SOUTH AFRICA LACROSSE ASSOCIATION

DISCIPLINARY POLICY, REGULATIONS & COMPLAINT PROCEDURES

Document Reference: SALA-POL-DISC-2026-V1	**Effective Date:** August 2025 / Refined Sep 2026
Governing Body: South Africa Lacrosse Association Board	**Jurisdiction:** All SALA Members, Clubs & Squads

POLICY MANDATE: This document sets out the official, binding disciplinary framework for the South Africa Lacrosse Association (SALA). It provides fair, transparent, and legally sound procedures to investigate and resolve alleged breaches of the SALA Code of Conduct, High Performance Agreements, Safeguarding Directives, and Anti-Doping Regulations.

1. Purpose, Scope & Core Principles

1.1 Purpose: The South Africa Lacrosse Association (SALA) is committed to maintaining the highest standards of integrity, safety, sportsmanship, and fair play. This Disciplinary Policy and Procedure provides a structured, transparent, and enforceable mechanism to address conduct that breaches the SALA Code of Ethics & Behaviour, compromises participant welfare, or brings the sport of lacrosse into disrepute.

1.2 Scope of Jurisdiction: This policy applies unconditionally to all individuals and entities affiliated with SALA, including but not limited to:

- Individual members, registered players, social participants, and youth players;
- Coaches, assistant coaches, team managers, performance analysts, and technical personnel;
- Umpires, referees, scorekeepers, timekeepers, and match officials;
- Medical personnel, physiotherapists, team doctors, and sports science specialists;
- SALA Executive Board members, committee officers, club administrators, and volunteers;
- Affiliated member clubs, regional associations, university teams, and school bodies;
- Athletes and staff selected to SALA National Squads, High Performance programs, and international tour delegations.

1.3 Core Principles of Natural Justice: All disciplinary proceedings administered under this framework must adhere strictly to the following legal and procedural standards:

- **Right to a Fair Hearing:** Every respondent is entitled to formal notice of allegations, access to evidence, and a fair opportunity to present a defense.
- **Rule Against Bias:** No member of an investigation, hearing panel, or appeals board shall have any personal interest, prior involvement, or conflict of interest in the matter.

- **Standard of Proof:** Unless explicitly dictated otherwise by national statutory law or WADA anti-doping regulations, the standard of proof applied in all SALA disciplinary hearings is the 'balance of probabilities' (i.e., whether it is more likely than not that the alleged misconduct occurred).
- **Confidentiality:** All proceedings, evidence, witness statements, and determinations remain strictly confidential to protect the privacy and reputation of all involved parties, subject only to required statutory reporting.

2. Governance Architecture & Disciplinary Bodies

Disciplinary authority within SALA is structured hierarchically based on the severity, location, and operational context of the incident:

Disciplinary Body	Primary Jurisdiction	Key Powers & Sanctions
Member Club Committee	Internal club disputes, minor local infractions, member training conduct.	Informal resolution, verbal warnings, club-level suspensions, local mediation.
SALA General Disciplinary Panel (GDP)	Inter-club disputes, league match misconduct, general disrepute, formal code breaches.	Official reprimands, match suspensions, financial fines, club deduction of points.
High Performance Disciplinary Board (HPDB) & On-Tour Committee (TDC)	National Squads, international tours, domestic training camps, elite athlete/staff agreements.	Tour repatriation, suspension from national selection, revocation of international eligibility.
SALA Safeguarding Disciplinary Panel	Allegations of child abuse, harassment, sexual misconduct, or vulnerable person harm.	Immediate provisional suspension, permanent expulsion, referral to SAPS / statutory authorities.

3. Categorisation of Misconduct & Sanctions Matrix

Misconduct is classified into three distinct tiers based on severity, intent, and impact on the sport. The following grid outlines indicative offenses and corresponding maximum permitted sanctions:

Tier Level	Indicative Offenses & Behaviors	Permitted Disciplinary Sanctions
Tier 1: Minor Misconduct	• Minor field foul language • Failure to attend team meetings without notice	• Formal verbal warning • Written record of censure • Directive for educational task or

	• Non-damaging equipment misuse • Minor kit/uniform non-compliance	community service • Fine up to R1,000
Tier 2: Moderate Misconduct	• Abusive or aggressive language toward match officials • Repeated Tier 1 violations • Breach of National Squad curfew (non-match day) • Unauthorized media statements regarding SALA • Public bad-mouthing of opponents or umpires	• Suspension for 1 to 5 domestic/international matches • Stripping of team captaincy or leadership role • Probationary period (up to 12 months) • Fine up to R5,000
Tier 3: Major / Gross Misconduct	• Physical assault or violence on or off the pitch • Racist, sexist, homophobic, or prejudicial abuse • Child safeguarding or sexual misconduct allegations • Anti-doping rule violations (WADA code) • On-tour substance abuse or severe alcohol intoxication • Match-fixing or fraudulent financial activities	• Immediate provisional or permanent expulsion from SALA • Immediate tour repatriation at personal expense • Stripping of national honors and squad caps • Fine up to R25,000 and referral to SAPS / statutory bodies

4. Step-by-Step Domestic Complaint & Hearing Process

Where a complaint cannot be resolved informally at the member club level, the following 5-step formal process must be followed:

Step 1: Submission of Written Complaint

A formal complaint must be lodged in writing with the SALA Chief Executive / Disciplinary Chair within fourteen (14) days of the alleged incident. The complaint must detail: (a) name and contact details of the Complainant, (b) identity of the Respondent, (c) specific date, time, and location of the breach, (d) detailed narrative of events, and (e) supporting witness statements or video evidence.

