

**COUNTRY  
FOOTBALL**



**WA**

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# **RULES & REGULATIONS**

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of Country Football WA Incorporated

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**APRIL 2026**

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## OBJECTIVES

Country Football WA (CFWA) wish to ensure that teams fielded in competitions conducted by an affiliated League are as strong and well matched as possible.

The continuing support of such competitions and the opportunity for players to develop and employ their skills both depend upon a League continuing to conduct vigorous competitions between evenly matched and financially viable clubs.

In order to achieve these objectives, CFWA has adopted these Rules & Regulation to supplement the provisions of contract of service agreements between players and their clubs to provide a system that will:

- (a) ensure sufficient stability in the membership of Club teams to enable team spirit and public support to be maintained;
- (b) prevent stronger Clubs from obtaining an unfair proportion of the best players at the expense of the weaker Clubs;
- (c) provide opportunities for players to enter competitions conducted by the Leagues and for an orderly system for:
  - i) players to move between Clubs; and
  - ii) Clubs to move between Leagues;
- (d) provide Clubs with an incentive to expend time, effort and resources in the development of Australian Football;
- (e) provide Junior Leagues and Clubs with the opportunity to expand participation within all levels of underage football.

The CFWA Rules & Regulation have been prepared taking into consideration the rules and regulations set nationally by the AFL, WA Football and their other affiliated competitions and have been written in the best interests of Country Football.

These Rules & Regulation also establish relevant bodies and a mechanism by which reportable offences and alleged conduct of persons can be referred to, heard and determined by the relevant body.

## 1. LEAGUE AFFILIATION RULES

- 1.1 Prior to the commencement of an affiliated League season, each League must provide CFWA with the following documentation:
  - a) A signed copy of the CFWA Affiliation & Funding Agreement.
  - b) A copy of the League Constitution and details of any amendments thereto within 14 days of approval by the Department of Mines, Industrial Regulation and Safety.
  - c) A copy of the League Rules & Regulations. Any amendments to CFWA Rules & Regulations needs to have been submitted approved by CFWA.
  - d) A copy of the League's Financial Report that has been submitted and accepted at the Annual General Meeting of the League.
- 1.2 Leagues are required to ensure that they and their clubs abide by CFWA's Brand Guidelines document regarding the use of CFWA logos in general and on footballs and League and Club apparel.
- 1.3 Leagues are required to participate in the AFL's combined insurance program with Marsh Insurance.
- 1.4 Leagues or Clubs which are responsible for the booking of grounds should refer to the 'Spectator Management Policy' to manage individuals that detract from positive game day environments.
- 1.5 Leagues and Clubs are to introduce appropriate Risk Management procedures.
- 1.6 All Clubs are to use the Marsh Insurance Match Day Check List or App\* prior to each match day. Each League shall be responsible for ensuring that each Club completes the Check List as outlined and that the Check Lists are kept in a safe and secure place for a period of seven (7) years from the date of the Check List.
- 1.7 Enter a Memorandum of Understanding to utilise the WA Football Community Football Tribunal.
- 1.8 Leagues are to appoint an Umpire Development Coach/Coordinator whose role is to recruit, assist with online registration, accreditation, train, make umpire appointments and represent umpires within the League. The information of this appointment needs to be provided to the Regional Football Specialist before the commencement of the season.
- 1.9 Unless a specific rule is contradicted in the following Rules & Regulations, Leagues must comply with the AFL's Laws of Australian Football and National Community Guidelines
- 1.10 Leagues which have underage competitions (under 18s and below) must comply with the WA Football Junior Rules & Regulations.
- 1.11 Leagues must apply CFWA's "Match Day Process Paperwork" documents to the management of all sanctioned matches.
- 1.12 Leagues and Clubs must adhere to Play HQ player registration and competition management principles and policies at all times.
- 1.13 Leagues and Clubs must ensure they adhere to CFWA's Duty of Care Policy.

- 1.14** Leagues, Clubs and Players are subject to Fines and Penalties (financial or otherwise) for breaches to CFWA Rules & Regulations, Rules of Australia Football (AFL Laws of the Game) or CFWA approved League Rules & Regulations from the relevant controlling body.
- 1.15** Leagues, Clubs and Players are bound by CFWA's Paid Player Rules & Regulations (Rules & Regulations Rules 4) including the enforcement of fines and sanctions on Clubs and their members.
- 1.16** Leagues may apply to have Rules & Regulations which vary from those included within the CFWA Rules & Regulations as long as they are Rules & Regulations which are restricted to, and limited to, their own domestic competition for the convenience of that competition, do not have any negative impact (perceived or otherwise) on rival competitions and have been applied for and approved by CFWA.
- 1.17** CFWA, at its discretion, will enforce player, coach and official suspensions handed down by other competitions for the breaching of their competition Rules & Regulations.
- 1.18** Country Football WA will act in the best interests of all Affiliate Leagues & Associations without undue formality and without being bound by associated Affiliate League or Association governing rules, if they consider it is not in the best interests of the competition concerned.

Any matter of any kind whatsoever not dealt with or provided for in this document (CFWA) may be dealt with in such manner as CFWA determines.

## **2. PLAYER REGISTRATIONS AND TRANSFERS**

- 2.1** A person wishing to play for a CFWA Club must self-register, including the approval of the terms and conditions, with their Club using the Play HQ Registration System or qualify under a suitable CFWA permit (see Rules & Regulations 3 Permits).
- 2.2** Any official form, manual or online, (e.g. permit, registration or transfer form) signed by a player under the age of eighteen (18) years will not be considered valid unless it is counter-signed by their parent or legal guardian.
- 2.3** Any player who desires to transfer to another Club shall be required to obtain a transfer using the Play HQ Registration System.
- 2.4** The minimum age for any player in a senior grade (League, Reserves, Women's) with a club in an affiliated League is 15 years of age in the year of playing. Any player 15 years of age or younger playing in a Senior CFWA match must first have completed the requirements as per CFWA's Underage Playing Up Policy.
- 2.4.1** Should there be no suitable junior competition to accommodate the player; the minimum age may be reduced upon application to Country Football WA.
- 2.4.2** Leagues are to encourage any player 15 years of age or younger to wear distinguishing shorts to identify them as an underage player.
- 2.5** A player who wishes to apply for a transfer shall lodge an application on the Play HQ Registration System between 12:01am (AEST) on 1 November to 11:59 (AEST) on 30

November and 12:01am (AEST) on 1 February to 11:59pm (AEST) on 30 June in each calendar year.

**2.5.1** At any stage, additional transfer periods may be opened by the National Body and will be limited to the specific times and dates as communicated to clubs.

- 2.6** A player who gives false information on an Application for Transfer or on a Registration Form shall be liable to fines and/or suspension as determined by the controlling body to whom such application was made and any application granted as a result of such false information shall be deemed void.
- 2.7** If an application for a transfer is not actioned within six (6) calendar days of having been lodged with the transferring League, then the transfer shall be automatically approved on the Play HQ Registration System.
- 2.8** A player's former club can refuse the transfer within the six (6) calendar days by notifying their affiliated League of the refusal via using the Play HQ Registration System. A refusal can only occur where the Club can substantiate that the player:
- a)** is a Declared Player whose current player arrangement requires the player to continue to play for the Club; and/or
  - b)** is indebted to the Club; and/or
  - c)** is in possession of Club property (e.g. jumper) that needs to be returned;
  - d)** wishes to withdraw their application.
  - e)** Any combination of the circumstances in a) – d).

