
TASMANIAN UNDERWATER HOCKEY ASSOCIATION (TUHA) BY-LAWS

Version 6.2
August 2024

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4.4	Andrew Cawthorn	Section 5 - Change social director to State Team Co-ordinator Section 7 - Casual Pool Entry Section 8 - Casual Pool entry Section 13 - Changed game forfeits to penalty point allocation	6/4/2022
4.5	Andrew Cawthorn	Section 8 and 13 - Updated details in regard to AUF membership	14/08/2022
4.6	Andrew Cawthorn	Section 18 - State team timelines Section 7 and 8 - Changes to registration details. Section 9 - Added Code of conduct reference Section 19 - Added Code of Conduct	
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1 Abbreviations

AUF	Australian Underwater Federation
CMAS	World Underwater Federation (Confederation Mondiale Des Activities Subaquatiques)
DKHAC	Doone Kennedy Hobart Aquatic Centre
TUHA	Tasmanian Underwater Hockey Association
UHA	Underwater Hockey Australia
UWH	Underwater Hockey
WWVP	Working with Vulnerable persons Accreditation.

2 Document Review

This document will be reviewed routinely every two years by the TUHA executive committee commencing 2020, or if changes are required for operational reasons or CMAS/AUF rule changes.

All changes to the document should be listed in the document review table.

3 Introduction

This document lists the rules that govern the running of competitions within the Tasmanian Underwater Hockey Association (TUHA). Unless otherwise indicated in this document, TUHA competitions will be run using the CMAS rules for underwater hockey (International rules for Underwater Hockey Version 12 November 2022)

4 Aims of the TUHA

To foster a fair and even competition within each grade, where players are encouraged to develop their skills and are able to move between grades. The Association caters for players at all levels, including those seeking the ultimate goal of State or national representation.

5 TUHA Committee

5.1 Roles of Executive Committee members

5.1.1 President

The President will:

- Be the Chief Executive Officer and spokesperson of the Association with the authority to convene ordinary and special meetings of all or any committees or sub-committees;
- Preside at all meetings of the Executive Committee and superintend the discussions of such meetings and preserve order so that business may be conducted in due form and with propriety;
- Have an ordinary and casting vote at meetings.

In the event of the President being unable to carry out the duties stated herein, the Vice President will assume authority and responsibility of the President until or unless the President is able to resume such duties or is replaced.

5.1.2 Vice President

The Vice President will

- Assist the President and Secretary in the furtherance of the work of the Association and, as necessary carry out duties of the President as provided in 5.1.1 above.
- Be responsible for organizing and management of Pennant competitions held by the Association.

5.1.3 Secretary

The Secretary will be Responsible for keeping a true and accurate record of all business transacted by the Association.

Among other things, the Secretary will also be responsible for:

- Maintaining and distributing the constitution of the Association's Rules and By-Laws and Regulations as amended from time to time;
- Conducting all general correspondence of the Association;
- Preparing all necessary and/or advised agenda and business for all meetings of the Association;
- Compiling an Annual Report of the activities of the Association;
- Keeping a record of participants, team names, results, grade and date of the competition for all finals of games run by the Association and, similarly, maintenance of records of all games played by Tasmanian State Underwater Hockey Teams;
- Where necessary, inform all relevant TUHA Committee members and members of the Association of all protests, disputes and Notices of Motion.
- Be responsible for the maintenance of a Register of Members as provided by the Constitution.

In the event of the Secretary being unable to carry out his/her duties the President or his/her nominee will assume the authority and responsibility of the Secretary until or unless the Secretary resumes his/her duties or is replaced as provided herein.

The Executive may elect or appoint an assistant to Secretary and specify the duties of the assistant.

5.1.4 Treasurer

The Treasurer will

- Be responsible for the maintenance of correct accounts and books showing the financial affairs of the Association and submit an annual report including a budget to the Association.
- Be responsible for banking of all monies received by or on behalf of members, committees or otherwise.
- Be responsible for the maintenance of accurate records of the payments of accounts.
- Register or confirm registration of all relevant signatures with the Association bankers at the commencement of the term of office of office Bearers.
- Will make available within 28 days of request, subject to reasonable restrictions as to time and manner of inspecting them that may be imposed by the Association for the time being, the records, or a copy of those records, of the financial affairs of the Association.

5.2 Roles of General Committee Members

5.2.1 Chief Referee

The Chief Referee will

- Be responsible for arranging referee courses, Guild Refereeing (when and where required) and updating of the rules.
- Also provide rule interpretations when disputes arise.

5.2.2 Equipment Officer

The Equipment Officer will

- Be responsible for the maintenance and procurement of all the Association's equipment subject to the Executive Committees approval.
- Organisation of the maintenance of any video equipment that TUHA owns.
- Be responsible for any special projects which may need construction and seek out technical advice where required.

5.2.3 Development Officer

The Development Officer;

- Will be responsible for the review and updating of the Associations development plans.
- Will also carry out the following duties:
 - (i) Co-ordinate coaching clinics;
 - (ii) Liaise with A.U.F, Government Bodies and others with respect to coaching and development plans.
- Be responsible for the development of Junior Underwater Hockey players.
- May appoint or facilitate the establishment of positions or persons within the Association to assist or carry out any function pertaining to the office, with the approval of the Executive Committee.

5.2.4 State Team Co-ordinator

The State Team Co-Ordinator;

- Is responsible for Co-Ordination of all teams representing TUHA, at either National competitions and/or other competitions where TUHA members are competing (this includes limited oversight of competitions such as Kings Cup).
- Will provide management and co-ordination of the Tasmanian team competing at the Australian National competitions.

- Liaise with the Secretary in regard to advertising and recruitment of state team coaches, Team selectors, Managers, referees and other officials, and provide details to the TUHA committee for ratification.
- Manage the selection process as per TUHA by laws.
- Manage the state team until a state team manager(s) are appointed, the State Team Co-Ordinator may take on this role.
- Liaise with the Treasurer, in regard to the collection of funds for state team members, including providing budget estimates for costings etc.
- Liaise with the President and Vice President in regard to pool bookings for team training sessions.
- Provide a written report on completion of national's competition to the TUHA committee.
- Where required liaise with UHA/ Australian team manager(s) to provide co-ordination for TUHA members who are Australian representatives in regard to pool bookings required for training sessions and/or other functions Where required liaise with the development officer to provide management and oversight of junior teams in competition such as the NZ schools competition.

5.2.5 Media Officer

The Media Officer;

- Will be responsible for distribution of news released to the media.
- Will endeavor to have the weekly pennant results published in a suitable newspaper.
- Will be responsible for maintaining a folio on the Association and Underwater Hockey for use of the media and for sponsorship purposes.
- May act as the spokesperson of the association when so directed by the Executive Committee.

5.2.6 Webmaster

The Webmaster is responsible for

- Maintenance of the website, including hosting, code maintenance, monitoring of administration emails and maintenance of the mailing list.
- Maintaining TUHA Facebook page and uploading announcements and other posts to Facebook

5.2.7 General Committee members

The General Committee Members are responsible for duties as determined by the Executive.

5.3 Additional TUHA Roles

5.3.1 Member Protection Integrity Officer(s) (MPIO)

The Member Protection Information Officer (MPIO) is the first point of contact within TUHA for any enquiries, concerns or complaints around harassment, abuse and other inappropriate behaviour.

TUHA will have one or more appointed MPIO's to ensure that members are comfortable, from both a gender and/or diversity perspective, to approach the MPIO with any issues.

5.3.2 Complaints Handling Officer

The TUHA Committee will, at its discretion, appoint a Complaints Officer to review and gather initial information, primarily regarding misconduct complaints. This is particularly applicable when complaints are being investigated that involve TUHA Committee members.

Where possible the Complaints Officer role will be filled by someone who has experience in investigative procedure and information gathering such as a police officer, legal officer or similar.

This role will be filled by a non-Committee member.

The Complaints Officer will be paid at a rate negotiated with the TUHA Committee on a per complaint basis; a rate agreed to by the Committee and the nominated officer. This agreement will be recorded in the TUHA Committee meeting minutes.

5.4 Committee Member intervention in games.

The TUHA Committee reserves the right for a TUHA Committee member to intervene and/or override Deck Referees and In-water Referees, in situations where the Committee member believes that she/he has witnessed behaviour(s), which, in the opinion of TUHA Committee member, can be considered contrary to the sportsperson-like conduct of the match. Such interventions may include the issuing of penalty pucks and/or time penalties.

5.5 Required Training

All members of the TUHA committee should undertake the following training within 30 days of being appointed to the TUHA Committee

- Decision making in sport
- Anti-Doping Fundamentals (Pre-requisite for Coaches Course)
- Coaches Course
- Play by the Rules – ethics and ethical decision making in sport.
- Play by the Rules – harassment and discrimination

These courses can be found at the following location: <https://elearning.sportintegrity.gov.au/>

These courses are also highly recommended for any TUHA member participating as a member of an Investigation/Tribunal panel, Guild Referees, and Coaches.

5.6 Communication to members

TUHA will communicate with members in the following ways.

- Posting on the TUHA Facebook page
- Posting on the TUHA website
- Notification via Gameday

It is important that members keep their details updated in the Registration database (such as email addresses) to ensure that they receive current information.

6 Structure

The primary TUHA competition will always be structured to have multiple grades to cater for various levels of skill and fitness: Currently TUHA has three grades.

6.1 A-Grade

- Expert players with high skill levels, physical fitness and a highly competitive attitude.

6.2 B-Grade

- Experienced players with moderate skills, fitness levels and a reasonably competitive attitude, or
- More experienced players who would rather play in a more relaxed competition.
- Emerging players with aspirations to play at higher levels.

6.3 C-Grade

- Entry level, novice players, or
- More experienced players who do not wish to play competitively and/or who perform a role as coach/mentor to the less experienced players (experienced players must have formal approval of the TUHA committee to play in this grade, and may be required to play up in B grade if deemed to be of too high a standard).

7 Association membership requirements

All players participating in TUHA organised competition or training or representing TUHA at national level or in AUF sanctioned events are required to be affiliated with the following organisations.

1. TUHA
2. AUF

7.1 TUHA membership

7.1.1 Registration due date

- 7.1.1.1 Individuals participating in a TUHA organised pennant competition or training must have paid their TUHA registration fee prior to the participating in any TUHA organised training session, or playing in any pennant competition after notification from the TUHA Committee that fees are due.
- 7.1.1.2 Such notification will be deemed to have been given when emailed to the UWH Announce email list and noted on the TUHA Facebook page and TUHA website.

7.1.2 Registration fees

Registration fees will be set for each membership category and casual pool entry prior to the commencement of each pennant by the TUHA committee.

Registration fees are specific to the pennant/event that they are purchased for and cannot without written confirmation from the President or Vice president be transferred to another pennant or be refunded.

7.1.3 Registration categories

There are eight (8) categories of TUHA registration, which are:

1. Full Member;
Enables senior players to enter both Wednesday pennant and Monday training sessions for a full pennant.
2. Life Member;
Enables individuals awarded life membership to enter both Wednesday pennant and Monday training sessions for a full pennant.
3. Junior;
Enables junior players to enter both Wednesday pennant and Monday training sessions for a full pennant (< 18 years old on 1 April of that year).
4. Half Pennant Senior;
Available to senior players who wish to enter the pennant after week 5 (, a pro rata type membership (set at 2/3 of full pennant fee), Enables senior players to enter both Wednesday pennant and Monday training sessions for a full pennant. (please see the President or Vice President to access this membership)
5. Half Pennant Junior;
Available to junior players who wish to enter the pennant after week 5 (, a pro rata type membership (set at 2/3 of full pennant fee), Enables senior players to enter both Wednesday pennant and Monday training sessions for a full pennant. (please see the President or Vice President to access this membership)
6. 5 Entry Pass;
Enables a player to enter the pool a total of 5 times, whether for Wednesday night pennant or Monday Training, cost is the same for both senior and junior members, once an individual has expended their five game pass they are no longer considered a member of TUHA . (please see the President or Vice President to access this membership)
7. Clarence come and Try Sessions;
For Junior players participating in the Thursday night junior sessions at Clarence Aquatic Centre.

8. Social;

For non-players who wish to be involved with the association i.e. refereeing, coaching or committee members positions.

Registration types 4 and 5 will be added to the membership portal once 5 weeks of the pennant has been completed.

Persons holding any of the above registrations will be granted membership of the Tasmanian Underwater Hockey Association, and hence will have all membership rights as described in the TUHA Constitution.