Step 2: Preliminary Investigation & Triage

Within seven (7) days of receipt, the SALA Disciplinary Chair shall review the filing to assess jurisdiction. The Chair may: (a) dismiss frivolous or baseless complaints, (b) refer the matter back for local club

mediation, (c) assign an independent investigator for complex matters, or (d) issue an immediate Provisional Suspension if there is a perceived threat to participant safety.

Step 3: Formal Notice of Charge to Respondent

If a prima facie case exists, the Respondent shall be served with a formal Notice of Charge. The Notice must contain full particulars of the alleged breach and inform the Respondent of their right to submit a written defense within seven (7) business days.

Step 4: Convening the Disciplinary Panel

The SALA Board shall convene a three-person Disciplinary Panel consisting of a Chair (legally or administratively qualified) and two independent panel members with no connection to the parties. The panel shall schedule a formal hearing, giving all parties at least seven (7) days' written notice.

Step 5: Hearing, Determination & Written Decision

The hearing may be held in-person or via secure video conference. Both parties have the right to present evidence, call witnesses, and be accompanied by a representative. The Panel deliberates in private and issues a reasoned written decision within five (5) business days, outlining findings of fact, guilt/innocence, imposed sanctions, and appeal rights.

5. On-Tour Expedited Disciplinary Regulations (National Squads)

Recognizing the time-sensitive nature of domestic training camps and international tours, a streamlined 24-hour expedited procedure applies to selected athletes and support staff when representing SALA away from home.

5.1 The On-Tour Disciplinary Committee (TDC)

During any domestic camp or overseas tour, an On-Tour Disciplinary Committee (TDC) is automatically constituted, comprising: (1) Head Coach, (2) Team Manager, and (3) SALA High Performance Representative / Executive Board Member present. If a panel member has a direct conflict of interest, the SALA President shall designate an alternate online.

5.2 Expedited 24-Hour Hearing Sequence

- Immediate Report: Offenses occurring on tour must be reported to the Team Manager within four (4) hours.
- Formal Notification: The athlete or staff member is served with written notice of the charge and summoned to appear before the TDC within twelve (12) hours.
- Summary Hearing: The TDC conducts a summary hearing, allowing the respondent to state their case and present relevant witness testimony.
- Immediate Sanctions: The TDC may issue immediate penalties, including: (a) formal written reprimand, (b) match/training suspension, (c) removal of playing privileges, or (d) immediate repatriation to South Africa.

- Repatriation Protocol: If repatriation is ordered for gross misconduct, the individual will be safely escorted to the nearest airport. All additional travel and logistics costs are immediately re-chargeable to the individual (or parent/guardian if a minor).

6. Appeals Framework & Procedure

6.1 Grounds for Appeal: A decision of the SALA General Disciplinary Panel or On-Tour Disciplinary Committee may be appealed strictly on one or more of the following grounds:

- Failure to follow fundamental principles of natural justice or procedural fairness;
- New, compelling evidence has emerged that was not reasonably available at the time of the original hearing;
- The sanction imposed is manifestly excessive, disproportionate, or grossly lenient;
- Misinterpretation or misapplication of the SALA Code of Conduct or relevant regulations.

6.2 Filing an Appeal: To lodge an appeal, the Appellant must submit a formal Notice of Appeal to the SALA President within seven (7) days of receiving the written determination (or within 24 hours for on-tour decisions). The appeal must be accompanied by an appeal administration fee of R2,500 (refundable if the appeal is upheld in full).

6.3 Appeals Tribunal Decision: The SALA Appeals Tribunal, composed of three independent senior administrators or legal practitioners, shall review the record. The Appeals Tribunal may confirm, reverse, or vary the original decision or adjust the penalty. The decision of the SALA Appeals Tribunal is final and binding within the jurisdiction of SALA.

7. Appendix: Official Disciplinary Forms & Templates

FORM A: OFFICIAL DISCIPLINARY COMPLAINT FORM

Full Name of Complainant:	
Contact Email / Phone:	
Affiliated Club / National Squad:	
Full Name of Respondent(s):	
Date, Time & Location of Incident:	
Specific Code / Policy Section Alleged Violated:	

Detailed Incident Description & Witness Summary:

[Please attach all written statements, video footage links, umpire match sheets, or supporting documentation to this form upon submission to disciplinary@southafricalacrosse.org]

FORM B: NOTICE OF DISCIPLINARY CHARGE & HEARING

TO (Respondent Name): _____
CLUB / SQUAD: _____
DATE OF NOTICE: _____

PLEASE TAKE NOTICE that you are hereby formally charged with misconduct under the SALA Disciplinary Policy as detailed below:

- Particulars of Offense: _____
- Relevant Code Provision: _____

YOU ARE HEREBY SUMMONED to attend a Formal Disciplinary Hearing scheduled as follows:

- Date & Time: _____
- Venue / Online Link: _____
- Panel Chair: _____

You have the right to submit a written reply within 7 days, to present witnesses, and to be accompanied by a representative.