



Guidelines on Disciplinary Sanctions & The Standard Minimum Penalties

GENERAL PRINCIPLES

Each convened Disciplinary Panel has its own discretion in deciding the appropriate penalty based on the facts of the matter before them. Precedent will not bind Disciplinary Panels.

When considering a misconduct charge that would have been dealt with under the FAW's Disciplinary Procedures Concerning Field Offences had it been seen and reported by the match referee, the Panel may give consideration to the automatic penalty that would have been imposed in accordance with the aforesaid procedures.

Each panel has total discretion when awarding an order of costs in favour of the FAW and situations may arise where the costs order is greater than the fine imposed.

In considering the penalty, a Disciplinary Panel may consider the following:

- The Minimum Standard Penalty as set out below – please note that these penalties only suggest the minimum fine and minimum suspension for a broad description of a Disciplinary Offence.
- The Category of Suspension to be applied.
- The relative seriousness of the offence – factors such as the words used, physical behaviour and time elements maybe taken into account.
- Any mitigating or aggravating factors that are submitted by the defendant – it is the responsibility of the defendant to explain/produce any mitigating factors. A Panel may also consider a plea for leniency, however, this carries less weight than mitigating factors.
- Whether it is a first offence or a repeat offender.
- If there are two or more defendants, discriminating factors between them may be considered with regards to sentencing.
- Is the defendant in a position where a higher standard of behaviour can be legitimately expected, for example, a Club Official or an experienced player. Consequently, a higher level of penalty may be considered to be appropriate.
- Where a defendant has admitted to the offence – legitimate credit should be given to such honesty.
- Where a defendant has failed to respond to a charge of misconduct, a higher level of penalty may be considered appropriate.

GUIDELINES ON PENALTIES

In consideration of the wide range of potential offences and the varying degree of seriousness that applies to any incident, a comprehensive list cannot be created. The guidelines set out the Standard Minimum Penalty. When considering the appropriate level of a fine, a Disciplinary Panel may give consideration to the player's contractual status and the Club's level within the national structure of the game. Under exceptional circumstances, variations to the Standard Minimum Penalty may be considered.

For this purpose, the levels referred to in this document will refer to the following leagues/divisions:

- Level 1** The Cymru Premier
 The Welsh Premier Women's League

- Level 2** The Cymru North
 The Cymru South

- Level 3** The Ardal League South East
 The Ardal League South West
 The Ardal League North East
 The Ardal League North West

- Level 3R** The FAW Reserve Leagues

- Level 3Y** The Cymru Premier Development League
 The FAW Youth Leagues

- Level 3F** The FAW Futsal League
 The FAW Futsal Cup

Previous Disciplinary Records will be considered by a Disciplinary Panel.

Where a Disciplinary Panel considers and accepts any mitigating factors in their decision, the Panel may reduce the fine and/or suspension imposed as recommended by the Standard Minimum Penalties. Likewise, where a Disciplinary Panel considers and accepts any aggravating factors in their decision, the Panel may increase the fine and/or suspension imposed as recommended by the Standard Minimum Penalties.

Please note, Assaults on Match Officials and Doping Offences have been omitted from these guidelines as these are currently covered under separate regulations contained within the FAW Handbook.

DISCIPLINARY OFFENCES

Rule 38.1.1 – Violate the Laws / Rules / Regulations

1 Breach by Club

Standard Minimum Penalty: *Warning as to future conduct; and*

Level 1 & 2	-	<i>£180.00 fine + costs</i>
Level 3, 3R, 3Y & 3F	-	<i>£150.00 fine + costs</i>

2. Breach by Participant

Standard Minimum Penalty: *One (1) Match; and*

Level 1 & 2	-	<i>£120.00 fine + costs</i>
Level 3, 3R & 3F	-	<i>£90.00 fine + costs</i>
Level 3Y	-	<i>£60.00 fine + costs</i>

3. Breach of FAW's Regulations on the Use of Social Media by Participant

Standard Minimum Penalty: *Three (3) Matches; and*

Level 1 & 2	-	<i>£150.00 fine + costs</i>
Level 3, 3R & 3F	-	<i>£120.00 fine + costs</i>
Level 3Y	-	<i>£75.00 fine + costs</i>

4. Breach of FAW's Regulations on the Use of Social Media by Club

Standard Minimum Penalty:

Level 1 & 2	-	<i>£180.00 fine + costs</i>
Level 3, 3R, 3F & 3Y	-	<i>£150.00 fine + costs</i>

Where a comment or post on social media is:

- *threatening or intimidating or violent in nature; and/or*
- *depicts an act of violence or harm; and/or*
- *grossly offensive; and/or*
- *any other comment that any reasonable person may determine to be extreme in its nature.*

Panels have the absolute discretion to impose severe sanctions against the Subordinate or Member concerned.