To be included in a team list in a senior pennant, a player must be registered as above between categories 1 through 6 noting the following.

- Holders of 5 entry passes are only considered members of TUHA while the pass is current.
- 5 entry passes are not transferable between pennants. Any unused entries will not be able to be used in subsequent pennants.

Any individual who does not meet the above criteria, will be deemed a visiting player.

7.2 AUF membership

7.2.1.1.1 The primary reason for AUF membership is for the insurance cover provided as part of the membership.

7.2.1.1.2 All individuals participating in a TUHA organised pennant competition or training are required to be financial AUF members. This is a requirement of our contract(s) with the Aquatic centre and Clarence pool, the following exclusions potentially apply;

1. New members that have not yet played 4 games (Once they have paid TUHA registration after 4 games it is required that they also become members of the AUF).

7.2.1.1.3 All individuals representing the TUHA (or Tasmanian AUF) in interstate or international competitions must be current financial members of the AUF and hold AUF membership for the duration of the competition.

7.2.1.1.4 It is expected that any visiting players from interstate will be financial members of the AUF registered in their home state.

8 Pool entry

8.1 Registered member pool entry

All members will be issued with a membership card as this is part of the contractual arrangement with the DKHAC. All members will be required to swipe to gain access to the pool. No pay no card no entry policy applies.

8.2 New players

New players (Players who haven't previously been a registered member of TUHA, or not been registered in the last five years) are entitled to enter DKHAC for their first five weeks of playing, they then must purchase one of the above membership types listed in Section 7.1.3 to continue playing.

8.3 Casual pool entry (Visiting players)

- 8.3.1.1.1 Any player who is not a registered member of TUHA, is deemed a visiting player.
- 8.3.1.1.2 Visiting players may play a maximum of three games in a pennant entering as a visiting player.
- 8.3.1.1.3 The captain of the team they are playing for must gain approval from the opposing captain for them to play under all instances.
- 8.3.1.1.4 Visiting players will pay a per diem pool entry for Underwater Hockey, purchased at the TUHA pool desk or via the TUHA payment portal in Gameday. Where their name will be recorded. Any visiting player that does not pay the per diem entry fee and subsequently plays will attract a team penalty as per section 13 of this document.
- 8.3.1.1.5 The cost of Casual entry is \$20, to be reviewed annually.

9 Conduct

9.1 Definitions

- Complainant, person or organisation directly affected by the alleged conduct.
- Respondent, individual alleged to have breached the by-laws or code of conduct.

9.2 General conduct

9.2.1.1.1 The conduct of all members of the Tasmanian Underwater Hockey Association (TUHA) and any of their guests will be of a standard that will not detract from TUHA's good reputation at any time they may be representing TUHA (i.e. during training sessions, competition nights, social functions, travel, tournaments etc.). All TUHA members, guests, officials and participants in TUHA events are required to abide by the TUHA Code of Conduct.

No individual participating in a TUHA organised event will:

- behave in a way or display conduct that in the opinion of TUHA officials (Committee members/Referees/Coaches/Chaperones) can be considered contrary to the sportsperson-like conduct of the match or TUHA sponsored activities.
- unduly interfere with another individual associated with either the event, or with the TUHA.
- unduly interfere with a member of the general public.
- unduly interfere or cause damage to TUHA equipment or facilities.

9.3 Reporting of complaints to Police

9.3.1.1.1 In the event that TUHA feels obliged to report an individual's behaviour or actions to the police, TUHA reserves the right to stand down the individual(s) involved until such time as the issue is resolved, or the Police conclude their actions in relation to the matter.

9.3.1.1.2 Where an individual is stood down in this manner, they are expected to not discuss or disclose the incident with anyone (other than the Police, or their representation), particularly other TUHA members until the Police have concluded their enquiries.

9.3.1.1.3 When any police action/investigation is concluded, TUHA reserves the right to undertake a tribunal or similar process to determine any penalties to be applied.

9.3.1.1.4 Where the police find sufficient evidence to support the complaint, but chose not to charge an individual, TUHA reserve the right to issue a penalty based on the police findings without holding a tribunal hearing. The offending individual(s) may choose to appeal the findings. as per section 9.7

9.3.1.1.5 The TUHA appointed tribunal, may at its discretion consider the stand down, as part of any potential sentence.

9.4 Theft from the association.

9.4.1.1.1 If a member is found to have stolen from the Association, either equipment, or by non-payment or avoidance of payment of pool entry or other fees, the member will be required to reimburse the Association to the value of the equipment or avoided cost. Failure to pay the fees/cost will result in cancellation of the members TUHA membership, and they will not be allowed to re-join until the fees/cost are paid in full.

9.4.1.1.2 If the member refuses to reimburse TUHA the illegal conduct will be reported to the police.

9.5 Complaints

The handling of complaints must be undertaken as follows:

- In an impartial manner;

- Where required be discrete and maintain impartiality;
- Be based on the evidence and statements presented to the members assessing the complaint;
- The actions and investigations of the complaint should be based on the principles of procedural fairness;
- All parties in the process have the right to an impartial process that gives them the opportunity to tell their side of the story.

Where deemed appropriate a Tribunal will be co-ordinated by the TUHA Committee to investigate the complaint.

9.6 Complaint process

9.6.1 Initial Complaint

A complaint must be presented in one of the following formats

- In writing via a letter;
- In an email or;
- In a SMS message.

The report should be delivered within 72 hours of the incident. Complaints may be accepted up to 14 days after the event in extenuating circumstances, by unanimous decision of the TUHA Committee.

Complaints arising from incidents occurring at a national or interstate event may be accepted by the TUHA Committee up to 28 days post the completion of the event. However, in normal circumstances, such reports will only be accepted from Team Managers, Coaches or Chaperones.

TUHA members of a State or National team, wishing to submit a complaint should do so to a Team Manager, Coach or Chaperone, or to a member of the TUHA Committee, within 72 hours of the incident occurring.

In regard to interstate or national competitions, complaints will be considered from the host State's Association or from UHA, or the AUF.

9.6.2 Complaint Process

9.6.2.1.1 On receiving a complaint, the following steps will be undertaken by the TUHA Committee, in the order listed:

1. The TUHA Committee member who received the complaint, in conjunction with a TUHA Executive Committee member, will assess the validity of the complaint and determine if an investigation/Tribunal process should commence. Where possible, this assessment will be conducted by at least two members of the Executive Committee, who do not have any conflict of interest regarding the Complainant or Respondent;
2. If the complaint is assessed as valid, then an investigation process will commence;
3. If the complaint is received while the reported offender(s) is still playing a game and/or is still in the playing venue, the abovementioned officials (see point 1) can, if required:
 - a. caution the reported offender(s);
 - b. and, if deemed necessary, take immediate action to have the reported offender(s) removed from the venue;
4. The members of the TUHA Executive and the Chief Referee (or at least those members not deemed to have a conflict of interest) will,
 - a. Review the complaint and determine if TUHA is capable of assessing the complaint, or whether it should be passed to an external agency for review, such as
 - i. Tasmania Police, for assault, sexual Assault or domestic violence;

- ii. Sports Integrity Australia, for discrimination or for breaches of the Safeguarding Children and Young Children Policy;
 - b. Where required form an investigation/Tribunal Panel, including determining the panel Chairperson, as per section 9.6.3 of this document;
 5. As soon as possible, the Tribunal Panel Chairperson will notify the Respondents(s) that a complaint has been lodged, and
 - a. include the nature and broad details of the complaint;
 - b. Request a written statement from the Respondent outlining all details in regard to the complaint they wish considered, and such statement will be required within 24hrs of the notification.
 6. The Investigation/Tribunal Panel once formed will meet to undertake and determine the following:
 - a. Review the complaint as forwarded from the Complainant to determine the course of action;
 - b. Determine if the complaint is a potential repeat offence. (access to historical data for up to 3 years can only be considered as this is the time frame for suspended penalties);
 - c. Determine if the complaint constitutes a potential Category 1 or a Category 2 offence;
 - d. Review where possible the teamsheet or any other notes in regard to the complaint to determine Witnesses to the actions that form the basis of the complaint;
 - e. Request written statements from the Witnesses. These statements can be in the form of free-form statements and/or questions posed by the Tribunal Panel, or a combination of both. Responses are required within 24 hours of notification.
 - i. All requests for statements should involve a phone call and an email. The 24 hours starts from the time of the call and that time should be noted in the email sent requesting the written statement;
 - ii. When the written statement is requested via email a brief outline of the complaint should be provided to ensure the information is clear;
 - iii. All requests should highlight the 24 hours timeline and emphasise that anything received after this timeline may not be considered;
 - iv. Respondent should be informed of (g) below.
 - f. If responses from initial statements name more Witnesses they are to be contacted and given 24 hours to provide a response – both Respondent and Complainant should be advised to ensure the Witness(es) provides the statement in writing within 24 hours, to ensure step 7 can occur in a timely manner;
 - g. If responses are not received within 24 hours from the Respondent, then the process continues as if they have made no reply to refute the complaint and no further contact is made until decisions are made by the Tribunal Panel; as to whether or not the Respondent is deemed to have breached the By-laws and what penalty, if any, is considered appropriate;
 - h. All statements including those of Witnesses are required within 24 hours of the time that they are informed that a complaint process has commenced.
 - i. All requests for statements should involve a phone call and an email. The 24 hours starts from the time of the call and that time should be noted in the email sent for the written statement;
 - ii. When the written statement is requested via email, a brief outline of the complaint should be provided to ensure the information is clear;
 - iii. All requests should highlight the 24 hours timeline and and emphasise that anything received after this timeline may not be considered.
 7. Within 48 hours of notification of the Witness(es) the Investigation/Tribunal Panel will meet and review all the available information pertaining to the complaint and determine the following:
 - a. If the complaint has been determined to be a repeat offence or a category two offence, then, refer directly to a Tribunal hearing;
 - b. Determine if more information is required from the Respondent, Complainant or Witnesses.

- i. Make direct contact to those parties where more information is required and request it urgently – maximum time frame for response 4 hours;
 - ii. Suitable method would be a recorded phone conversation between the Tribunal Panel and the person(s) with whom contact is required.
 - c. Determine if an automatic penalty is appropriate, and if so, decide on an appropriate penalty as per section 9.6.5 of this document;
 - d. Noting that the tribunal hearing will need to occur within fourteen days (or within three weeks, if by unanimous decision of the TUHA Committee) of receiving the complaint, but preferably within 7 days;
8. As soon as practical, the nominated Chairperson will notify the Respondent(s) in writing (via email)
 - a. The time, date and location of the Tribunal, in cases where a Tribunal is deemed to be required;
 - b. If the offence is for a Category 1 first offence, the reported offender can elect to accept an automatic penalty as offered by the panel (see Section 9.6.5). If the offender wishes to accept the automatic penalty, they are required to notify the Chairperson within 24 hours of receiving the notification of offer.
 - i. The nominated Chairperson should make this clear by both phone call and email. The 24 hours to accept the reported complaint as being true starts from the phone call and this time should be noted in the email sent to the Respondent.
9. As soon as practical, the nominated Chairperson will notify all required witnesses of the time, date and location of the Tribunal, if a tribunal is deemed necessary.

9.6.3 Personnel

9.6.3.1.1

9.6.3.1.2 The following people will be invited to attend the Tribunal:

1. The Respondent(s);
 - a. If the Respondent chooses not to attend, the Tribunal will proceed in his/her/their absentia;
 - b. The Respondent may bring one (1) support person with them to the tribunal;

Where the Respondent is a Junior (under 18) he/she should be accompanied by a parent, guardian, or responsible person (unless written approval for the Junior to attend without being accompanied has been given by a parent or guardian). Where this has not been received, the Tribunal will proceed in absentia;

2. The Captain(s) of the Respondent's team(s);
3. The Complainant; this person can choose to provide a written statement of events and not attend in person;
4. Any Witnesses - *noting that only 1 witness is required for a report to be upheld*;

9.6.3.1.3 The Tribunal Committee will be a minimum of a three-member panel consisting of:

- a) At least one member of the TUHA Executive Committee (President, Vice President, Secretary or Treasurer). The nominated Chairperson will be an Executive Committee member. More than one member of the Executive Committee may be on the panel;
 - b) The TUHA Chief Referee, if available, or another suitable experienced referee from the TUHA Refereeing Guild (as nominated by the TUHA Chief Referee and/or decided by the TUHA Committee¹), and;
 - c) One member of the TUHA as decided by the TUHA Executive;
 - d) Where possible, at least one member of the panel should be female, particularly if respondent is female;
 - e) All TUHA Committee members of the Tribunal Panel will need to have undertaken the required training as per section 5.5 of this document. For non-TUHA Committee members on the Panel, the
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training is not necessarily required, but at least one member of the Panel is required to have undertaken the training.

