any offensive language or behaviour, show unnecessary dissension, displeasure towards match officials, whether on or off the field of play or any other official from relevant Organisation.

Furthermore, as set out above, that sanctions will be increased where necessary to deal with any cases of match-official abuse that come before our Code of Conduct Committees in the future.

In terms of any incidents of Match Official abuse or negative behaviours at match venues, please ensure that these are immediately reported to the appointed Ground Marshal(s) so that action taken at the time and escalated thereafter if necessary.

As you are all no doubt aware, we are currently experiencing a shortage of Match Officials in SA and it is very challenging to recruit and retain them if they are subject to abuse.

Thank you for assistance in working together with RUSA to sort this serious issue out and good luck to all our teams this weekend.

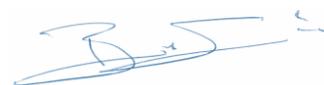
Kind Regards,



Carl Jones
Chief Executive Officer
Rugby Union South Australia



Dave Gunning
President
South Australian Rugby Union
Referees Association



Brett Smith
Chairman
Rugby Union South
Australia