A Club refusing to Transfer a player must provide evidence (written documentation acknowledged by both parties) in order to substantiate the refusal upon request by its affiliate Football Body within four (4) Calendar Days of the request. Failure to provide such evidence may result in the Football Body approving the Transfer upon resubmission of the Transfer Request by the player or, where the player is a Junior Player, that player's parent or guardian.

- 2.9** Any player not having played during the previous 24 calendar months is entitled to a "free" transfer. If the player does have an existing registration with a current club, and desires to register with a new club after 30 June, their intending Club will require the assistance of CFWA to process their application.
- 2.10** The Registrar of a League shall not refuse to endorse an application for transfer that has been approved by its Clubs except if the player making the application is financially encumbered to that League or is under 18 years of age and does not have the supporting signature of their parent/guardian.
- 2.11** A player whose Application for Transfer is refused by a Club is able to lodge a second or subsequent application immediately after the transferee registrar has been advised that the previous application has been refused.
- 2.12** If an Application for Transfer is refused, and the player considers that the reason for refusal is not genuine, the player may appeal to Country Football WA in accordance with the Rules of Appeals – Transfers (Rules & Regulations 11.3) Where it is a local matter between Clubs within an individual League, such appeals shall be heard initially by that League's Appeals Board.
- 2.13** A player under suspension by a League can transfer to a club in another League but cannot transfer from that new club until 28 days after the suspension has been completed.
- 2.13.1** In the case of a player or official who has been suspended from playing or participating in a competition conducted primarily between 31 March and 30 September, the player/official may, upon obtaining the prior written approval of the controlling body

which imposed the suspension, play or participate in a competition conducted primarily between 1 October and 31 March.

**2.13.2** In the case of a player or official who has been suspended from playing or participating in a competition conducted primarily between 1 October and 31 March, the player/official may, upon obtaining the prior written approval of the controlling body which imposed the suspension, play or participate in a competition conducted primarily between 31 March and 1 October.

**2.14** A State Football Body may permit an intrastate Transfer Request, or the relevant State Football Bodies may jointly permit an interstate Transfer Request, outside of the Transfer Periods where:

(A) exceptional and compelling circumstances apply to the Transfer Request; or

(B) the '24-month rule' set out in Section 3.4(c) applies to the Transfer Request.

**2.15** In exceptional circumstances CFWA may approve an intrastate Transfer after June 30.

**2.16** A Club is required to submit a team sheet in Play HQ for each game in which the Club partakes. Each player partaking in the match must be included along with a coach(s). Captain(s) must also be identified on the team sheet as they are the only person sanctioned to officially approach an umpire throughout the match.

**2.16.1** Any player included on the team sheet must be present and in a playing uniform. If it is found they are not present or not in a playing uniform, then the player will be deemed as an ineligible player and the Club subject to a fine or sanction at the League's discretion.

**2.16.2** Any players arriving late cannot take the field until they are presented to the umpires at quarter time or half time. The player must be added to the team sheet before they can take the field. Any player arriving after the third quarter has commenced, is unable to play in the remainder of the match and should not be registered on the Team Sheet as having played in that match.

**2.17** When a team plays a player who is ineligible to play, the team shall be liable to lose premiership points gained and to further penalties as the League shall determine. The game will be deemed as a forfeit.

**2.17.1** The application of Rules & Regulations 2.17 is to occur via a ladder adjustment in the Play HQ competition management system.

**2.17.2** Both teams' best players and goal kickers for all eligible players are to be included in match results, excluding any ineligible players.

**2.18** The window for the reporting and penalising for the playing of ineligible players;

**2.18.1** Regular Season: Throughout the regular season, the window for reporting an ineligible player closes at the commencement of the final round of scheduled fixtures for the season.

**2.18.2** Finals: Throughout the finals, the window for reporting the playing of ineligible players closes at 5:00pm Monday prior to the upcoming fixture.

**2.18.3** Grand Final: Following a Grand Final, the window for reporting an ineligible player closes Monday 5:00pm following the Grand Final.

**2.18.4** Issues referred to the Leagues after these windows would be subject to fines, however the match result shall stand.

**2.19** Clubs which make team sheet errors, including the incorrect recording or non-recording of eligible players, will be liable to sanctions as determined by their League.

**2.20** A player's Club of Origin is defined as the Club which is recognised to be their 'primary development' Club. Consideration of Club of Origin would be determined by the player's parents' residence, where he/she played junior football (and subsequent time spent there) and the Club that last cleared the player to the WAFL or another competition. Any transfers under the term 'Club of Origin' shall be subject to the approval of that League. If a player disputes the league's ruling they can appeal to CFWA who will make a final decision regarding the player's Club of Origin claims.

**2.21** A player who participates in a League is unable to participate in a CFWA affiliated or non-affiliated League on the same weekend. For CFWA purposes (and if the CFWA Club they play for is the second game of the weekend), this player would be deemed to be ineligible.

The only exceptions may be;

**2.21.1** A player partakes in a senior and junior competition.

**2.21.2** A player plays for a CFWA Club and a Masters WA Club in the same weekend.

**2.21.3** A player plays for a CFWA Club and a WA State Country team in the same weekend.

**2.22** No CFWA Club shall offer, pay, demand or receive a transfer fee for a player transferring between two CFWA Clubs. In the event of a CFWA Club being found in breach of this rule, the matter shall be referred to the CFWA for adjudication and, if necessary, penalty.

**2.22.1** Should a Country Club wish to transfer a player currently under declaration either from the WAFL or another Community Club, they may be required to negotiate a declaration exiting fee for that player to be released.

**2.23** For a CFWA player to qualify for finals, they must have played a minimum of 20% of the home and away games within that specific grade of competition prior to the finals commencing.

**2.23.1** In the case of a player playing multiple matches for the same Club on the same weekend, only the highest-ranking fixture will count towards finals qualification.

**2.23.2** In the case of a player who misses a Club fixture due to participation in a State Country or other WA Football endorsed state fixture, that fixture counts towards finals eligibility.

**2.23.3** In the event that multiple grades for the same Club are playing in finals matches on the same day/weekend, a player is able to play in a lower grade despite not playing a minimum of 20% of matches in that grade provided the player is qualified in higher grade (i.e. a league qualified player misses selection in the league side, he can play in the reserves final if it is played on the same day/weekend).

**2.23.4** Any player qualified for finals in a lower grade is able to play finals in a higher grade providing they meet other competition criteria (i.e gender, age requirements).

**2.24** A player registered with a junior country league is able to qualify for a Season Permit to play in a senior CFWA League, provided the player is playing for a senior league within the same district as their junior one, and subject to player welfare and Rules & Regulations 2.2 and 2.20.

The League that has the player's primary registration will be given precedence in the event of any disputes.

- 2.25** A pregnant player is provided with the same personal accident insurance coverage that is provided for all registered members of CFWA. However, the player is not covered if the resultant injury is found to be due to the pregnancy. No coverage is provided for the unborn baby.
- 2.26** Participation in a CFWA League for a pregnant player should only be allowed under the following conditions:
- 2.26.1** The player has obtained professional medical advice prior to playing which has been presented to the League.
  - 2.26.2** The player automatically assumes any risks of injury to herself or her unborn baby in the event of a pregnancy related complication as a result of her participation in the League.