- 9.6.3.1.4 The Tribunal Committee should not include anyone involved in the report, either as a Witness, Captain of the Respondent's team, or person making the report, and preferably not be a witness to the alleged offence.
- 9.6.3.1.5 The Tribunal Committee should not include anyone with a direct relationship with the Respondent, such as family member, spouse or partner.
- 9.6.3.1.6 If the Tribunal Panel is investigating a complaint that involves a TUHA Committee member, either as the Respondent or the Complainant, the Panel will be chaired by a TUHA Executive member but the remainder of the Tribunal Panel will be selected from members of TUHA who are not TUHA Committee members.
- 9.6.3.1.7 Upon hearing all relevant details, the Tribunal Panel will decide the appropriate course of action for the complaint.

9.6.4 Written statements and Evidence

- 9.6.4.1.1 As soon as practical following the complaint, the Chairperson will gather statements from any Witnesses and from the Complainant(s) who made the report.
- 9.6.4.1.2 At the discretion of the members of the Tribunal Panel, statements may also be sought from Guild Referees or other members of TUHA if there appears to be a pattern of behaviour extending beyond the individual report.
- 9.6.4.1.3 The Investigation/Tribunal panel may also, where deemed appropriate, use comments that have been supplied on teamsheets where it appears those comments are relevant to the review of the complaint.
- 9.6.4.1.4 The Investigation/Tribunal panel can also request to review the incident register as kept by the Vice President, to review any past incidents relating to the comp
- 9.6.4.1.5 The Tribunal Committee may also, where appropriate, use testimony or credible information (such as, but not limited to, statements from previous tribunal considerations, or complaints from members) not directly related to the incident, but are relevant to the incident or conduct of the respondent..
- 9.6.4.1.6 The respondent may request a copy of any statements prior to the Tribunal hearing. Such statements will only be supplied after the respondent has submitted a written statement of the events, written by himself/herself, to the Tribunal Chairperson. The Investigation/Tribunal panel reserves the right to withhold statements if they deem it inappropriate for them to be shared.

9.6.5 Automatic penalty

- 9.6.5.1.1 Where the Investigation/Tribunal panel deems it appropriate, the respondent may be offered the option of accepting an automatic penalty for a Category 1 offence that is not assessed as a repeat offence.
- 9.6.5.1.2 The automatic penalty will consist of a suspension constituting of at least 25% of the minimum penalty for a first offence but can be any suspension deemed appropriate by the Investigation/Tribunal panel, the potential remaining portion of the minimum penalty may be issued as a suspended sentence for up to three years. Allocated penalty points will be rounded up to the nearest whole number.
- 9.6.5.1.3 A respondent wishing to accept the automatic penalty option must notify the Chairperson within 24 hrs of the offer being made to them.

9.6.6 Tribunal rules

- 9.6.6.1.1 if the respondent is more than 10 minutes late to the Tribunal, the hearing will proceed in his/her absentia.
- 9.6.6.1.2 If a support person attends the Tribunal, she/he only does so as support for respondent and will only address the hearing if requested by a member of the Tribunal Committee.

9.6.7 Order of Proceedings

The following lists the steps within the three Sessions of the Tribunal.

Session 1

- Introduction of Tribunal Committee members;
- Reading of the complaint in regard to the respondent;
- Reading of any witness statement(s);
- Respondent's statement;
- Questions and discussion;
- The Complainant, witnesses and respondent are asked to leave the room.
- The Tribunal Committee discuss further and decide the outcome of the Tribunal, including the penalty(ies) where appropriate.

Session 2

- The respondent (and witnesses if deemed necessary) is asked to return to the room;
- Opportunity for further comments from either the respondent and/or witnesses;
- Questions;
- Discussion;
- The Complainant, witnesses and respondent are again asked to leave the room;
- Tribunal Committee discuss further and decide the outcome of Tribunal, including the penalty(ies) where appropriate.

Session 3

- The respondent is asked to return to the room;
- Opportunity for further comment from the respondent;
- The Tribunal Committee deliver their findings and penalty(ies) if deemed appropriate, and advise the respondent of penalty(ies).

9.6.8 Recording of Tribunal findings

- 9.6.8.1.1 Where required each member of the Tribunal panel should prepare a short report of their perspective of the Tribunal proceedings to be included in the Tribunal records.
- 9.6.8.1.2 Within 7 days of the convening of the Tribunal, the Tribunal Chairperson will provide a report of the findings and penalty(ies) dispensed by the Tribunal to the TUHA Committee to enable a record to be made in the TUHA meeting minutes.
- 9.6.8.1.3 Details of penalties will be recorded by the TUHA Vice President in the register, for record keeping purposes.
- 9.6.8.1.4 Details of the findings and penalty(ies) will be communicated by the Tribunal Chairperson, in writing, to the respondent within 1 week of the Tribunal being completed.
- 9.6.8.1.5 Details of the penalty(ies) will be communicated to the complainant within 1 week of the Tribunal being completed.

9.6.9 Repeat offences

- 9.6.9.1.1 A repeat offence is any offence occurring within a 3-year period (by date) from the date on which any first offence was committed and for which a penalty was subsequently placed upon an individual;

9.6.10 Penalties for misconduct

9.6.10.1 Penalty Table

	Proven misconduct action	<u>Minimum</u> penalty
Category 1 misconduct		
1	Verbal abuse of a TUHA referee, official, or player.	4-week suspension, minus 2 game points from their team
2	Failure to follow reasonable direction of TUHA referee or official (this includes the escalation of a time penalty in a game where the offender refuses to leave the playing	4-week suspension, minus 2 game points from their team
3	Abusive, threatening, offensive, or insulting language or behaviour, including racist, gender biased comment, or bullying type behaviour.	4-week suspension, minus 2 game points from their team
4	Failure to follow reasonable direction of Pool staff, or other non TUHA officials when participating in official TUHA sanctioned events.	4-week suspension, minus 2 game points from their team
5	Grappling, holding or wrestling with another player	4-week suspension, minus 2 game points from their team
6	Breach of Code of Conduct	4-week suspension, minus 2 game points from their team
7	Bring TUHA into disrepute	4-week suspension, minus 2 game points from their team
Category 2 misconduct		
6	Physically 'handling' a referee	10-week suspension, minus 4 game points from their team.
7	Striking (or attempted striking) another player. Assaulting or attempting to assault another person – this includes players/referees or any member of the public or pool staff.	10-week suspension, minus 4 game points from their team.

The following conditions apply:

- Penalties outlined above are a minimum. Depending on the severity of the offence these penalties can be extended at the discretion of the Tribunal;
- Game points will be deducted from the team for which the respondent was playing for at the time of the offence;

- If the offence occurred outside a game, any game points may be deducted from the points total of the respondents **primary** registered team;
- The Tribunal can, at their discretion, issue a suspended sentence (for a period of up to 3 years), for a first offence (in a 3-year period). The suspended penalty would have to be served in addition to any penalty awarded where a second offence occurs;
- The Tribunal, can at their discretion, waive up to 100% of the team penalty points associated with the offence, depending on the relevance of the offence to the respondents team. (For example, if the offence occurs at a social gathering, or in a state team training session, or during participation in a Nationals Championship);
- When deemed necessary the TUHA Executive Committee will recommend to the recipient of serious infringements, including but not limited to Discrimination, Sexual assault, Domestic violence and Assault that they take their complaint directly to the relevant Police body. TUHA or indeed UHA are not in a position to assess these types of incidents, however TUHA will take action as per section 9.2 of this document
- All serious incidents, including any assaults relating to Sexual assault and Domestic violence, will be reported to the police by the TUHA Executive Committee, (with the consent of recipient of said behaviour). TUHA or indeed UHA are not in a position to assess these types of incidents, however will take action as per section 9.3 of this document
- A suspended respondent cannot attend or participate in TUHA endorsed events, including organised pennant games (of any level or type) and pennant training sessions, while suspended;
- A suspended respondent is entitled to attend State team selections if, after they serve their suspension, they are still eligible to represent the TUHA at a National event (see section 9.8);
- A suspended sentence cannot be given in a repeat offence situation.

9.7 Right of Appeal

Once a tribunal process has been completed, and a penalty issued, the process is finalised.

Where a respondent wishes to appeal the outcomes of a Tribunal process, their right of appeal is via the complaints process of the UHA and subsequently the AUF.

Alternately the TUHA Executive or full committee can request UHA to review any individual tribunal process where they feel its required.

All document etc relevant to the process will be handed to the relevant body as required.

9.8 Suspensions and State representation

Any TUHA member suspended for an aggregate period (the aggregate of all suspensions, within a two year period) of 5 weeks or greater (including activated suspended sentences), will not be endorsed by the TUHA Committee to represent the State in any playing or coaching capacity, at any UHA event outside of Tasmanian local competition, or at any National competition within Tasmania, for twelve months post the commencement of their penalty (in the case of a repeat offence, this is the date of the second offence). Any such player who has already been selected in a team(s) or position for the aforementioned will be withdrawn from that team(s) or position.

10 Time Penalty Accumulation

Time penalties awarded against individual players and teams will be recorded on the team sheets by the Deck Referee. These will be recorded each week, alongside game results, best and fairest vote recipients, and goal scorers.

10.1 Individual time penalties

Where an individual player accumulates a total of (10) minutes (threshold 1) in time penalties they will be suspended for the subsequent game for that team (this includes finals, or the initial game(s) of the following pennant). For every subsequent (6) (threshold 2) minutes they accumulate, they will be suspended for the subsequent game for that team (this includes finals, or the initial game(s) of the following pennant).

10.2 Team time penalties

Where a team accumulates (combined total of all players, including any substitutes) a total of (12) minutes in time penalties that team will be penalised one penalty point. For every further (6) minutes the team accumulates they will be penalised a further penalty point.

10.3 Carryover of time penalties between pennants

On the commencement of a pennant, all players will have their accumulated totals reduced from the last pennant they participated in by (7) minutes. The remaining minutes of the accumulated totals will be carried over into the new pennant. These carried over time penalties will also contribute to the overall team totals.

10.4 Time penalties in relation to player misconduct

Accumulated suspensions under this Section (Section 10) will not be deemed to be misconduct as per Section 9 of the By-Laws and will not be considered as initial or repeat misconduct offences.

10.5 Game expulsion

A player expelled for an entire game (i.e game expulsion) will miss the following game of that pennant (or the first game of the following pennant if applicable). The TUHA Committee reserves the right to further investigate the circumstances surrounding the expulsion.

11 Player movement between teams and grades

11.1 Introduction

11.1.1.1.1 Players considering changing grades or teams have the following options:

1. Recruiting, in either of the following capacities:
 - a) As a Recruit (see Section 10.2);
 - b) As a Reverse Recruit (see Section 10.2),
2. To nominate to enter the Draft for the grade in which they wish to play;
3. Through an agreement where team Captains trade players;
4. Through the agreement of other captains within the applicable grade, with TUHA committee endorsement.

11.2 Recruitment

11.2.1.1.1 The recruitment process has two primary goals:

1. To smooth the transition of players moving to a different grade; and
2. To increase the pool of available players seeking to join teams in other grades.

11.2.1.1.2 It also provides a mechanism with which the TUHA Committee can provide assistance to teams either requiring coaching and development or requiring additional players to ensure sufficient numbers for the teams to remain viable.

11.2.1.1.3 There are two types of recruit:

1. Recruit
 - A player playing in a team in the grade above their registered grade
2. Reverse Recruit
 - A player playing in a team in the grade below their registered grade.

11.2.1.1.4 For the purposes of these By-Laws, the primary team or grade a Recruit or Reverse Recruit is registered in is to be referred to as the "Registered team", and the team they are recruiting to is referred to as "Recruit team".

11.2.1.1.5 A player in any grade wishing to permanently move to another grade may become a Recruit as per the process described in this section. A Recruit will be considered a full member of his/her Recruit team.

11.2.1.1.6 Once a Recruit has been approved to play in a team in another grade, the recruit must inform the Captain of his/her registered team that they are being recruited by a team in another grade.

11.2.1.1.7 Players who accept recruitment must intend to move to that grade. The recruit system was not implemented to simply allow players to play multiple games each night.

11.2.1.1.8 Recruits should play as many games with their Recruit team as possible. In the event of a clash in game times between a Recruit's registered team and their Recruit team, the Recruit will play for his/her registered team, failure to do so may result in a penalty point being deducted from the recruiting team.