Rule 38.1.1 / 38.1.6 – Breach of suspension imposed

1. A participant participating whilst under suspension

Standard Minimum Penalty: *For every match participated in whilst under suspension, the participant must serve the original suspension plus two (2) additional matches per match played under suspension.*

2. A club permitting the participation of a participant

Standard Minimum Penalty:

Level 1 & 2	-	£180.00 fine + costs
Level 3, 3R, 3Y & 3F	-	£120.00 fine + costs

Rule 38.1.3 – Play with/against suspended club

1. Breach by Club

Standard Minimum Penalty: *Warning as to future conduct*; and

Level 1	-	£1000.00 + costs
Level 2	-	£750.00 + costs
Level 3, 3R, 3Y & 3F	-	£450.00 + costs

2. Breach by Participant

Standard Minimum Penalty: *Three (3) Matches*; and

Level 1 & 2	-	£180.00 fine + costs
Level 3, 3R & 3F	-	£120.00 fine + costs
Level 3Y	-	£90.00 fine + costs

Rule 38.1.9 – Likely to bring the game into disrepute

1. Improper Conduct by Participant (excluding offensive/abusive/insulting language)

Standard Minimum Penalty: *One (1) Match*; and

Level 1 & 2	-	£120.00 fine + costs
Level 3, 3R & 3F	-	£90.00 fine + costs
Level 3Y	-	£60.00 fine + costs

2. Participant's use of offensive/abusive/insulting language and / or threatening behaviour before, during and after a match

Standard Minimum Penalty: *Three (3) Matches*; and

Levels 1 & 2	-	£150.00 fine + costs
Level 3, 3R & 3F	-	£120.00 fine + costs
Level 3Y	-	£75.00 fine + costs

For repeat offenders, an extra match suspension should be added to the minimum as well as an additional 50% to the minimum fine. A Panel may consider increasing the matches if the participant is persistent in the incident of misconduct being considered.

3. Violent Conduct before, during or after a match:-

- Participant towards another participant / spectator:-

Standard Minimum Penalty: *Four (4) Matches*; and

Levels 1 & 2	-	£225.00 fine + costs
Level 3, 3R & 3F	-	£150.00 fine + costs
Level 3Y	-	£120.00 fine + costs

For repeat offenders, an extra match suspension should be added to the minimum as well as an additional 50% to the minimum fine. A Panel may consider increasing the matches if the participant is persistent in the incident of misconduct being considered.

- Participant towards Match Official(s):-

See FAW Guidelines on Assaults on Match Officials

Rule 38.1.13 - Failure to conduct themselves

1. Failure of a player or club official to conduct himself/herself in an orderly fashion or refrain from violence, threatening, abusive obscene or provocative behaviour, conduct or language before, during or after a match:-

Standard Minimum Penalty: *Three (3) Matches*; and

Level 1 & 2	-	<i>£150.00 fine + costs</i>
Level 3, 3R & 3F	-	<i>£120.00 fine + costs</i>
Level 3Y	-	<i>£75.00 fine + costs</i>

2. Failure of a Club's PLAYERS to conduct themselves in an orderly fashion or refrain from violence, threatening, abusive obscene or provocative behaviour, conduct or language before, during or after a match:-

Standard Minimum Penalty:

Level 1	-	<i>£600.00 fine + costs</i>
Level 2	-	<i>£450.00 fine + costs</i>
Level 3, 3R, 3Y & 3F	-	<i>£300.00 fine + costs</i>

3. Failure of a Club's OFFICIALS to conduct themselves in an orderly fashion or refrain from violence, threatening, abusive obscene or provocative behaviour, conduct or language before, during or after a match:-

Standard Minimum Penalty:

Level 1	-	<i>£750.00 fine + costs</i>
Level 2	-	<i>£600.00 fine + costs</i>
Level 3, 3R, 3Y & 3F	-	<i>£450.00 fine + costs</i>

4. Failure of a Club's SUPPORTERS to conduct themselves in an orderly fashion or refrain from violence, threatening, abusive obscene or provocative behaviour, conduct or language before, during or after a match:-

Standard Minimum Penalty:

Level 1	-	<i>£300.00 fine + costs</i>
Level 2	-	<i>£240.00 fine + costs</i>
Level 3, 3R, 3Y & 3F	-	<i>£150.00 fine + costs</i>

Consideration should be given to the level within the Pyramid System the Club plays, the number of spectators involved and the severity of the offence. Repeat offending Clubs should have an additional amount added to the fine.

Rule 38.1.14 – Encroachment

1. Encroachment on to the pitch:-

Standard Minimum Penalty:

Level 1	-	<i>£150.00 fine + costs</i>
Level 2	-	<i>£120.00 fine + costs</i>
Level 3, 3R, 3Y & 3F	-	<i>£75.00 fine + costs</i>

Rule 38.1.15 – Missiles

1. The throwing of missiles or other potentially harmful or dangerous objects at or on to the pitch or at any person on the pitch or elsewhere in the ground:-

Standard Minimum Penalty:

Level 1	-	<i>£450.00 fine + costs</i>
Level 2	-	<i>£360.00 fine + costs</i>
Level 3, 3R, 3Y & 3F	-	<i>£225.00 fine + costs</i>

Rule 38.1.16 – Private way

1. Failure to ensure a private way (safe passage) is provided for players and match officials from the playing area to the dressing room:-

Standard Minimum Penalty:

Level 1	-	<i>£300.00 fine + costs</i>
Level 2	-	<i>£240.00 fine + costs</i>
Level 3, 3R, 3Y & 3F	-	<i>£150.00 fine + costs</i>

END