### 3. PERMITS

Season Permits should be used for players in a country region through FIFO based employment (Rules & Regulations 3.4), players transitioning between Country football and the WAFL system (Rules & Regulations 3.2), junior players that have a junior metro and country club (Rules & Regulations 3.1.2), and junior aged players wishing to participate in a senior competition within their district (Rules & Regulations 2.25).

Players who are entered into the Play HQ Player Registration System under a permit and have not adequately qualified for that permit should be deemed ineligible and the offending Club penalised under Rules & Regulations 2.17

Season Permits can be applied for at any time during the season, providing the player is eligible to play on a Season Permit.

#### 3.1 Students Living Away

- 3.1.1** Students living away from home attending a High School, TAFE, Agriculture College or University must be transferred before being eligible to play with a Club at their temporary location.
- 3.1.2** Secondary School Students living away from home attending a boarding school or agriculture college and who play in another Country or Metropolitan competition may return to play with their Country Club of Origin (2.20) at any time during the season using a Season Permit dated to current season's end, subject to Rules & Regulations 2.21
- 3.1.3** University, TAFE or Agricultural College students who have been transferred to play with a Club at their temporary location during the past 24 months may be granted a Season Permit to return to play with their Country Club of Origin (2.20) during recognised semester or term breaks, subject to Rules & Regulations 2.21. If a player requests a permit for more than 4 weeks, a written request must be submitted to the Controlling Body for approval. For example, if a university student has no Semester 1 exams, therefore, they have a longer mid-year break, they must provide the Controlling Body with a copy of their university's 2026 calendar.

- 3.1.4** A Season Permit game counts as a regular qualifying game for finals purposes, so players are permitted to play in final round games in both Leagues provided they meet the qualifying criteria and subject to Rules & Regulations 2.21.

### **3.2 WAFL Permitting**

- 3.2.1** The WAFL and CFWA allow Season Permits between the WAFL and country clubs. Players are able to play with a country club on an unlimited basis provided they only play in either the WAFL or for their country club on a weekend.
- 3.2.2** WAFL Players can play on multiple season permits with multiple Country Clubs prior to June 30 but will be prohibited from applying for any additional permits post June 30 (i.e. the CFWA Club that they are permitted to as of July 1st will remain until seasons end).
- 3.2.3** The only exemption to 3.2.2 is if a WAFL registered player has not yet applied for a season permit to a country club prior to June 30. In this instance the player will be eligible to apply for a season permit to a solitary country club post June 30.
- 3.2.4** For players wishing to play for a country club whilst currently permitted to both the WAFL and another Community/Country Club in the current season, the WAFL Club must cancel their existing Season Permit and the Country Club must apply to the WAFL Club and have their Season Permit approved prior to them playing.

### **3.3 Reports while on Permit**

Should a player be reported and suspended in either of their registered competitions, the player will not be eligible to play in either competition until such time as the full period of their suspension (i.e. 4 games) has expired in the league that they were originally suspended from. The League is required to correctly enter the details of the report, and any subsequent suspension, into Play HQ.

### **3.4 Fly In/Fly Out (Drive in Drive out) Employment.**

Employees who consistently relocate on a “Fly in-Fly out” or “Drive in Drive Out” employment basis will be permitted to play with a Club in the district of their temporary residence without the need to obtain a transfer from their original Club. Work should be under FIFO type arrangements under the following Rules & Regulations:

- 3.4.1** On the request of the League, a player must supply a certificate from their employer certifying that they are employed on a “Fly in-Fly out” arrangement and a copy of their work schedule.
- 3.4.2** These players will be permitted to play with their secondary Club using the Season Permit in the Play HQ Registration System. This permit will be valid for a season or a part thereof and will expire at the end of the season.
- 3.4.3** These players will be eligible to play in finals in both competitions providing they satisfy the qualifying number of games in each. A player may play in only one affiliated League on any one weekend.

- 3.4.4** Players are only permitted to play with their secondary Club on those weekends they are in their temporary location on their employer designated “Fly in-Fly out” employment schedule.
- 3.4.5** Should the employment of the “Fly in-Fly out” arrangement cease, the Season Permit will also cease and the player, if remaining at their temporary location, must seek a transfer from their original Club before being permitted to continue playing with their secondary Club. Such application can be made at any time during the season.
- 3.4.6** Should a player be employed on a “Fly in-Fly out” basis but desire to transfer to another Club/League, the player must seek the permission of their secondary club to have their Season Permit cancelled before being permitted to play with any new Club.

### **3.5 Masters Football**

- 3.5.1** Players who intend to play for a Masters WA Club are able to do so on a Season Permit dated to season’s end.

## **4. PAID PLAYERS & COACHES**

A Paid Player Payment is categorised as:

- Football Match Payments,
- Approved Relocation Payments,
- After Match Best Player Awards,
- Fairest and Best Awards;
- Approved Travel Payments.

CFWA defines a paid player as any CFWA registered player that receives any payment for playing football or participating in a football club.

The only transfer of money, goods or services able to sit outside of the term “Player Payment” is post-match best player awards, approved coaching payments, club membership, club apparel, club meals and insurance upgrades for players.

For the point of the CFWA’s Paid Player Rules & Regulations, all other transfers of money, goods or services will be considered player payments and therefore must be included in any match and player calculations.

- 4.1** No CFWA Team is to pay out a combined total of greater than \$3,500 in total player payments in any given match unless Rules & Regulations 4.4(b), 4.4(c) and 4.4(d) can be applied, in which case the amount may increase by that applied amount.
- 4.2** No CFWA Club is to pay a player a ‘Sign on Fee’ or provide any subsidiary benefits (outside of employment, relocation costs and match fees) to any player. Any relocation costs must be provided to the CFWA for tracking and approval. Insurance provided to players specifically adding protection around the playing of football is deemed to be outside of the CFWA Paid Player Rules & Regulations and is allowed.
- 4.3.1** Clubs can make reimbursement to a player to for any medical gap expenses associated with an injury sustained whilst playing football. Clubs are required to

keep copies of the invoices (such as Medicare statements) that clearly identify the insurance gap for which reimbursement payments are being made.

- 4.3** The maximum match payment a player can receive is \$550 per match.
- 4.2.1** Any player receiving a Paid Player Payment, be it a match payment or travel payment, must have a contract submitted to CFWA for recording prior to playing a game.
- 4.2.2** All payments must be made via EFT.
- 4.4** The only possible exceptions to Rules & Regulations 4.3 are as follows:
- a)** Each CFWA Club is allowed to pay one ‘Marquee Player’ up to \$1,000 per match provided the player meets the listed criteria (see Rules & Regulations 4.8). All Marquee payments must be included within the clubs weekly cap of \$3,500.
  - b)** Each CFWA Club is allowed to pay a ‘one off’ undisclosed match payment to a celebrity footballer who transfers in for one match to promote football. This payment will sit outside of the salary cap. This payment must be approved by the CFWA prior to him playing. Each club is only permitted to do this on one occasion in a season.
  - c)** A player can qualify to receive a travel fee for matches in which the player travels greater than 200km (return) from their suburb of residence to attend. Players, upon request, must be able to demonstrate that they are residing at the address provided. This payment must be approved by the CFWA via a Travel Payment Application Form prior to any payment being made. Payments must be recorded on the CFWA’s Paid Player Spreadsheet.
  - d)** Flights to and from matches are exempt from Paid Player Rules & Regulations.