11.2.2 Recruits (players playing up a grade)

11.2.2.1.1 A player wishing to play as a Recruit may:

- Be 'personally' recruited by a team Captain from a higher-grade team, or;
- Ask the TUHA Grading Committee to assess him/her for placement in a team in another grade, and for the TUHA Committee to organise the placement on behalf of the player, once the player is deemed suitable for that grade.

11.2.2.1.2 Individuals can only be considered for recruitment in a grade if

- they haven't previously played in that grade (or a higher grade) (this excludes players that didn't proceed beyond being a recruit in the grade) within the last 5 years.
- These players should move between grades via the draft.

11.2.2.1.3 Where a team wishes to recruit any player, the team Captain must apply to the TUHA Committee (Vice President) for approval to recruit that player to their team, and formal approval must be received from the TUHA committee (Vice President) before the player can be formally recognised as a recruit for that team.

11.2.2.1.4 The TUHA committee must action any such Recruit player request within 2 weeks of receiving the request.

11.2.3 Reverse Recruits

11.2.3.1.1 A Reverse Recruit may be either:

- A player wishing to play in a lower grade;
- A player that has been placed in a team or lower grade in a coaching and/or mentoring role (usually in developmental C grade teams) by the TUHA Committee.

11.2.3.1.2 A player wishing to recruit to a lower grade (or the Captain of the team proposing to include the player) must apply to the TUHA Committee (via the Vice President) via email or similar.

11.2.3.1.3 The player and proposed team (with any supporting information) will then be circulated by the Vice President to the Captains of the lower grade for consideration (either at the captains meeting, or via email).

11.2.3.1.4 The Captains of that grade will adopt one of the following options:

- Reject the proposed player as still being at a level too high for the grade;
- Accept the proposal for the player to move to the proposed team;
- Accept the proposal, but impose conditions on the move to the proposed team.
- Reject the player moving to the proposed team, and recommend that he/she move to another team requiring players.

- 11.2.3.1.5 The Captains need to agree on the team for the player. If a simple majority decision cannot be made then the Vice President has the casting vote, except where the Vice President has an interest (e.g. if the Vice President is the team Captain or is a player in the team concerned). In such case another member of the Executive Committee (usually the President) will provide the casting vote.
- 11.2.3.1.6 It is the responsibility of the team captain to ensure that any reverse recruits are always marked as such on the team sheet with (RR) next to their name.
- 11.2.3.1.7 Once a player has been accepted into any grade as a Reverse Recruit, if the majority of Captains within that grade subsequently deem that player to be at too high a standard (skills/performance wise) to continue as a Reverse Recruit, that player will be asked to play in his/her higher grade only.
- 11.2.3.1.8 It is the responsibility of the Captains to monitor the performance of Reverse Recruits in their grade. This rule can only be applied up to the completion of a full round of games for that grade (5 weeks for C grade, 7 weeks for B Grade).
- 11.2.3.1.9 Any new player entering any grade will be deemed to be a Recruit for the first five games, and his/her progress monitored during that period by the TUHA Committee and the Captains of that grade. If the player is deemed to be of too high a standard (skills/performance wise) for the grade, he/she will be asked to move up a grade, or move between teams to ensure a fairer, more even competition.
- 11.2.3.1.10 Where a team has more than one Reverse Recruit listed in their team list, only one Reverse Recruit is allowed to play for that team in any game.

11.2.4 Scheduling clashes

- 11.2.4.1.1 When there is a scheduling clash between a Recruit player's two teams (Registered team and Recruit team), he/she must play for his/her Registered team.
- 11.2.4.1.2 If a player does play for their recruit team, instead of their registered team the recruit team may be penalised as per section 13.2.

11.2.5 Recruitment Duration

- 11.2.5.1.1 It is generally considered that Recruit players will require at least two pennants as a Recruit before they can be obliged to make the transition to the higher grade.
- 11.2.5.1.2 Prior to the beginning of each pennant, each Recruit player will be assessed as to his/her suitability to move permanently into the higher grade. This can be assessed in the following ways:
 - 1. The player can choose to move to the new grade (i.e. become a registered player in that grade);
 - 2. After two pennants as a recruit the player's captain in the higher grade requests they are ready to move up grades (this can only occur prior to, or after a pennant).
 - 3. The TUHA Grading Committee or TUHA Committee recommends the player moves to the new grade;
 - 4. A majority of Captains in the grade in which the Recruit is registered can request that the Recruit move to the new grade, with the consent of the TUHA Committee (decided at the Captains meeting).
- 11.2.5.1.3 In the abovementioned cases, the Captain of the Recruit team in which the Recruit has been playing can:
 - Formally accept the Recruit into the team as a full, 'permanent' member of the team, or;
 - Release the Recruit into the draft for that grade.

- 11.2.5.1.4 If the Recruit player is not selected by any team in the draft then he/she will remain as a player in his/her registered team and remain eligible to be recruited again by the processes described in this section
- 11.2.5.1.5 It is generally considered that Recruit players will require at least two pennants as a Recruit before they can be obliged to make the transition to the higher grade.
- 11.2.5.1.6 Once a player has been accepted as a recruit, the captain of their registered team should begin to plan for the players elevation and look to find replacement players.
- 11.2.5.1.7 If a player refuses to move up when requested then that player will no longer be considered a recruit and will be ineligible to be a recruit for at least two subsequent pennants.
- 11.2.5.1.8 While it is generally accepted that recruits will move into the teams they are playing in, the TUHA committee reserves the right to move recruits for the overall benefit of the competition.

11.2.6 Reverse Recruit duration.

- 11.2.6.1.1 There is no fixed duration for Reverse Recruits.

11.2.7 Timing of recruitment of Recruits in the pennant

- 11.2.7.1.1 Teams will not be permitted to take on Recruit players after Week 10 in a pennant. This is to prevent teams adding Recruits prior to the pennant finals, or to circumvent players entering the draft.

11.2.8 Recruits (including Reverse Recruits) playing finals

- 11.2.8.1.1 A Recruit or Reverse Recruit is eligible to play for his/her Recruit team in a finals series, regardless of the number of games the Recruit has played for his/her Recruit team in the pennant.
- 11.2.8.1.2 However, if the Recruit's registered team has a finals game at same time (i.e. a clash) as that of his/her Recruit team, the Recruit must play for his/her registered team.

11.2.9 Recruit numbers

- 11.2.9.1.1 Each team can have the following number of Recruit players:
 - Up to two Recruits in their team, providing that approval for each Recruit has been given by the TUHA Committee, however total team list numbers cannot exceed twelve (including any Recruits and Reverse Recruits);
 - Two Reverse Recruits, providing that approval for that Recruit(s) has been given by the TUHA Committee and endorsed by a majority of Captains in that grade (however only one can play in any game).
 - Making a total of three Recruits/Reverse Recruits in each team.
- 11.2.9.1.2 The TUHA reserves the right to allow additional Reverse Recruits to play in any team, in order to allow for the development of players, or to allow for equal competition within grades

11.2.10 Recruits playing in other teams

Recruits are permitted to play up to 5 additional games in teams other than their Recruit team.

11.2.11 Team Captain's responsibilities to Recruits

- 11.2.11.1.1 It is the responsibility of the Team Captain to ensure Recruits in his/her team are given instruction in the skills and rules of the game, with the aim of improving the standard of the Recruit as quickly as possible.
- 11.2.11.1.2 A team which takes on a Recruit but then subsequently finds they cannot fit the Recruit into the team, due to excess player numbers, must advise both the Recruit and the TUHA Grading Committee immediately. In such cases every effort will be made to find another team in the higher grade for the Recruit, if he/she wants this.

11.3 Draft

11.3.1 Introduction

- 11.3.1.1.1 The purpose of the draft is to help facilitate a balanced and even competition by ensuring that teams finishing lower within a grade have first choice of any players wishing to change teams, or of new or returning players who have not followed the recruitment process for moving into other grade.
- 11.3.1.1.2 The draft will be held at the pre-pennant Captains meetings for all three grades.

11.3.2 Captains meeting

- 11.3.2.1.1 The captain's meetings will proceed in the following order:
1. A Grade, once completed then;
 2. B Grade, once completed then;
 3. C Grade.
- 11.3.2.1.2 The primary purpose of the captains meeting is to determine player movements via the draft and via other methods. Captains may also use the meeting as opportunity to discuss with the Vice-President and other attending Committee members any concerns and also to make requests in regard to the pennant and roster.
- 11.3.2.1.3 Each team should endeavour to have either their Captain or Vice-Captain attend the captains meeting for their grade. In the event that the neither the Captain or Vice-Captain can attend then the Vice President will be advised as to who the proxy (if any) will be.
- 11.3.2.1.4 In the event that a Captain, Vice-Captain or proxy cannot attend the meeting either in person (or by other means, such as video or phone hook-up), or has not provided the Vice-President with details of draft selection preferences, then that team is deemed to have passed on any selection available.
- 11.3.2.1.5 Discussions in the meeting will proceed in the following order:
1. Ratification of any trades;
 2. Returning players;
 3. Assessing requests for Recruits and Reverse Recruits;
 4. Assessing Recruits already within the Grade;
 5. Draft;
 6. General business.

11.3.3 Timing of Draft

- 11.3.3.1.1 A draft will occur prior to each pennant and will be incorporated into the respective Captains meeting for each grade, with the following timing:
- For the Autumn pennant or Pennant 1, at least 2 weeks prior to the pennant commencement;
 - For the Spring pennant or Pennant 2, if possible, at least 1 week prior to the pennant commencement.

11.3.4 Draft timetable

11.3.4.1.1 Three (3) weeks prior to the nominated date for the respective grades Captains meetings, the TUHA Vice President will communicate to all members for the following:

- To advertise the upcoming Captains/draft meetings by appropriate means, to reach as many TUHA members as possible;
- To request the names of players interested in nominating for draft selection. A player intending to enter the draft must submit his/her name and contact details according to instructions given, and notify the Captain of his/her current team of his/her decision to participate in the draft selections;
- To request from Captains the names of any players in their teams who they wish to submit to the draft process;
- To request the names of players interested in being a Recruit or a Reverse Recruit (players who are not already a Recruit or Reverse Recruit, or those wishing to change Recruit teams). A player intending to recruit must submit his/her name and contact details according to instructions given, and notify the Captain of his/her current team of his/her decision to seek a placement as a Recruit or Reverse Recruit.

11.3.4.1.2 At least two (2) weeks prior to the Captains meetings, the TUHA Vice President will request the following from all Team Captains:

- A list of players in the team;
- Details of player movements;
- Status of Recruits and/or Reverse Recruits in the team, including those already in the team and those planned;
- Players who wish to be nominated for the draft;
- Any player trades negotiated with other Captains

11.3.4.1.3 These lists/details must be supplied to the Vice President at least 1 week prior to the day of the captains meetings.

11.3.4.1.4 At least 2 days prior to the captains meeting, the Vice President must provide to all A, B and C Grade Captains a list of all known draft nominees relevant to the respective grades. Prior to circulating this list, the Vice President will need to confirm the accuracy of all nominations with the listed nominating players.

11.3.5 Draft and team administration

At the Captains meeting (and throughout the pennant) the Vice President (or nominee) will do the following:

- Record the draft order;
- Record all player movements; in the draft, as Recruits, and players moving into teams with consent of the Captains and the reasons for the moves (e.g. returning from injury or maternity);
- Maintain a central register of all teams, draft picks and player movement details, recorded at the Captains meetings;
- Circulate final team player lists to all Captains in each grade via email within 48 hours following the Captains meetings. Captains then have 48 hours to register any changes, via email to the Vice President, before these lists become final;
- Any further alterations to the team lists within a grade must be approved by the TUHA Committee, and where required, with a majority endorsement of the Captains for the relevant grade.

11.3.6 Draft order

The order of team rankings for draft selection purposes will be based on the following:

- For those teams that competed in the pennant finals, draft order will be based on final team position in which they exited the finals series.

- Winner – last
- Grand Final Loser – Second last
- Preliminary Final loser – Third last
- Loser Semi Final 2 (3rd vs 4th) – Fourth last;
- For those teams that didn't compete in the pennant finals, draft order will be determined by their final ladder position.
- Any penalty points awarded against those teams during the pennant will be added to their points total to determine their position.