The following payment schedule is applicable.

Distance (km’s return)	\$ Amount Applicable
200km - 299km	\$66.50
300km - 399km	\$133
400km - 499km	\$199.50
500km +	\$266

- 4.5** Any CFWA Club paying individuals match payments relating to Country Football must ensure payments are legally compliant and all player payments must be recorded on the CFWA’s Paid Player Spreadsheet for auditing purposes. For all CFWA Clubs paying players the following paperwork must be supplied by the club directly to the CFWA where appropriate:
- 4.5.1** All Club Presidents must submit to CFWA (prior to the start of the season) a signed Club Paid Player Declaration as per the CFWA’s Club Paid Player Declaration paperwork.
  - 4.5.2** All proposed Marquee Player payments must be submitted to the CFWA for approval using the CFWA Marquee Player Approval form.
  - 4.5.3** All Clubs making player payments must submit a completed CFWA Paid Player Spreadsheet to the CFWA no later than the Tuesday following the match 12:00pm. Sanctions will be applied to clubs who do not meet the timelines.

- 4.5.4** All proposed Travel payments must be submitted to the CFWA for approval using the CFWA Travel Payment Approval form.
- 4.5.5** All Paperwork needs to be submitted electronically on the CFWA approved forms. No handwritten forms will be accepted.
- 4.6** No CFWA Club is to pay out greater than \$500 in total player awards (or goods to the value of) for any given match. A player is unable to receive greater than \$100 in prize money (or goods or services to the value of) per match. All prizes must be recorded and able to be presented to CFWA upon request.
- 4.7** A maximum amount of \$1,000 can be paid out to a Club Best and Fairest winner, with a maximum of \$500 for a Runner Up and a maximum of three more descending (<\$500) amounts allowed. No other ex gratia payments should be provided to players during or at the completion of the football season. Any end of season award payments must be recorded and able to be presented to CFWA upon request.
- 4.8** For Marquee Players receiving greater than \$550 in payments per match, the Club must ensure the following conditions are met:
- a)** The Marquee Player must have a signed Standard Playing Declaration lodged with the CFWA prior to three business days before the player participates in a sanctioned match.
  - b)** Payment to a Marquee Player does not alter Rules & Regulations 4.1.
- 4.9** For a player to qualify as a Marquee Player he must fill a minimum of one of the following criteria:
- a)** Been on an AFL Club list (including Rookie List).
  - b)** Played a minimum of 50 State League (League grade) games.
  - c)** Have written approval from the CFWA based on elite performances in Country League and Representative achievements. This will be at the CFWA's discretion.
- 4.10** CFWA reserves the right to investigate any Ex-Gratia Payments (or services provided) made to a player, or his family, which it deems (or suspects) to have been made with the intention of circumventing the requirements of the Paid Player Rules & Regulations and in exchange for the payment of playing in football matches for the Club. This includes payments made either by the Club or by a third party.
- 4.11** CFWA reserves the right to investigate any Club based Employment Payments made to a player, or his family, which it deems (or suspects) to be in exchange for the payment of playing in football matches for the Club rather than in exchange for the services rendered.
- 4.12** The CFWA Paid Player Rules & Regulations are all encompassing across all Affiliated Country Leagues. The individualisation of these Rules & Regulations to suit a specific League will only be valid should the League have first obtained the CFWA's approval.
- 4.13** A Club team is able to pay a maximum of \$20,000 to coaches, playing or non-playing, to coach their league team.
- a)** A playing head coach cannot receive a weekly match payment
  - b)** A playing assistant coach (league team) is limited to \$3,000 and can receive match payments. This is limited to 2 assistant coaches.
  - c)** Players can receive a one-off payment to coach another team in the club to maximum amount of \$5,000 and can receive match payments.

- d) Players can receive a one-off payment to assistant coach another team in the club to maximum amount of \$1,500 and can receive match payments. This is limited to 2 assistant coaches per team.
- e) All League head coaches (playing or non-playing) must have a contract submitted to CFWA.
- f) All other playing coaches or playing assistant coaches for any grades must have a contract submitted to CFWA.
- g) All coaches, including assistants, must have completed their coach.afl requirements & be actively coaching.

## INVESTIGATIONS

CFWA believes the Paid Player Rules & Regulations provide clarity around how much any player should be eligible to receive for playing in a CFWA match. Clubs that choose to make payment outside or around these limits will be deemed to have intentionally breached the Rules & Regulations and are subject to penalty as a result.

- 4.14 CFWA reserves the right to investigate Club financial activity including the auditing of Club accounts, paid player paperwork and interviewing of Club officials and players regarding player remuneration. Any such penalties handed down by the CFWA will be binding across affiliated Leagues and Clubs. Players or officials unable to participate in audit interviews will be stood down from participating in matches until such time as they are made available.
- 4.15 Each CFWA Club that pays players must be able to provide to the CFWA within 24 hours of being requested:
  - a) An up-to-date CFWA's Paid Player database.
  - b) Standard Playing Declaration for Marquee Players paid greater than \$500 per match.
  - c) Coach contracts and payment information.
  - d) Club financial statements including bank statements.
  - e) Written approval granted by the League for any claims under these Rules & Regulations for Marquee Players, Celebrity Players, Second Tier Coaching Payments
- 4.16 Information provided to the Investigator at the conclusion of a season may lead to penalty for future seasons.
- 4.17 The CFWA Investigator may summon any CFWA affiliated Player, League or Club Official as witness to player payment investigations. Following the investigation process, individuals may be requested to complete a Statutory Declaration confirming the findings (at the CFWA's discretion).
- 4.18 Individuals found to have not cooperated or acted dishonestly or deceitfully with the CFWA Investigators are liable to be banned from playing or participating in a CFWA competition for such time as the CFWA sees fit, whilst Clubs are liable to financial sanctions and loss of match points either in the current or future seasons.
- 4.19 For the sake of the policing of these Rules & Regulations, the assumption made from the CFWA Investigator is that they are 'reasonably satisfied' on the basis of the information (and evidence) presented that a breach has or has not been made.

## INVESTIGATIONS/INTEGRITY OFFICER

- 4.20 The CFWA appointed staff member, or WA Football Integrity Unit, may at any time investigate (formally or informally) any matter that may undermine the integrity of any CFWA competition including but not limited to alleged breaches of the CFWA Paid Player Rules & Regulations, Vilification and Player, Coach and Spectator Behaviour.

- 4.20.1 The CFWA appointed staff member shall have the authority to;
- a) Conduct investigations as he/she sees fit.
  - b) Hear and determine matter of alleged breaches of the paid player Rules & Regulations.
  - c) Hear all witnesses to the matter as he/she in their absolute discretion deems to be relevant and give such weight to the evidence he/she hears as he/she determines in their absolute discretion.
  - d) Reopen any matter previously dealt with and determine accordingly.
  - e) Issue a caution or impose penalties and or fines as he/she sees fit.
  - f) Refer any matter to a tribunal or disciplinary committee.
  - g) Compel any player or club official for interview.
- 4.20.2 Any decision of the CFWA appointed staff member may be subject to appeal in accordance with the CFWA Rules & Regulations.

## INVESTIGATIONS PROCESS

- 4.21** A Club that receives official notification, via email and telephone, that it is requested to partake in an investigation will be provided with detail of the requested documentation and appropriate timelines in which documentation should be delivered and the investigation will take place.
- 4.22** Upon review of the requested Club documentation, CFWA may request the Club to arrange a series of interviews with requested players and officials within a period of the following seven (7) days.
- 4.23** It is required that requested players and officials will make themselves available to attend such sessions within the seven (7) day period unless extenuating circumstances can be proven. CFWA reserves the right to suspend (indefinitely) any Player or Official unable to attend a Paid Player hearing within a reasonable timeframe. There is a requirement that Players and/or Officials will cooperate with the processes of the Investigation, including the answering of questions directed to them concerning alleged payments or actions.
- 4.24** If the CFWA Investigator believes there are sufficient grounds to suspect a breach of Paid Player Rules & Regulations (following an investigation held in accordance with these rules), the CFWA Investigator shall make recommendations to the Executive Manager Country Football based on their findings.

## PENALTIES

- 4.25** Non-complying Clubs, or Clubs which have not abided by the above Rules & Regulations, may receive penalties such as loss of match points from games in which they were proven to be non-compliant and monetary fines up to \$5,000. CFWA players who have been found to be forthcoming and cooperative with the Paid Player Investigation may be entitled to immunity from penalty under these Rules & Regulations.

Clubs*:	1 <sup>st</sup> Offence – Up to \$5,000 + Loss of Premiership Points
	2 <sup>nd</sup> Offence – Up to \$5,000 + Suspension from the League
Players:	1 <sup>st</sup> Offence - Up to 10 Weeks Suspension
	2 <sup>nd</sup> Offence - Up to Deregistration

\*Penalties Post Finals

For Clubs that are unable to be penalised by a loss of match points in the immediate

season, such a club will be liable for the loss of future premiership points and or a Club suspension up to a period of 12 months.

## APPEALS

- 4.26** Any Club aggrieved by a finding or penalty imposed under the Investigatory Process may appeal against such finding and/or penalty directly to the CFWA Executive Manager in accordance with CFWA Rules & Regulations Rules, 11.1. **The appealing club has the sole responsibility to provide evidence that disproves the original findings.**

## 5. UMPIRES

- 5.1** A person wishing to umpire in a CFWA League must register using the Officials HQ Registration System.
- 5.2** The only persons able to approach an umpire throughout a match are the nominated team captains for that match. Any other player or club official that approaches the umpires either; throughout the match; at breaks; or after the match in a threatening or demonstrative manner, will be subject to sanctions such as fines or suspensions from the League.
- 5.3** Each Club shall appoint a responsible senior person to act as Umpire Welfare Officer, and his/her responsibilities shall be:
- a)** meet and assist the umpire upon arrival.
  - b)** join umpires at quarter time (1/4) and three quarter (3/4) time intervals, together with the boundary and goal umpires to escort them from the ground at half time and after the match.

This regulation shall apply to officials from the home/host Club/League at all matches, irrespective of where the match is played.

## 6. REPORTABLE OFFENCES

- 6.1** CFWA Leagues are required to utilise the Community Football Grading Matrix.
- 6.2** Leagues must apply the timeline of accepting Early Guilty Plea & Tribunal deadlines in accordance with the those set out by the Community Football Tribunal process.
- 6.3** A league must ratify any set penalty offered, ensuring it is in line with the Community Football Grading Matrix, and ensure that players and clubs are provided with all information and options available to them.
- 6.3.1** If the initial grading of an incident is not aligned with the Community Football Grading matrix, a league may amend the grading of the incident as required.

## 7. ORDER OFF RULE

- 7.1** Leagues should refer to the AFL Laws of the Game and the order of rule to have a full understanding of the rules on the order off process.
- 7.2** A player or official such as a runner, watercarrier or trainer ordered from the playing arena for a yellow card infringement shall leave the ground for a period of 15 minutes of actual playing time and can be replaced immediately, as long as they are already named on the team sheet. In situations where an official such as a Club member on the bench, i.e., coach, assistant coach, team manager; or a Club appointed boundary or goal umpire, is issued with a yellow card, that card is to be accepted as a “warning” and the official can continue with their duties. However, any further issue of a yellow card on that day is to be regarded as a red card, and that official is to leave the playing arena and not permitted to return.
- 7.3** A player or official ordered from the playing arena for a red card infringement shall leave the ground for the remainder of the game and will be reported. The player cannot be replaced for a period of 15 minutes actual playing time. The player or official is not permitted to enter the playing arena at any time during the playing of the current game or any subsequent game on that day as either a player or official. Officials cannot be replaced.
- 7.4** A player or official who receives two yellow cards on the one day, whether in the same game or in two separate games, shall be given a consequential red card infringement. Should they not have committed a reportable offence they shall be suspended for a minimum of one match. Upon receiving the second yellow they should not be allowed to return to the playing field but can be replaced immediately.
- 7.5** A player or official who is issued with three Yellow Card offences over the duration of a season, then the third and every yellow card received thereafter shall be upgraded to a Red Card at the conclusion of the match, resulting in an automatic one-week suspension.

## 8. MELEES

- 8.1** A Melee/Wrestle is defined as an incident involving Persons who are grappling or otherwise struggling with one another, and which is likely to bring the game of Australian Football into disrepute or prejudice the interests or reputation of the Controlling Body. In determining if a Person’s conduct constitutes Engaging in a Melee/Wrestle, the following factors will be considered:
- A) the duration the Person is involved in the Melee/Wrestle;
  - B) the vigour applied by the Person;
  - C) whether the Melee/Wrestle occurs at a break in play, particularly at quarter breaks and half time;
  - D) whether the Person contributed to an escalation of the Melee/Wrestle; and
  - E) the role of the Person (for example, Player or Football Official).
- 8.2** Instigator of a Melee/Wrestle  
Where a Person’s conduct results in retaliatory action which leads to a Melee/Wrestle, that Person’s conduct may constitute a Reportable Offence of Instigator of a Melee/Wrestle. The Reportable Offence of Instigator of Melee/Wrestle is separate to the Reportable Offence of Engaging in a Melee/Wrestle and a Person may be found guilty of both Reportable Offences.
- 8.3** Should it be deemed that a club(s) has been involved in a melee incident they will be;
- a) subject to fines and penalties in line with the CFWA Fines and Penalties table.
  - b) following a second occurrence in one season, a Club will be issued with a \$1,000 fine and a further suspended penalty of the same amount will be imposed and remain in

place for the duration of the season, to be invoked should any team within the Club be found guilty of engaging in a melee during that time.

- c) any Club found to be involved in three or more melees in any one season will be deemed to be bringing the game into disrepute and subject to fines and possible suspensions from the League accordingly to the Bringing the Game into Disrepute Rules & Regulations 20.3.
- d) subject to fines and possible suspensions from the League according to the Bringing the Game into Disrepute Rules & Regulations 21.3 should the melee be deemed to be of a serious enough nature.

8.4 Any Officials of a Club involved in a melee, including any Director, committee member, employee, coach, team support person or any person acting as or holding themselves as an agent of a Club, will be investigated by the league through Rules & Regulation 10.

## 9. TRIBUNALS

9.1 Leagues must apply the *WA Community Football Tribunal Guidelines* to ensure consistency in processes and the imposition of penalties for all on field indiscretions.