11.3.7 Draft process

- 11.3.7.1.1 Draft picks will occur in ascending order of the pennant ladder ranking as outlined in 10.3.6, i.e. the last placed team at the end of the preceding final series has first pick, and the top team has last pick. This process is repeated until all players have been chosen or rejected, or until teams are full.
- 11.3.7.1.2 A team that chooses to forfeit their pick in the draft cannot utilise it at a later date.
- 11.3.7.1.3 Once the A grade draft has been finalised, the Vice President will contact all unselected nominees (if possible, otherwise it will be assumed that they wish to nominate) and ask if they wish to nominate for the B Grade draft.
- 11.3.7.1.4 Once the B grade draft has been finalised, the Vice President will contact all unselected nominees (if possible, otherwise it will be assumed that they wish to nominate) and ask if they wish to nominate for the C Grade draft.

11.3.8 Mid-Pennant draft

- 11.3.8.1.1 A mid-pennant draft will only occur when exceptional circumstances arise, at the discretion of the TUHA Committee. Such circumstances may include, but are not limited to:
- Arrival of new players (from interstate or overseas);
 - Players returning from injury;
 - Teams disbanding.
- 11.3.8.1.2 In the event of a mid-pennant draft, draft position will be determined by team position on the ladder at the completion of the last full round of games.

11.3.9 Incomplete or suspended pennant

- 11.3.9.1.1 In the event of a pennant not commencing or being abandoned without finals being played, the following will occur in regards to the draft for the following pennant:
- 11.3.9.1.2 If less than 8 weeks of the pennant have been completed the draft order from the beginning of the pennant will be followed, excluding those teams that have already taken players in the draft, or subsequently in the pennant. Players that are unregistered at this point but are named in the team list will be eligible to enter this team the following pennant, but will be deemed to be returning players for the purposes of the draft.
- 11.3.9.1.3 If 8 or more weeks of the pennant have been completed the draft order will be based on the ladder position of the teams when the pennant was terminated, as per sections 10.5.6 and 10.5.7. Any player who is unregistered but named on a team sheet will be deemed a returning player.

11.3.10 Committee intervention in draft or player placement

- 11.3.10.1.1 The TUHA Committee reserves the right to work outside the draft guidelines, if felt warranted, but this must only be done for the betterment of the grade as a whole, rather than to benefit particular individuals or teams.

11.3.11 Team disbanding

11.3.11.1.1 In the event of a team in any grade disbanding, a Captains meeting should be convened for that grade to discuss options, including redistribution of players if required. Should the meeting decide that a 'reshuffle' of teams is warranted, or desirable, a further Captains meeting may be held to implement this.

11.4 Player trades

Player trades can occur in two ways:

1. Player for player trade;
2. Player for draft position.

11.4.1.1.1 Captains may choose to trade players, or players for draft position. This is done with the following conditions:

- Once a player notifies the TUHA committee that they are placing themselves in the draft then they are no longer able to be traded.
- All player trades involving draft position should be supplied to the TUHA Vice President at least 48 hrs prior to the relevant Captains meeting, to enable the draft order to be compiled and finalised prior to the meeting;
- All player trades will be ratified by a majority of Captains within that grade;
- A team choosing to accept a player in lieu of a draft choice will lose their position in that round of the draft, while the team receiving the draft choice will have two picks within that round of the draft.

11.5 Returning players

Any player that has been unregistered for a pennant, will be considered a returning player. This includes players retained in a team list.

With agreement by a majority of the captains in the relevant grade, a returning player will be allowed to return to their last registered team if his/her absence has been due to:

- Maternity, up to 2 years absence or 4 pennants (whichever is shorter);
- Injury, up to 1 year absence or 2 pennants (whichever is shorter);
- Work commitments, up to 6 months absence or 1 pennant (whichever is shorter);
- Travel, up to 6 months absence or 1 pennant (whichever is shorter);

However, the team the returning player(s) are returning to will forfeit their first available draft pick, unless the captains of the relevant grade or TUHA committee agree to waive this requirement.

Otherwise, the returning player should re-enter the competition in one of the following ways:

1. Via the draft process at the relevant Captains meeting;
2. Being allocated to the team (that requires a player) that is next in the draft order, if the player is returning after team lists have been finalised for the pennant;
3. With agreement of the majority of Captains in the relevant grade, and with endorsement from the Committee, the returning player may join the team that 'canvassed them to return' or join a team of their choosing. However, the team receiving the returning player may be required to forfeit their next available draft pick (at the next Captains meeting).

11.6 Team 'reshuffles'

Notwithstanding the role of the TUHA Grading Committee (where this Committee is functioning), as detailed in Section 11, the TUHA Committee may at times require a reshuffle of a whole grade, or a re-grading of individual players or entire teams.

This should be done in consultation with affected grades/teams/individuals wherever possible, and every effort should be made to ensure it does not occur during a pennant.

The TUHA Committee, if required, can gauge the level of player support for a reshuffle in a particular grade via a suitable means (survey or poll). If a majority of players within the grade support the proposal the TUHA Committee must then decide how to proceed with the reshuffle.

12 Grading Committee

12.1 Role of the Grading Committee

Where required a Grading Committee will be implemented by the TUHA Committee.

The primary objective of the Grading Committee is to facilitate a balanced and even competition by ensuring that teams within a grade are evenly matched and that players play in a grade suitable to their skill and fitness level.

The composition of the Grading Committee (up to 5 persons) will be as follows:

- A Chair, who will be the TUHA Vice President or another member of the TUHA Committee
- The TUHA Development Officer;
- Where required, up to three other individuals per grade, nominated by the TUHA Executive Committee.

Individual members of the Grading Committee should not be involved in considerations of players that are in their respective teams.

The Grading Committee Chair will also act as the TUHA Placement Officer, but he/she may delegate that role to another member of the TUHA Committee or of the Grading Committee (Usually the TUHA Development Officer).

The TUHA Placement Officer is the contact person for:

- New players who wish to join a pennant team;
- Existing players who wish to change grades or teams;
- Team Captains wishing to recruit players; and
- Players who wish to play as Recruits in a higher grade.

12.2 Grading Committee tasks

The Grading Committee will perform the following tasks:

- Identify players who are playing in a grade inappropriate to their skill or fitness level;
- Arrange transfer of those players identified above to a more suitable grade;
- Identify teams that are either too strong or weak within each grade;
- In consultation with the team Captains, aim to provide various solutions to address any identified 'problem' teams;
- Examine any complaints (in writing) from within a grade in connection to players or teams reported to be too strong or too weak.

12.3 Grading Committee authority

The Grading Committee will have no power to enforce changes. Where a recommendation of the Grading Committee is disputed, it will be referred to the TUHA Committee for assessment. Following assessment of any Grading Committee recommendations, the TUHA Committee can make these binding.

12.4 Grading Committee Meetings

Where required the Grading Committee will meet at the start of each pennant and mid-pennant (or as often as required) to deal with grading issues. No Grading Committee decisions will take effect until the end of the current pennant unless the affected player agrees to the proposed changes and consents to a grade change for the remainder of the pennant.

13 TUHA team captains

13.1 Introduction

This section outlines the roles and responsibilities of the individual team Captains.

13.2 Duties of team Captains

Captains of TUHA teams are expected to undertake the following duties on behalf of their teams on pennant nights:

- Ensure that the team sheet for their team is completed (legibly) prior to the start of each pennant game, listing the full names of ALL persons playing for the team in that game, clearly identifying the captain (C) and Vice-Captain (VC), with the appropriate notation next to their names. The Captain must also identify on the team sheet any Recruit (R), Reverse Recruit (RR), or visiting/casual players, with appropriate notation next to their names.
- Ensure that individuals performing the role of poolside referee (i.e. Deck Referee) fully complete all of the following team sheet requirements:
 - All details are recorded legibly.
 - Referees' complete names are listed (not just first names and/or nicknames etc.).
 - Goals totals are recorded and verified with the in-water referees at the end of the game.
 - All time penalties are recorded against the relevant player(s), and where possible, the reason for the time penalty should be recorded in the Scorers Comments section of the teamsheet;
 - In consultation with the In-water Referees at end of the game, Best and Fairest votes are recorded on the team sheet as 3, 2, and 1 vote. Players who have received a time penalty in the game cannot receive votes, and Reverse Recruits are also not eligible to receive votes).
 - Only comments that are directly relevant to the game are recorded in the Captains Comments and/or Scorers Comments sections on the team sheet.

[NOTE: A one (1) point penalty, to be deducted from a competing team's total points, may be applied where the teamsheet is incorrectly/inadequately completed prior to the commencement of a pennant game e.g. where one or more player name(s) have been omitted, use of nicknames or only first or surnames, or for any other form of incorrectly/inadequately completion of the team sheet. Such penalty may also be applied to the reffing team if the deck referee has not adequately completed her/his duties in regard to the full completion of match details on the teamsheet, as outlined above.]

- Encourage their team members in all facets of play, especially fair play.
- Ensure that their team supplies all required referees when the team is rostered for team refereeing duties, including covering for missing Guild Referees.
- Ensure that referees from their team (both In-water and Deck Referees) enter their names in the appropriate place on the game's team sheet. At completion of the game, the In-water Referees and the game's Guild Referee (if one is present) should confer to select the three (3) players from the game who they considered 'Best and Fairest' (i.e. had no personal time penalties, are not Reverse Recruits and have had minimal infringements) and ensure the Best and Fairest votes are recorded on the game team sheet by the Deck Referee.
- When playing the first game on any night, ensure that all the team's players assist, in an efficient and timely manner, with installation of the walls in the relevant playing court, so that the game can commence on time at the designated start time.
- If playing in the last game time slot on any night, ensure that all the team's players assist with removal of the walls and goal trays to the pool deck at the end of the game.
- Ensure that on pennant nights when their team is rostered as the 'Set up' or 'Pack-up' team, that all team members assist with pack-up duties, including the careful placement of the walls and goal trays (from all playing courts) on the trolley and with the move of the trolley to the designated storage area, and also with pack up and storage of all other equipment.

More broadly, a team Captain is also expected to:

- Respond in a timely manner to requests from the TUHA Committee, particularly in regard to team composition, player movements, and with other information required to formulate team lists prior to Captains meetings;
- Represent his/her teams at Captains meetings and to notify (in writing) the TUHA Vice President if he/she is unable to attend and to name a proxy if the team Vice-Captain is also unable to attend.
- Assist the TUHA Committee with the allocations/movements of players to and within the grades, to promote a fair and balanced competition;
- Accompany players from his/her team to any Tribunal hearing.

13.3 Carry-over of penalty points

Given that other teams may be affected, if a team Captain does not perform all of her/his designated duties (e.g. in particular, not meeting the rostered refereeing duties of her/his team), the non-performance of such duties will result in the loss of team points for that pennant.

At the discretion of a majority decision of the TUHA Committee, team penalties may be carried over to the following pennant, should a penalizable event occur in the last five (5) weeks of a pennant. The penalties for not carrying out rostered team duties are listed at *Section 13* of this document.

13.4 Failure to perform duties

In the event that a team captain fails to discharge their duties on a consistent basis, the TUHA committee (where decided by a majority vote) reserves the right to request that members of a team choose another captain.

14 Team penalties

14.1 Team duties

In order for the underwater hockey competition to run smoothly, it is essential that all teams and individuals assist where required. Although the TUHA Committee attempts to keep team workloads to a minimum, there will be occasions where teams are 'rostered on' to perform some duty or another - such as providing referees, assisting with set-up or pack-up of playing areas, etc. To avoid disruption to Pennant nights, it is essential that these duties be performed.

14.2 Team penalties

Teams will be penalised for the following:

- Incorrect completion of team sheet, including but not limited to failing to nominate all players for any game or for use of incorrect names;
- Failure to complete all details on a team sheet (as listed in 12.2) when required to undertake Deck Referee duties
- Failure to register on the team sheet the names of any players from a different grade or visiting players, with their registered grade showing beside their name in brackets and whether they are a visiting player (X), Recruit (R) or Reverse Recruit (RR) noted next to the name;
- Failing to provide Team Referees when rostered to do so (noting it is the team's responsibility to provide ALL referees should the Guild Referee not be able to attend for any reason);
- The late arrival of Team Referees (penalty dependent on how many minutes late – see table below) for a game they are rostered to referee;
- Playing an unregistered player (see *Section 8*). This will result in a loss of 4 penalty points for the offending team;
- Playing a player who isn't a financial member of the AUF.
- Failure to attend, or provide a proxy for Captains meetings or other meetings as required by the TUHA Committee.
- Failure to field sufficient players registered for the team. A team must have at least four (4) registered players present at the poolside by the time the Referees are ready to commence play. Failure to do so will result in a game forfeit for that team.

14.2.1.1.1 TUHA Team Penalty Table

Description	Penalty (game points)
Incorrectly completed team sheet (this penalty can apply to either of the two competing teams that fail to provide the required team information correctly, and can also apply to the team providing the designated Deck Referee if that referee fails to correctly record all the required information for the teamsheet at the completion of the game)	One point deducted
Team Referees between 1 and 2 min late starting game	One point deducted
Team Referees more 2 min late starting game	Two points deducted
Team Referees fail to turn up	Three points deducted
Insufficient referees supplied after 2 min	One point per referee
Having less than 4 registered team players for a game (note for A Grade in pennant 2 2024, this has been reduced to 3 this will revert to 4 in subsequent pennants)	Game forfeit

Playing an unregistered player, or a visiting player who hasn't paid pool entry.	Four points deducted
Playing an unregistered player in a final. (including players exceeding the number of games on a 5 game pass or a visiting player who hasn't paid pool entry).	Game forfeit
Playing a player who isn't a financial member of the AUF	2 points deducted
Playing a player who isn't a financial member of the AUF in a final.	Game Forfeit
Teams not assisting with set up or pack-up when rostered to do so.	Two points deducted
Playing in a grade lower than your registered grade if you are not a Reverse Recruit (unless it is in a development team approved by the Committee)	Four points deducted
A player plays in another team in their registered grade without the opposition Captain's approval	Four points deducted
A team using a player from the lower grade when they have 7 or more players (including the lower graded player and including any late coming players) without the opposition Captain's approval. (Excluding A Grade players pool in A Grade)	One point deducted.
A team playing a visiting/casual player without the opposition Captains' approval	Two points deducted.
A team playing a visiting/casual player in a final without the opposition Captains' approval	Game Forfeit
Playing a recruit (or reverse recruit) player when their registered team is playing at the same time.	Two points deducted
A team using a player that has played more than 5 games for teams other than their own registered team and they are not a recruit in that team.	One point deducted
Playing more than one reverse recruit in a game, unless specific committee approval for two reverse recruits to play has been granted)	Four points deducted
Either Captain or proxy failing to attend compulsory Captains meeting as required by TUHA	Two points deducted

14.3 Recording of penalties

- 14.3.1.1.1 The Deck Referee must provide details regarding any penalties in the relevant place on the team sheet when those penalties occur and must notify the Desk Attendant or any Committee member following completion of the game.
- 14.3.1.1.2 Penalty points will be deducted from the offending team's total points tally by the Vice President or his/her delegate when the Pennant weekly ladders are updated.

14.4 Penalty point application

- 14.4.1.1.1 As noted in *Section 12.3*, where a team incurs penalty points during the last five (5) weeks of a pennant, these may be carried over to the next pennant if a majority of the TUHA Committee determine that this is appropriate.
- 14.4.1.1.2 This would usually only be done when the Committee considers that the incident(s) which resulted in the penalty points was of a sufficiently serious and intentional nature (e.g. a team attempting to manipulate in some way the standing of that team on the Pennant ladder).

14.5 Penalty points and draft order

- 14.5.1.1.1 Penalty points will be included in a team's total points tally when determining the team's position in the order of teams for the relevant grade's player draft.
- 14.5.1.1.2 For teams that the addition of penalty points would have placed them in the finals for that grade, or in a higher position, their draft position will be determined by the where they would have stood on the ladder at the completion of the round robin, unless they finish the finals in a higher position (i.e. a team actually finished fourth, but with two penalty points added would have been third. however goes on to win the roster, they would receive the last pick)
- 14.5.1.1.3 Where a team accrues eight or more penalty points in the course of a pennant, that team will be placed at the end of the draft order (i.e. last pick)
- 14.5.1.1.4 In the event of two or more teams accruing eight or more penalty points, then the team with the most points will finish furthest down the draft order (i.e. last pick)
- 14.5.1.1.5 Where two or more teams have accrued an equal number of penalty points and have accrued 8 or more penalty points, then the team that has the highest number of wins will get the earlier pick

15 TUHA Pennant Ladder

Team positions in the TUHA pennant ladder will be determined as follows:

- 1 The winning team will be awarded 4 points;
- 2 The losing team will be awarded 2 points;
- 3 In the event of a drawn game, both teams will be awarded 3 points;

In the event of a forfeited game:

- 1 The team that has forfeited the game will be awarded no points or goals;
- 2 The team that has had its opposing team forfeit the game will be deemed to have won the game and be awarded 4 points and 5 goals.

At the completion of the rostered pennant games, the ladder positions for each grade will be determined by the following:

- 1 Total points, with team with highest number of points assuming first position;
- 2 Where two or more teams have the same number of total points, the rankings for those teams will be determined by the ratio of goals scored to the number of goals conceded, or percentage;
- 3 Where two or more teams have the same percentage at the completion of the pennant roster games, the team(s) that received the least number of time penalties (i.e. players sent to 'sin bin') during the pennant will finish highest in the rankings.

16 General information

16.1 Working with Vulnerable persons accreditation (WWVP)

All persons appointed to positions or officials associated with players under 18 must hold WWVP endorsement, and be current for the duration that they will be responsible for those teams or individuals.

This includes members that are co-ordinating or overseeing schools-based competitions or officials associated with junior players in state teams.

16.2 Minimum Age

TUHA has a minimum age requirement of 14 for participation in the TUHA pennant (A, B or C grade). Under exceptional circumstances players may be assessed on a 'by case' basis.

This assessment will proceed in the following manner,

- Application will be made in writing to the TUHA committee (from the parent or guardian of the individual), detailing reasons for application.
- Individual(s) will be assessed by the TUHA committee for suitability for participation in the TUHA pennant competition, this assessment will be undertaken by either;
 - TUHA Development Officer, and
 - TUHA member as nominated by the TUHA Committee (preference for individuals with accredited UWH coaching qualifications, and have been involved in the TUHA junior program)
 - This assessment may /may not be an in water assessment, or may be a consideration of the individuals known ability and skills observed either during junior sessions or training nights.
- Once a decision has been reached this will be reviewed by the TUHA MPIO and assessors, and the TUHA committee will be advised of the outcome of deliberations, this will then be communicated to the applicant.

16.3 Playing conditions

16.3.1 Puck caught behind or underneath the goal tray

If during play the puck gets caught behind or underneath a goal tray the In-water Referees will halt play, position the puck 5 metres directly out from the back wall in line with where the puck was caught, and resume play with an Equal Puck.

16.3.2 Mouthguards

It is strongly recommended that all players (including both local and visiting players) in TUHA competitions wear a mouthguard at all times whilst playing. This may be either an internal or an external mouthguard. Players choosing to not wear mouthguards will do so at their own risk. This includes all junior/schools competitions. Wearing of a mouthguard (either internal or external) is mandatory for all TUHA representatives/players in national competition.

16.4 Start of game

16.4.1 Minimum number of players

- 16.4.1.1.1 A team must forfeit a game if they are unable to field four (4) of their registered players by the poolside by the time the Referees are ready to signal the start of their game. As a courtesy to opposition teams, if a team Captain is aware, prior to arriving at the pool, that his/her team is in a forfeit situation due to insufficient players, he/she should advise the opposition team's Captain as early as possible. (note for A Grade in pennant 2 2024, this has been reduced to 3 registered players this will revert to 4 in subsequent pennants)
- 16.4.1.1.2 Note: If a team has no option but to forfeit due to insufficient players, that team is still obliged to meet any refereeing duties that the team is rostered for on that particular evening, or at very least, to arrange alternative referees through consultation with the TUHA Chief Referee. If the team fails to arrange alternative referees, they will be liable for a team points penalty as detailed in *Section 13.2.1*

16.4.2 Commencement of game

Once playing time for a game has commenced and at least one team has a minimum of four players in the water, then the Referees should signal the start of play.

16.5 Player finals eligibility

16.5.1 Players in their registered grade

- 16.5.1.1.1 For a player to be eligible to play for their primary registered team in the Pennant finals, the following conditions apply:
- 1 The player must have played a minimum of
 - 1.1 Five (5) games for that team during the Pennant (in a fifteen-game roster).
 - 1.2 Four (4) games for that team during the Pennant (in a twelve-game roster).
 - 2 This does not apply for Recruit players in the team, for whom there is no minimum games limit;
 - 3 The player must be a registered member of TUHA as per Section 7.1.4, points 1 to 6;
 - 4 The player must have been a registered member of TUHA (5 game passes are acceptable) for all games played in that Pennant.
- 16.5.1.1.2 The TUHA Committee will consider an application from a Team Captain or player for the minimum games condition (no.1 above) to be relaxed and the Committee may, if deemed appropriate, grant approval for a player who has played less than five games to play in the Pennant finals for that team.
- 16.5.1.1.3 For such an application to be considered by the Committee, the player must, at the time of the application, be a registered member of TUHA as per section 7.14, points 1 to 6. The player must also have played at least one game in the roster during that Pennant.
- 16.5.1.1.4 Any such application must include all relevant details about the player and his/her situation, and must be received by the TUHA Committee at least 4 days prior to the finals commencing (i.e. by COB on the Saturday prior to the 1st and 2nd Semi-finals, if these first finals are to be played on the following Wednesday) to enable the Committee sufficient time to consider the application.
- No applications will be considered after this deadline.
- 16.5.1.1.5 If, following the Committee's consideration of such an application, a player is deemed eligible to play in the finals, all Captains in that grade will be notified of the decision.

16.5.2 Recruits (all)

There is no minimum game requirement for a Recruit player to play in the finals, but he/she must have been officially registered as a Recruit for the team in which he/she wishes to play.

16.5.3 Players in a higher grade than they are registered

A player who has played at least one game for a higher graded team (i.e. higher than his/her registered team) may play for that higher graded team in a final

16.6 Players playing in teams other than their own

16.6.1.1.1 A player may play a total of five (5) additional games (in total, across all teams and grades) in teams other than his/her registered team, and those games may be in addition to games played as an official Recruit, and games played in TUHA approved development teams (such as the Femme Fatales) subject to the following:

- A players may NOT play in a grade lower than their registered grade, unless as an officially recognised Reverse Recruit;
- A players may ONLY play for another team in their registered grade with the permission of the opposing team Captain;
- A team may include one or more players (as “substitute players”) from a lower grade without permission from the opposition team’s Captain if the TOTAL number of players who will be playing for their team will be 6 or less, including the substituting player(s). However, before the game commences that team’s Captain should notify the opposition team’s Captain of the intention to play with the lower grade players as substitutes;
- A team Captain must gain permission from the opposition team’s Captain to use a player from a lower grade if the TOTAL number of players who will be playing for their team will be 7 or more including the substituting player(s);
- A team Captain must gain permission from the opposition team’s Captain to use any visiting player;
- In a situation where a team is utilising a substitute player(s) and a regular, registered member of that team arrives late to play after the match has started, bringing the TOTAL number of ‘official’ team players to 7 or more, then the team Captain must obtain permission from the opposition team’s Captain to continue using the substitute player(s). The obtaining of permission must be done during a natural break in play, and be done BEFORE the late arrival player can enter the water.

16.7 Incomplete Pennants

16.7.1 Winners of Pennant

16.7.1.1.1 In the event that a pennant is not completed with less than one complete round completed for the grade, then no team will be deemed to have won the pennant.

16.7.1.1.2 If however a complete round has been completed for the grade (i.e each team has played each other once), then the team on top of the ladder, as laid out in section 14 will be deemed the winner of the pennant without finals being played.

16.7.2 Changing of roster and playing conditions

The TUHA committee reserves the right to adjust the roster or playing conditions to enable the completion of a pennant,

This includes but is not limited to

- Shortening game times
- Requiring teams to play two games a night
- Reducing the number of games in a pennant
- Shortening or adjusting the normal routine of a finals series
- Adjusting referees and refereeing duties

16.8 Development teams

The TUHA Committee may decide to include teams for development or group training (for example a junior women's team (Femme Fatales in B Grade) within a specific grade competition where it is possible to do so without additional financial impost to TUHA, and where doing so will not create an imbalance within the pennant for the relevant grade. The TUHA Committee will outline the individual requirements for the Development team in question, to meet their obligations (e.g. refereeing duties) to the Association and to the grade.

With respect to rostered duties throughout a pennant, Development teams will be 'treated' as a normal team within the grade and therefore must meet their obligations for rostered refereeing duties and those for set-up and pack-up.