9.1.1 All other League incidents and/or indiscretions shall be dealt with by the League.

9.2 Following a reportable on field incident, match day umpires must complete and submit the appropriate report form.

9.3 A Set Penalty (and potentially early guilty plea incentive) may only be offered to reportable incidences that qualify in accordance with the Community Football Grading Matrix. More serious incidences will be referred to the WA Community Football Tribunal.

9.4 A player who is suspended by the tribunal, or offered a Set Penalty, will be suspended from playing in all grades and competitions for the duration of the suspension. The duration of the penalty is determined by the fixturing of the grade in which the player was reported.

9.5 A player shall be ineligible to win the League Fairest & Best award if they receive a penalty that results in the player missing a game of football during the Home & Away season due to being suspended for a reportable offence or a breach of Code of Conduct

9.6 Should a player under suspension transfer to another league they will be required to serve the remainder of their suspension in line with that league's fixtures and will be subject to Rules & Regulations 2.13.

## 10. LEAGUE INVESTIGATION

10.1 The CFWA or League may, in its absolute discretion, investigate any matter it deems necessary to ensure compliance with its rules, regulations, policies and ethical standards.

10.2 Any League, Club or Person requesting an investigation of an alleged breach of the CFWA or League Rules and Regulations, must notify the League Administrator in writing via the **CFWA Incident Referral Form**, within forty-eight (48) hours of becoming aware of the alleged breach. This notification must include;

- o The nature of the alleged breach
- o The individual(s) or team(s) involved

- Dates, times and locations of the alleged breach
  - Any evidence that supports the claim (witness statements, documentation, video footage etc)
- 10.3** A League, Club or Person must not knowingly submit a request for investigation that includes information that is untrue, vexatious or malicious.
- 10.4** Any request for investigation submitted by a Club or Person must be accompanied with a fee of \$500.
- 10.5** As soon as practicable after the League receives a written complaint, they must undertake a preliminary assessment of the allegation and following its assessment, the League must either;
- Investigate the matter in accordance with these rules and regulations; or
  - Delegate the matter to the CFWA to be processed; or
  - Refer the matter to a government authority (including the police); or
  - Refer the matter to the League Match Review Committee to be assessed as an alleged Reportable Offence relating to a match.
- 10.6** Should a matter require investigation, the League will appoint an impartial investigation team composed of at least two individuals not involved with the parties in question. Investigators may be internal League Officials or external experts, depending on the nature of the breach.
- 10.7** All individuals involved in the investigation and decision-making process must act with integrity, fairness, and impartiality. Any conflicts of interest or bias must be disclosed, and those with conflicts may be excluded from the investigation.
- 10.8** The CFWA or League (with prior written consent from the CFWA) may stand down any individual subject to any investigation, from participating in or in connection with a Competition.
- 10.9** All Leagues, Clubs and individuals must cooperate fully and in a timely manner with any investigation carried out by the CFWA, League or its representative. Leagues, Clubs and Individuals must act in good faith by providing truthful and complete information to support the investigation.
- 10.10** Failure to cooperate with an investigation may result in penalties, including reprimand, suspension, fines, removal from competition or any other disciplinary action as determined by the CFWA or League at its full discretion.
- 10.11** Once an investigation is initiated, the Club(s), team(s) or individual(s) under investigation must be notified in writing within five (5) business days. They will be informed of the specific allegation, investigation process and their right to provide evidence to be considered as part of the investigation.
- 10.12** The Investigation Team will facilitate the collection and review of evidence including;
- Reviewing the request for investigation and any submitted evidence;
  - Collect additional evidence as required, including records, video footage, photographs, witness statements or other documentation.
  - Maintaining confidentiality of all information gathered during the investigation, except where disclosure is required by law or league policy.

- 10.13** Any investigation should be completed within seven (7) calendar days of commencing. If the investigation cannot be concluded within this time frame due to the complexity of the breach or other extenuating circumstances, the Investigative Team will notify the League in writing of the delay and provide an updated estimated timeline.
- 10.14** Upon completion of the investigation, the Investigation Team will prepare a report summarising their findings for the League. This report will include;
- An assessment of the evidence
  - A determination whether a breach has occurred
  - A recommendation for appropriate action, if any.
- 10.15** The League will review the Investigation Team's report and determine any disciplinary action, which may include penalties such as reprimand, suspension, fines, removal from competition or any other disciplinary action as determined by the CFWA or League at its full discretion.

## 11. APPEALS

### 11.1 Appeals – Administrative

- 11.1.1** Any person or body affiliated with CFWA may apply to have an appeal heard by Community Football Appeals Board. Prior to the CFWA approving appeal hearing, the person or affiliated body must have appealed the decision within their League to the highest possible level.
- 11.1.2** Any request for appeal must be received within 72 hours of the relevant league's having handed down the decision in question and notified the club/individual of the outcome.
- 11.1.3** An appeal by a Club or individual against an administrative decision of a League shall submit an application to Country Football WA stating the reasons and be accompanied by the prescribed fee of seven hundred and fifty dollars (\$750). This fee is non-refundable.
- 11.1.4** Should Country Football WA decide that the appeal shall proceed, a copy of the details of the appeal shall be forwarded by email to all parties involved in the appeal, with at least seven business (7) days of notice to proceed. This timeframe may be shortened by CFWA if it is satisfied that both parties have suitable time to prepare for the hearing and there is a suitable availability of Panel members.
- 11.1.5** The Community Football Appeals Board shall hear and make judgements on appeals in the best interests of Australian Football in general. The decision of the Community Football Appeals Board shall be deemed as final.

### 11.2 Appeals - Tribunal

- 11.2.1** An appeal against a WA Football Community Tribunal or offered penalty, shall submit an application to the Community Football Appeals Board based on one of the following criteria:
- An error of the law

- The decision of the Tribunal is so unreasonable that no Tribunal acting reasonably could have come to that decision having regard to the evidence before it.
- The classification of the offence by the Tribunal was manifestly excessive or inadequate, or the sanction imposed by the Tribunal was manifestly excessive or inadequate.

**11.2.2** Any request for appeal must be received within 48 hours of notification of the Tribunal decision. All supporting evidence that articulates how the decision fits into one of the appeal criteria in 11.2.1 must be sent in with the application. The appeal must be accompanied by the prescribed fee of one thousand dollars (\$750). This fee is non-refundable.

**11.2.3** The grounds for appeal must first be reviewed and confirmed to meet the criteria by a majority vote of 3 independent WA Football staff members, including no less than 1 member of the WA Football Integrity Unit. This determination is final.

**11.2.4** For appeals to the Community Football Appeals Board, a previous decision made by a League Tribunal to suspend a participant shall remain valid, until and unless it is overruled by the Community Football Appeals Board.

### **11.3 Appeals - Transfers**

**11.3.1** Where the player disputes the reason for a Transfer refusal, the player or the Destination Club should resolve the dispute with the Former Club. Where a dispute between the parties cannot be resolved, the player or the Destination Club may appeal against the refusal of Transfer in accordance with the relevant Football Body's appeal procedure.

**11.3.2** An appeal involving Clubs associated with the same Football Body will be heard by the Football Body's appeals tribunal (in accordance with the appeals procedure for the respective Football Body).

**11.3.3** A player or person who has had an application to transfer from one Country Club to another refused, may appeal to the CFWA Appeal Tribunal against such refusal if they consider the reasons for that refusal are not genuine. Where it is a local matter, i.e. between Clubs within an individual League, such appeals shall be heard initially by that League's Appeal Board.