In games involving Development teams:

- If the Development team is the winning team, they will not be awarded team points. The opposition team, contingent on meeting the player requirement detailed below, will be awarded the four (4) team points and a score line of 5 goals – 0 goals, regardless of whether they have won or lost the game;
- Best and Fairest player votes will not be awarded.

For a team playing against a Development team to receive the abovementioned game points and scoreline, that team must field a minimum of four (4) of their registered players. However they may also use other players, as substitutes, from other teams within the grade or from lower grade teams, to achieve a team of up to 10 players. This can be done without the approval of the Development team's Captain.

If a team is rostered to play against a Development team and does not field a team for the game in question (as per the player requirements detailed above), that team will be deemed to have forfeited the game (i.e. the game will be treated as an official forfeit).

A team rostered to referee a game involving a Development team will be required to provide referees (including Deck Referee) as per any normal pennant game. Failure to do so will see standard penalties apply.

The Deck Referee is required to record all details of the game, as per normal, with particular reference to player 'kick outs' and any other offences. All kick outs and reports for misconduct will be recorded in these games. In respect of reportable offences, Tribunal hearings, penalty points etc., a game involving a Development team will be treated as a normal pennant game.

17 Referees Guild

17.1 Role of the Referees Guild

The TUHA Referees Guild was formed with the goal of raising the standard of underwater hockey refereeing in Tasmania. The TUHA Referees Guild, will contain both paid and non-paid referees.

17.2 Responsibilities of Guild Referees

It is the responsibility of the TUHA Chief Referee to coordinate the Referee Guild and help all TUHA Referees to build their skills. The TUHA Chief referee will maintain a register of all Guild Referees, both paid and unpaid referees and their level of experience and certification.

Responsibilities of individual TUHA Guild Referees include:

- Ensuring that he/she are familiar with the most recent version of the CMAS rules for underwater hockey, and any local TUHA rule variations;
- Working with the TUHA Chief Referee and other Guild Referees to improve his/her refereeing to the highest standard possible;
- Refereeing as many games in each TUHA pennant as possible, including all games that he/she has agreed to be rostered for. If unable to attend any game, it is the responsibility of the individual Guild Referee to either notify the Captain of the team listed to provide referees for that game, or ideally, to find a replacement referee to cover his/her absence (although the replacement does not need to be a Guild Referee);
- Refereeing to the best of their ability and as fairly as possible;
- Mentoring other referees who may be in the water with him/her where possible – including both Guild and Team referees;
- Reporting to a TUHA Committee member any abuse (see *Section 9.5.8* for examples) directed at him/her, or at any other referee or player;
- Ensuring that his/her name and the names of all other in-water referees have been recorded on the team sheet before leaving, following completion of the game.

17.3 Paid Referees

It is the responsibility of the TUHA Chief Referee to coordinate the Paid Referees.

TUHA responsibilities

- TUHA will endeavour to wherever possible supply one (1) paid referee for every regular game.
- TUHA will endeavour to wherever possible supply all paid referees for all finals games.
- Paid referees must have at a minimum a Level one Qualification
- Paid referees will be graded as Senior or Junior
 - Junior – referees under the age of 18
 - Senior- referees 18 or older
- Paid referees will be reimbursed at the following rates
 - Senior Referees will be reimbursed at \$15 per game
 - Junior Referees will be reimbursed at \$10 per game
- Payment of Referees, to be undertaken at least once per pennant, at the completion of the pennant.

18 Best and Fairest Awards

18.1 Nominations

It is the responsibility of all In-water Referees officiating for any TUHA pennant game to confer at end of the game and agree on the three players who, in their opinion, had performed the best and played fairly and to report these players to the Deck Referee(s), noting that:

- 1 Any player who receives a time penalty for any infringement other than a team penalty will be ineligible to receive Best and Fairest votes for that game;
- 2 Players need not have received a time penalty to be deemed ineligible to receive Best and Fairest votes for a game. Behaviours such as repeated minor infringements, 'low level' intimidatory tactics to referees/players and other such poor behaviours will also be considered by the referees when awarding votes.

Three (3) votes will be awarded to the player who the referees considered to have played best (in terms of skills and overall performance) and played fairly.

Two (2) votes will be awarded to the player who the referees considered to have played second best (in terms of skills and overall performance) and played fairly.

One (1) vote will be awarded to the player who the referees considered to have played third best (in terms of skills and overall performance) and played fairly.

It is the responsibility of the Deck Referee(s) to record these votes on the scoresheet for that game in the column provided, adjacent to each nominated player's name.

It is the responsibility of the TUHA Vice President or his/her delegate to collect and collate the Best and Fairest votes data for each grade in each pennant, and to provide a summary of these data at the TUHA Presentation Night for each pennant.

The winner of the Best and Fairest Award for a pennant will be the player(s) obtaining the highest number of total votes over the entire pennant, in their respective grade.

18.2 Playing for multiple teams

Best and Fairest votes awarded to a player playing in a team other than their registered team will NOT count towards his/her Best and Fairest vote total in their registered grade. This includes Best and Fairest votes awarded to Recruit and Reverse Recruit players.

18.3 Multiple winners

Should two or more players receive an equal total number of Best and Fairest votes in their respective grade for a pennant, then the Best and Fairest Award will be awarded to both the players, as co-awardees.

18.4 Players ineligible for Best and Fairest Award

Any player penalised for player misconduct during a pennant (under *Section 9* of these By-Laws) will be ineligible for the Best and Fairest Award for that pennant.

18.5 Players ineligible for votes

The following players/teams/situations are ineligible for votes:

1. Games involving Development teams in any grade will not have Best and Fairest votes awarded. Where Best and Fairest votes are awarded in such games, they will only be used for publicity purposes;
2. A Reverse Recruit will not be eligible for Best and fairest votes in his/her lower grade, until that lower grade team becomes their registered team.
3. A player playing for a team other than his/her registered team in his/her grade will only be eligible for Best and Fairest votes when playing for their registered team.

Adherence to the abovementioned By-Laws around Best and Fairest votes will be monitored by the TUHA Vice President.

19 State Teams

19.1 State Teams - General

The Australian National Underwater Hockey Championships (referred below as “the Nationals”) are held on an annual basis, rotating between States. Where Tasmanian teams are involved in these championships, the following will apply:

1. As best as possible all State Team players, including juniors, must hold at least a Level 1 refereeing accreditation prior to competing at the Nationals;
2. All Junior State Team members will stay at the same accommodation during the Nationals, unless other arrangements have been authorised by the TUHA Committee. Nominations for all team positions (for both players and officials) should be organised as early as possible prior to the Nationals to facilitate this
3. All Senior State Team members will stay at the same accommodation during the Nationals, unless other arrangements have been authorised by the Team Coach and State team manager.

19.2 Code of behaviour

All TUHA State Team squads (players, referees, coaches and officials) participating in the Nationals and in events (e.g., training camps) leading up to the Nationals must abide by the Tasmanian Underwater Hockey Teams Player and Team Management Contract.

19.3 Appointment of State Team Officials

Where possible a call for nominations for the positions of State Team Coaches, Manager and Referees will be made at least six (6) months prior to the Nationals, wherever possible. Each individual nominating for a position will submit his/her Curriculum Vitae to the TUHA Committee to support his/her application. The appointment of persons to these positions will be finalised by the TUHA Committee at least five (5) months prior to the Nationals, wherever possible. Unfilled positions will be re-advertised and filled as soon as possible thereafter.

19.4 Junior Teams and Players

19.4.1 Chaperone

- 19.4.1.1.1 For any TUHA sanctioned competition for any team with athletes under the age of 18 must be accompanied to/from and throughout the competition by a Junior Chaperone(s). The position of Juniors Chaperone must be advertised and filled as per the procedures outlined in *Section 18.3*, although the timeline is more ‘in a timely manner’.
- 19.4.1.1.2 Nominees for the position/s of Juniors Chaperone will be approved by the TUHA Committee.
- 19.4.1.1.3 Where multiple nominees are received, the TUHA Committee will select the best candidate/s. A decision by the TUHA Committee on the number of individuals appointed to Juniors Chaperone positions will depend on the perceived need (usually based on the number of Junior Teams), and will be made as early as possible.
- 19.4.1.1.4 Where a junior (under18) player is selected in an elite or senior team, either the junior chaperone or the coach, team captain or state team manager will be nominated as the player(s) chaperone by the TUHA committee.

19.5 Working with Vulnerable persons accreditation (WWVP)

All persons appointed to positions or officials associated with players under 18 must hold WWVP endorsement, and be current for the duration that they will be responsible for those teams or individuals.

This includes but is not limited to

1. Coaches
2. Team managers (both senior and Junior)
3. Chaperones
4. Any other officials within the team associated with junior participants.

If any player under 18 is selected in senior age teams then the coach and team captain will also be required to be WWVP accredited

19.6 Assistance with fares for Team Officials

The following conditions/requirements apply to fares assistance provided to TUHA Team Officials:

1. A Team Official who wishes to play in a nationals' competition, in addition to performing in his/her Team Official role, must have his/her playing role approved by the TUHA Committee, or no funding may be granted by TUHA;
2. All State Teams members will contribute to the cost of economy airfares and accommodation (for the duration of competition only) for a non-playing State Teams Manager;
3. A State Teams Manager who is also a competing player at the Nationals will have 50% of their economy airfares and accommodation met by all teams' members, and he/she will be responsible for self-funding the other 50%;
4. Where required all State Teams players will share the cost of economy airfares and accommodation (for duration of competition only) for required NON-PLAYING Referees. These Referees must have a minimum qualification of Level 1 Referee and be approved by the TUHA Chief Referee;
5. All players for each State Team will share the cost of economy airfares and accommodation (for duration of competition only) for their NON-PLAYING Team Coach;
6. A Team Coach who also plays in his/her team or another team will only have 50% of their economy airfares and accommodation met by his/her team's players, and he/she will be responsible for self-funding the other 50%;
7. All team members for each State Junior Team will share the cost of economy airfares and accommodation (for duration of competition only) for a NON-PLAYING Team Chaperone;
8. A Juniors Chaperone who is competing will only have 50% of their economy airfares and accommodation met by Junior Teams members, and he/she will be responsible for self-funding the other 50%.

19.7 State Team Selectors

The following are conditions/requirements for State Team Selectors:

1. A call for nominations for the positions of State Team Selectors will be made at least one (1) month prior to the teams' selections, wherever possible;
2. A nominee must provide a his/her current Curriculum Vitae to support his/her nomination;
3. For each State Team, the Team Coach and the TUHA Committee will appoint two (2) selectors, drawing from the available applicants, with all applicants notified of the outcome by no later than two (2) weeks prior to team selections;
4. The selection panel for each State Team will consist of a minimum of three (3) people, one of whom is the Team Coach;
5. State Team Selectors must endeavour to watch as many games and training sessions as possible, prior to the official team selections.
6. Where there are a mix of genders in the team to be selected, then the gender of the selection panel must be mixed.

19.8 Deposits of monies

The following are the conditions/requirements in regards to deposits of monies required from those nominating as State Teams players:

1. Each player nominating for a State Team selection must pay a deposit to the State Teams Manager by the requested date, and payment must be made prior to the official selections for the team nominated for;
2. The amount of deposit required, full payment schedule, and the associated payment dates (deadlines) will be determined by the States Team Manager and advertised to players as early as possible;

3. A player will be deemed INELIGIBLE for selection (**and may NOT trial at all**) unless the abovementioned full deposit has been received from his/her by the State Teams Manager prior to the first State Teams official selection trial;
4. If a player is unsuccessful in the State Teams selection then deposit(s) paid by that player will be refunded in full;
5. Any player with outstanding monies owing to TUHA will not be eligible for selection in a Tasmanian State Team, or for any Team Official position.

19.9 State Team selection

The following are the conditions/requirements for Tasmanian State Team selections:

1. The Team Coach of each State Team will set any selection criteria to be followed by the relevant State Team selectors;
2. Prior to selection trials for a State Team, all State Team squad members will be briefed by the Team Coach on selection criteria for the team;
3. Team Coaches must ensure that they have at least ten players named in their squad where possible, no later than 4 months from the date of the Nationals, and all members of the squad must have paid a deposit (as required by the Manager) by that date;
4. Where player numbers permit, State Team selection trials should be conducted no later than three (3) months prior to the date set for the start of the Nationals;
5. A minimum of two selection trials will be held for each State Team, and are to be organised by the State Team Coaches and should be advertised to all TUHA members at least one month prior to selections;
6. Any player unable to attend the selection trials may submit a written application for consideration by the relevant Team Coach/Selectors;
7. The outcomes of State Teams player selections will be submitted by each Team Coach to the TUHA Committee, within one week of the conclusion of the final selection trials;
8. An announcements of State Teams player selections to TUHA members and community at large will be made once the TUHA Committee has endorsed the selections, in light of the conditions outlined in *Section 18.9*. This endorsement may be completed for all players nominated for selection prior to selections being held.