- a) An appeal to the Appeals Tribunal shall be lodged in writing with Country Football WA, together with the two hundred and fifty dollars (\$750) fee, within ten (10) days of the date upon which the application was been refused. The Appellant player/club must lodge a completed Player Appeal Form and a copy of the latest Player Transfer Refusal Form for the player. The fee may be totally or partially refunded at the discretion of the CFWA.
- b) The defendant Club must also lodge a fee of two hundred and fifty dollars (\$750), together with a letter outline the reasoning behind a request for an appeal. The fee may be totally or partially refunded at the discretion of the CFWA.
- c) The Manager of Country Football Development shall inform each affected Country League of the appeal as soon as practical after the lodgement by the player/club of the notice of appeal.

- d) Should the defendant Club fail to lodge in writing with the Appeal Body the Intention to Appeal within four (4) days of being notified of the appeal details by CFWA; and/or
  - e) the fee of \$750, within six (6) days of being notified of the appeal, it shall be deemed to have granted the transfer. In this case, the application will be reactivated, and the transfer approved.
  - f) The Appeal Tribunal may decide to grant a transfer on such conditions as it shall consider fair and reasonable. In the event of the Appeal Tribunal deciding that it will grant a transfer subject to conditions, the Appeal Tribunal may not grant the transfer until the conditions imposed have been fulfilled.
- 11.3.4** An appeal involving Clubs affiliated to different Football Bodies within the same State will be heard in accordance with the rules and regulations of the State Football Body to which the Football Bodies are domiciled.
- 11.3.5** An appeal involving Clubs from two different States will find a resolution in accordance with the procedure set out in the National Player Registration and Transfer Regulations.

## 12. DEREGISTRATION

- 12.1** CFWA players and officials shall be automatically deregistered, and not allowed further registration with the same or another League throughout Australia if they accumulate a combined total of sixteen weeks or greater suspension in a football career. For the avoidance of doubt, the sixteen (16) week accumulated suspension relates to suspensions imposed as a result of Reportable Offences under the Laws of Australian Football.
- 12.2** Any suspension period served by a player during their AFL career shall carry over; however, such suspension period shall be reduced by 25% for the purposes of this deregistration policy. For example, if a player receives a total of four (4) weeks suspension whilst playing in the AFL, only three (3) weeks shall carry over for the purposes of this deregistration policy. In the case of an odd number of weeks being accrued, the suspension will be rounded to the nearest whole number.
- 12.3** For the avoidance of doubt, only suspension periods served by a player after attaining the age of 16 years will count for the purposes of this deregistration policy.
- 12.4** Once a player/official has accumulated a suspension history of ten (10) weeks or more, the WA Football must advise the player/official and their Club in writing that the player/official faces the risk of automatic deregistration should the player/official incur further suspension(s) that results in them reaching or exceeding the sixteen weeks total suspension history.
- 12.5** Notification of deregistration shall be made in writing to the player/official and their Club by the WA Football.
- 12.6** Should a player's/official's tribunal history already have reached or exceeds a combined total of sixteen weeks suspension at the time of implementing this policy, the League is to formally advise the player/official and the player's/official's Club that the player/official faces automatic deregistration should he/she incur another suspension.
- 12.7** It is a Club's responsibility to ensure they have advised all their players/officials of this policy.

- 12.8** After a player/official has been deregistered in accordance with Rules & Regulations 12.1, that player/official may appeal to the WA Football Appeals Panel after serving out final suspension plus 12 months. A decision to reinstate a deregistered player will be at the WA Football Appeals Panel discretion.
- 12.9** It is the obligation of the player/official to present their case with all necessary witnesses and relevant documents to the WA Football Appeals Panel and show cause why he/she should be reregistered.
- 12.10** Such appeal shall be heard after the player has served out their final suspension plus 12 months of serving out life ban. It will then be up to the WA Football Appeals Panel to determine when it will be heard.
- 12.11** The decision of the WA Football Appeals Panel shall be final and binding on all parties.
- 12.12** A deregistered player or official cannot play in or officiate or participate in or at any Australian Football match unless an exemption is given by the WA Football Appeals Panel
- 12.13** A deregistered player/official who is successful in gaining an exemption to play/officiate and subsequently re-offends will automatically be deregistered with no further right to apply for an exemption or to appeal.

## 13. DOPING

- 13.1** CFWA players, coaches and officials are bound by the AFL's Anti-Doping Code under the Laws of Australian Football.
- 13.2** Sport Integrity Australia (SIA) is responsible for implementing the AFL's Anti-Doping Code at all levels of competition. SIA's responsibilities for investigation extend to CFWA affiliated Leagues.
- 13.3** It is possible that SIA can test players, coaches and officials at CFWA level and, if asked by SIA to undertake a drug test, it is a requirement to comply with the request. Non-complying individuals are subject to an automatic **four-year ban** from participating in any sport. SIA adopts a Strict Liability Principle, meaning individuals are to be held responsible for what they put into their bodies. If unsure, substances can be checked by downloading the SIA App. or the Global Drug Reference Online website <https://www.globaldro.com/AU/search>

CFWA Players, Coaches and Officials can violate (and receive a penalty or suspension) under SIA's Anti-Doping Rule Violations Code through:

- a) Presence - Athlete tests positive
- b) Use or Attempted use of a prohibited substance
- c) Refusal - Refusing to take a test
- d) Tampering with any part of the drug testing process or procedure
- e) Possession of a prohibited substance
- f) Trafficking or attempted trafficking

**g) Complicity** - assisting, encouraging, aiding, conspiring, or covering up any other type of intentional complicity involving an Anti-Doping Rule violation

**h) Prohibited Association** - Athlete is found to be receiving private one-on-one coaching from someone who is currently sanctioned

**i) Retaliation** - Athlete is sanctioned for punishing someone who attempts to report information

Suspicious behaviour can be reported to the WA Football Commission Integrity Unit anonymously via the WA Football website [www.wafootball.com.au](http://www.wafootball.com.au)

**13.4** CFWA has an *Illegal Drug Policy* and Leagues and Clubs should refer to this document to assist with the management of illegal drug occurrences within their environments.

**13.5** It is a CFWA League and Club’s responsibility to ensure a *Duty of Care* on all football participants by not allowing any of their players, coaches or officials to participate in a League or Club event under the influence of illegal or illicit drugs.

## 14. VILIFICATION

**14.1** Every CFWA Football Club is responsible for fostering an environment which promotes racial and religious tolerance by prohibiting certain conduct and providing a means of redress for victims of racial and religious vilification and/or racial discrimination.

**14.2** Every CFWA Football Club is bound by the Discrimination Act 1975 (Cth), and WA Legislation with regards to Tolerance and Equal Opportunity.

**14.3** Every CFWA Football Club is responsible for ensuring that this Policy is communicated to spectators and participants of the Club.