19.10 Non-Residential and International Players

- 19.10.1.1.1 Non-Residential and International players are eligible to participate in Tasmanian state teams at the nationals, providing they meet the criteria defined in the following document AUF Underwater Hockey Australia, Guidelines on Organising a National Underwater Hockey Tournament, Section A, 4 Player and Team eligibility.
- 19.10.1.1.2 These players would be required to meet all the criteria as outlined in Section 18, State teams, with the exception of having to hold TUHA membership (see section 18.10 State team eligibility).
- 19.10.1.1.3 Non-residential or International players should only be considered where there is insufficient TUHA members seeking selection.

19.11 State Team eligibility

A player will be ineligible for selection for State Teams if:

1. As per *Section 18.7*, above, the player owes monies to TUHA.
2. As per *Section 9.9*, the player has been suspended for 5 weeks (cumulative) or longer in a 2 year period;
3. As per *section 7.1*, the player is not a current financial member of TUHA.
4. As per *section 7.2*, the player is not a current financial member of the AUF.
5. As per section 18.10, the player is ineligible, as defined under the guidelines defined in section 18.9

19.12 TUHA representative teams

19.12.1.1.1 Teams wishing to compete as representatives of TUHA in events other than the Nationals, such as the King's Cup or other invitational events, require endorsement by the TUHA Committee and must meet the eligibility criteria as set out in *Section 18.9*.

19.13 Australian Representative Teams

19.13.1.1.1 Where players are selected for Australian teams by UHA, all matters in regard to conduct, membership and other matters in relation to that team are the responsibility of UHA and the AUF.

19.13.1.1.2 The TUHA committee reserves the right to honour any sanctions delivered by UHA/AUF for misconduct or other matters (as outlined in their respective constitutions or bylaws).

20 Appendices

20.1 Appendix 1 - Code of Conduct

Tasmanian Underwater Hockey Code of Conduct

This document presents the general code of conduct that all members of our community must follow and specific to roles within the community.

Under this code of conduct, no person shall behave in a way or display conduct that in the opinion of TUHA Officials (Committee/Referees/Coaches/Chaperones) can be considered contrary to the sportsperson-like conduct of the match or TUHA activities in general. The Tasmanian Underwater Hockey Association (TUHA) expects the following codes of conduct to be upheld by all people involved with all involved with the TUHA, particularly those responsible for activities involving members under the age of 19 years. TUHA promotes underwater hockey as an inclusive sport accepting of all different cultures, beliefs and identities.

These codes of conduct highlight the principles and values of TUHA and are the core principles of the Member Welfare and Child Welfare policies.

Failure to adhere to the spirit and principles of this Codes of Conduct, may result in disciplinary action up to and including expulsion from games, events and/or TUHA.

To find specific role of conduct, please select from the list below.

To print these, please use the between pages option.

20.1.1 General Code of Conduct.

As a member of the Tasmanian Underwater Hockey Association (TUHA) community you are expected to:

- Respect the rights, dignity and worth of other members in the TUHA community.
- Ensure your conduct and behaviour are consistent with expectations of TUHA and within the law, including not engaging in behaviour that will bring TUHA into disrepute and following reasonable direction from TUHA officials and pool staff;
- Have a sound working knowledge of TUHA policies, rules, and the game rules (CMAS).
- Be ethical, considerate, fair and honest in all dealings with other people and organisations.
- Be professional in and accept responsibility for your actions.
- Be aware of TUHA's, policies, by-laws and operate within these guidelines and spirit of the sport, including the national and international guidelines that govern TUHA including refraining from any form of abuse, harassment or discrimination or other anti-social behaviour towards others.
- Refrain from intimate relations with members whom they have a supervisory role or power over.
- Refrain from any form of victimisation toward others.
- Immediately report any breaches of the misconduct and child safety policies to a TUHA committee member.
- Provide a safe environment for the conduct of TUHA activities in accordance with any relevant TUHA policies including being a positive role model and showing concern and caution toward others that may be sick or injured.
- Co-operate with your coaches, team mates, opponents, referees, management, event staff and officials.
- Consumption of alcohol will be done in a responsible manner (whether at TUHA sponsored events, nationals and international competitions).
- TUHA does not condone the use of illicit drugs.
- Encourage all participants to uphold the 'essence of sport.'
- Do not harass or abuse officials. Respect the referees decisions.
- Use the appropriate rules and guidelines to resolve a dispute.

- Control your temper. Verbal or physical abuse is not acceptable.
- Treat all Underwater Hockey participants, as you would like to be treated. Do not bully or take unfair advantage of another TUHA member or competitor.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, ethnicity, cultural background or religion.
- Help each person (athlete, official etc.) reach their potential – respect the talent, developmental stage and goals of each person, and compliment and encourage with positive support and feedback.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development.

20.1.2 Player Code of Conduct

- Abide by the General Codes of Conduct.
- All players need to be aware of WADA guidelines.
- Show good sportsmanship towards your team and others, including officials.
- Intimidation, verbal or physical abuse are to be reported immediately to TUHA Committee members or the Member Information Protection Officers.
- Participate for your own enjoyment and benefit, not to satisfy the expectations of others.
- Maintain a 'duty of care' towards others and accountability for matters relating to training and competition.
- Maintain the required standard of accreditation and/or licensing of competencies and statutory compliances. This includes TUHA and AUF membership and Referee courses to ensure you are knowledgeable of the game rules.

20.1.3 Committee Members and TUHA Officials Code of Conduct

- Abide by the General Codes of Conduct.
- Act in good faith and in the best interests of the sport as a whole.
- Maintain confidentiality in regard to sensitive and /or commercial information.
- Resolve conflicts fairly and promptly through established procedures.
- Do not allow prejudice, conflict of interest or bias to affect your impartiality. This also applies to directors, officers, employees, and contractors.
- Be honest and not allow qualifications to be misleading.

20.1.4 Coaching Code of Conduct

- Abide by the General Codes of Conduct.
- Maintain a standard of accreditation and/or licensing of professional competencies if required.
- Help each person (athlete, official etc.) reach their potential - respect the talent, developmental stage and goals of each person, and compliment and encourage with positive support and feedback.
- Be honest and do not allow your qualifications to be misrepresented.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development. * This also applies to team support staff (eg. medical, physiotherapy)
- Refrain from intimate relations with members whom they have a supervisory role or power over.
- Be responsible for matters concerning the coaching, training and development of members.
- Working with Vulnerable Peoples card to be provided to TUHA upon appointment to a position.

20.1.5 Team Officials Code of Conduct (Chaperones and Team Managers)

- Working with Vulnerable Peoples card to be provided to TUHA upon appointment to a position.
- Abide by the General Code of Conduct.
- Assist the team coach where required with athletes to reach their full potential – respect the talent, developmental stage and goals of each person, and compliment and encourage with positive support and feedback.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development. * This also applies to team support staff (eg. medical, physiotherapy and dietician staff).
- Be responsible for the overall welfare and wellbeing of team members and officials when travelling with a team.
- Maintain a duty of care towards team members/athletes and accountability for the management of the team.
- Refrain from intimate relations with members whom they have a supervisory role or power over.
- Chaperone and Team Managers refrain from drinking alcohol during the performance of these roles inclusive of social functions to ensure the safety of those being chaperoned and to ensure an appropriate duty of care is maintained.

20.1.6 Referee Code of Conduct

- Abide by the General Codes of Conduct.
- Be consistent, objective and unbiased when making decisions.
- Address unsporting behaviour and promote respect for all competitors.
- Emphasise the spirit of fair competition.
- Promote rule changes that will make participation more enjoyable.
- Be a good sport yourself. Actions speak louder than words.
- Keep up to date with the latest rules and guidelines for officiating.
- Place the safety and welfare of the participants above all else.
- Give every participant a 'fair go' regardless of their gender, ability, ethnicity, cultural background or religion.

20.1.7 Parent or Guardian Code of Conduct

- Abide by the General Codes of Conduct.
- Encourage your child to participate in sport for their individual enjoyment, personal satisfaction, and improvement.
- Focus on your child's effort and performance, rather than winning or losing.
- Encourage your child to abide by the rules and accept judgements made by officials.
- Never ridicule or yell at a child for making a mistake or performing below expectation.
- Be an example to your child and others. Appreciate good performances by all participants.
- Support all efforts to remove verbal and physical abuse from the sporting environment.
- Show appreciation and respect for all people involved in your child's sport.
- Respect the rights, dignity and worth of all participants, regardless of their gender, ability, ethnicity, cultural background or religion.

- Parents/ chaperones will refrain from interfering poolside or otherwise in the coaching/training and development of state teams. Parents/chaperones should not approach the team or players and give coaching advice to their children or other players prior to, during or after play. Player debriefs are an important learning tool adopted by coaches to elicit better play.
- All parents should support the coaches or state team manager decisions on training. If issues or concerns arise, parents should address these directly to the State team manager(s) away from the teams. This can also be addressed with the TUHA committee for further advice.

20.1.8 Spectators Code of Conduct

- Abide by the General Codes of Conduct.
- Remember that people participate in sport for their enjoyment and benefit, not yours.
- Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the outcome.
- Respect the decisions of officials and teach others to do the same.
- Never ridicule or scold an athlete for making a mistake. Positive comments are motivational.
- Reject the use of violence in any form, whether it is by spectators, coaches, officials or competitors.
- Show respect for all athletes and coaches. Without them there would be no competition.
- Encourage competitors to follow the rules and the officials' decisions.
- Do not use foul language, sledge or harass other competitors, coaches or officials.
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

20.2 Appendix 2 - A Grade Talent Pool

20.2.1 Introduction

In order to facilitate the inclusion of a sixth team for A grade for Pennant 1 2024, The A Grade captains agreed to suspend the normal procedure for recruiting players into A grade and replace this process with an identified pool of talented junior players that are available to fill in for A grade teams (as well as within their respective B and C grade teams).

There will be no additional recruits added to A grade teams for Pennant 1 and 2 2024, however existing recruits are not affected by this change.

This appendix will replace the provisions in section 10.2 of this document.

The A Grade Talent pool will remain in place until removed by the TUHA Committee.

20.2.2 Purpose

The intent of this changes is to;

- a) Provide an opportunity for talented players to be able to play A grade.
- b) At the conclusion of each pennant allow those players that are identified as at a suitable standard to be placed in teams
 - a. That are suited to individual players.
 - b. That will provide the maximum benefit for the overall competition.

The following rules will apply to the A Grade talent pool

- Individuals within the pool are required to play for the team that they are registered in, the normal penalties will still apply if this does not occur.
- Where C grade players are a recruit in a B Grade team, they are required to fulfil their duties to that B Grade team, the B grade team may however choose to release them to the A grade game.
- No player in the pool can play more than 5 games with any team in A grade.
- No player within the pool can play more than one A Grade game each week.
 - Where possible teams should even out player numbers where pool players are used (upwards of 6 players)
- A Grade captains are expected to balance team numbers utilising players from the pool,
- Where Teams are utilising a recruit(s) from the pool, team numbers are capped at 8, however if A grade teams have more than 8 or more regular players (Registered A Grade) able to play, then this cap doesn't apply.
- Individual teams are still required to still have 4 registered A grade players (or official recruits) players present in order to avoid a forfeit
- All new players entering the pool (post completion of Pennant 1 2024), need to be at a minimum a recruit in a B grade team, (this does not include players who entered the pool during Pennant 1 2024).

Prior to Pennant 1 2025, and for subsequent pennants while the A Grade talent pool remains in place the following will occur.

- A Draft of up to 6 players (may be reviewed at a later date) will be selected to become recruits for individual A Grade teams, these players will remain recruits for at least one pennant before becoming solely A Grade players.

- At the conclusion of Pennant 1 2025 they will become permanent members of their respective A Grade teams if they are deemed to be A Grade capable by the captains of A Grade.
- This process will then continue at the conclusion of each subsequent pennant which will include more players as they develop joining the A-Grade player pool to enable advancement of their underwater hockey.

20.2.3 Duration

This arrangement will be in place for pennant 1 and 2 2024 and will be reviewed by the TUHA Committee and A Grade captains at the completion of Pennant 2 2024, at which point this arrangement may be extended, if not the normal rules as per section 10.2 will be applied.