RULE	DESCRIPTION OF ACTION	RESPONSIBLE
1.	<b>An Alleged Incident</b> Conduct that threatens, disparages, vilifies or insults another person on any basis, including but not limited to, a person’s race, religion, colour, descent or national or ethnic origin, special ability/disability, illness, disease or sexual orientation, preference or identity.	Vilified Player
2.	<b>Game Day Resolution</b> The clubs and individuals concerned will take immediate action to resolve the matter at the ground between the two teams concerned. If the matter is resolved a written report is required to be submitted to Club President by the Team Manager of the complainant within 24 hours. No public statement (including via social media) is allowed by the clubs, players, umpires or any representative of the club(s) involved. If the matter cannot be resolved immediately it is the responsibility of both Team Managers to inform their respective Club President of the issue immediately.	Team Managers
3.	<b>Club Resolution</b> The Club President of the complainant is then required to make contact with the opposition President within 24 hours of the incident. The clubs then have 48 hours to mediate and resolve the matter. If the matter is resolved a written report is required to be submitted by both Club Presidents to the League Operations Manager and/or President	Club Presidents

	<p>within 24 hours post resolution. No public statement (including via social media) is allowed by the clubs, players, umpires or any representative of the</p> <p>If the matter cannot be resolved at a club level, then it is the responsibility of the complainant's Club President to contact the League Operations Manager and/or President no later than 48 hours after the incident requesting that they investigate the matter.</p>	
4.	<p><b>Competition Resolution</b></p> <p>The League will investigate the matter and determine the appropriate next course of action. This may involve mediation or referral directly to the Tribunal.</p> <p>No public statement (including via social media) is allowed by the clubs, players, umpires or any representative of the of the club(s) involved.</p>	League
5.	<p><b>A) Mediation</b></p> <p>The League will arrange for a mediation meeting between the individuals and clubs to be held at the earliest convenience. This should be held no later than 7 days of receiving the complaint.</p> <p>If no resolution can be reached the matter will be referred to the Tribunal for determination.</p> <p>No public statement (including via social media) is allowed by the clubs, players, umpires or any representative of the club(s) involved.</p> <p><b>B) Tribunal</b></p> <p>The Tribunal to make a determination on the matter in accordance with the guidelines and By-Laws of the Competition.</p>	League

## 15. CONCUSSION POLICY

- 15.1** Country Football WA continues to prioritise the health and safety of all participants, and strongly encourages all leagues, clubs and teams to take a cautious approach to the management of concussion in Australian Rules Football.

Head impacts can be associated with serious and potentially fatal brain injuries. In the early stages of injury, it is often not clear whether you are dealing with a concussion or there is a more severe underlying structural head injury. For this reason, the most important steps in initial management include:

1. Recognising a suspected concussion.
2. Removing the player from the game.
3. Referring the player to a medical doctor for assessment.

Any player who has suffered a concussion or is suspected of having a concussion must be medically assessed as soon as possible after the injury and **must NOT** be allowed to return to play in the same game/practice session.

There must be an accredited first aider at every game and the basic rules of first aid should be used when dealing with any player who is unconscious or injured. **If in doubt, then sit them out.**

### HEADCHECK CONCUSSION APP

The Headcheck Concussion App continues to help Trainers, Coaches and Parents/Guardians recognise the symptoms of a suspected concussion and its severity through a series of concise questions and observations to quickly identify whether a child's head injury requires an ambulance, hospital, or a GP visit.

The App also assists Parents/Guardians in managing their child's recovery program based on the symptoms displayed as well as guide the Parents/Guardians on their child's safe return to school, training, and games.

The Headcheck Concussion App can be downloaded for free on both Apple and Android devices. For more information about the app, please visit [www.headcheck.com.au](http://www.headcheck.com.au)

### MANAGEMENT GUIDELINES FOR SUSPECTED CONCUSSION

1. Assess for presence of any concussion symptoms or signs (e.g., stunned, confusion, memory problems, balance problems, headache, dizziness, not feeling right).
2. Implement first aid management protocol, including cervical spine immobilisation.
3. Remove from the ground and assess using pocket CRT (Concussion Recognition Tool).
4. Presence of any factors for urgent hospital referral (e.g., confusion, vomiting, worsening headache).  
If yes – Call for an ambulance and refer to hospital.  
If no – Do not allow player to return to play. Refer to a medical doctor for assessment.

### REPORTING AND RECORD KEEPING

All confirmed and suspected concussions are to be reported on PlayHQ as soon as possible but ideally no later than 9am on the Monday following a match.

### RETURN TO TRAIN AND PLAY PROCEDURE

Country Football WA align to the national concussion guidelines released by the Australian Institute of Sport (AIS) and the Australian Sports Commission (ASC). A minimum requirement for returning to full training and playing matches is outlined in these Concussion Guidelines as per the diagram on the following page. Players must follow the graded loading program and supply a medical certificate before returning to full training and playing games.

A more conservative approach should be adopted for any player who has had a history of concussion or if there is any reoccurrence of symptoms.

The referenced 21 days is not a standard *wait and play*, it is the minimum requirement, and all concussions should be treated as unique and assessed independently with players following the graduated return to play process, and not be fixed on a set number of days to safely return.

### MULTIPLE CONCUSSIONS IN A SEASON

Following any concussion, a player must receive a medical clearance to Return to Play as per the National Community Concussion Guidelines.

If a player receives a **second** concussion in a season, then the player must be assessed by a doctor or medical practitioner who specialises in concussion management, and be medically cleared by them in order to Return to Training or Play.

WA Football can assist clubs and families in identifying doctors who specialise in the field of concussion.

If a player receives a **third** concussion within a season (combined across any competition i.e., club, school, AFL9's, etc) then it is highly recommended, that the player does not play for the remainder of the season, and should continue to be assessed / monitored by a medical specialist in Concussion Management.

There are a number of resources available to assist Clubs with the Management of Concussion, including:

- **WA Football Graded Return to Play Framework**  
[https://wafooty.com.au/open/d/AEbGeT1tIEU-msDRsvl0EL4mbH9\\_tryekyOMxZPEPwY](https://wafooty.com.au/open/d/AEbGeT1tIEU-msDRsvl0EL4mbH9_tryekyOMxZPEPwY)
- **WA Football ‘the role of helmets’ poster**  
<https://acrobat.adobe.com/link/review?uri=urn%3Aaaid%3Aascds%3AUS%3A5b798436-2745-32cb-ab3a-09417a75ea37&viewer%21megaVerb=group-discover>
- **WA Football ‘Multiple concussions in a year’ poster**  
[https://wafooty.com.au/open/d/Y6xyt6mUI456T-ula6aQX5EkvSNpVz\\_qw70mnyeoqzQ](https://wafooty.com.au/open/d/Y6xyt6mUI456T-ula6aQX5EkvSNpVz_qw70mnyeoqzQ)
- **AFL General Match Day Head Injury and Referral Form**  
[https://play.afl/sites/default/files/2023-10/matchdayheadinjury\\_form\\_final%20%281%29.pdf](https://play.afl/sites/default/files/2023-10/matchdayheadinjury_form_final%20%281%29.pdf)
- **AFL Concussion and Injury Management in Football Module for First Aiders**  
<https://play.afl/concussion/resources/concussion-injury-management-module>
- **Concussion Recognition Tool**  
<https://sma.org.au/wp-content/uploads/2023/07/Concussion-Recognition-Tool-CRT6.pdf>
- **Return to Learn –**  
[https://www.concussioninsport.gov.au/\\_data/assets/pdf\\_file/0020/1133471/RETURN-TO-LEARN.pdf](https://www.concussioninsport.gov.au/_data/assets/pdf_file/0020/1133471/RETURN-TO-LEARN.pdf)
- **Concussion Education Course (15 minutes)**  
WA Football and Country Football WA **strongly recommends** that all parents, coaches, volunteers and players undertake the online concussion education course.  
<https://www.connectivity.org.au/courses/sport-related-concussion-course/>

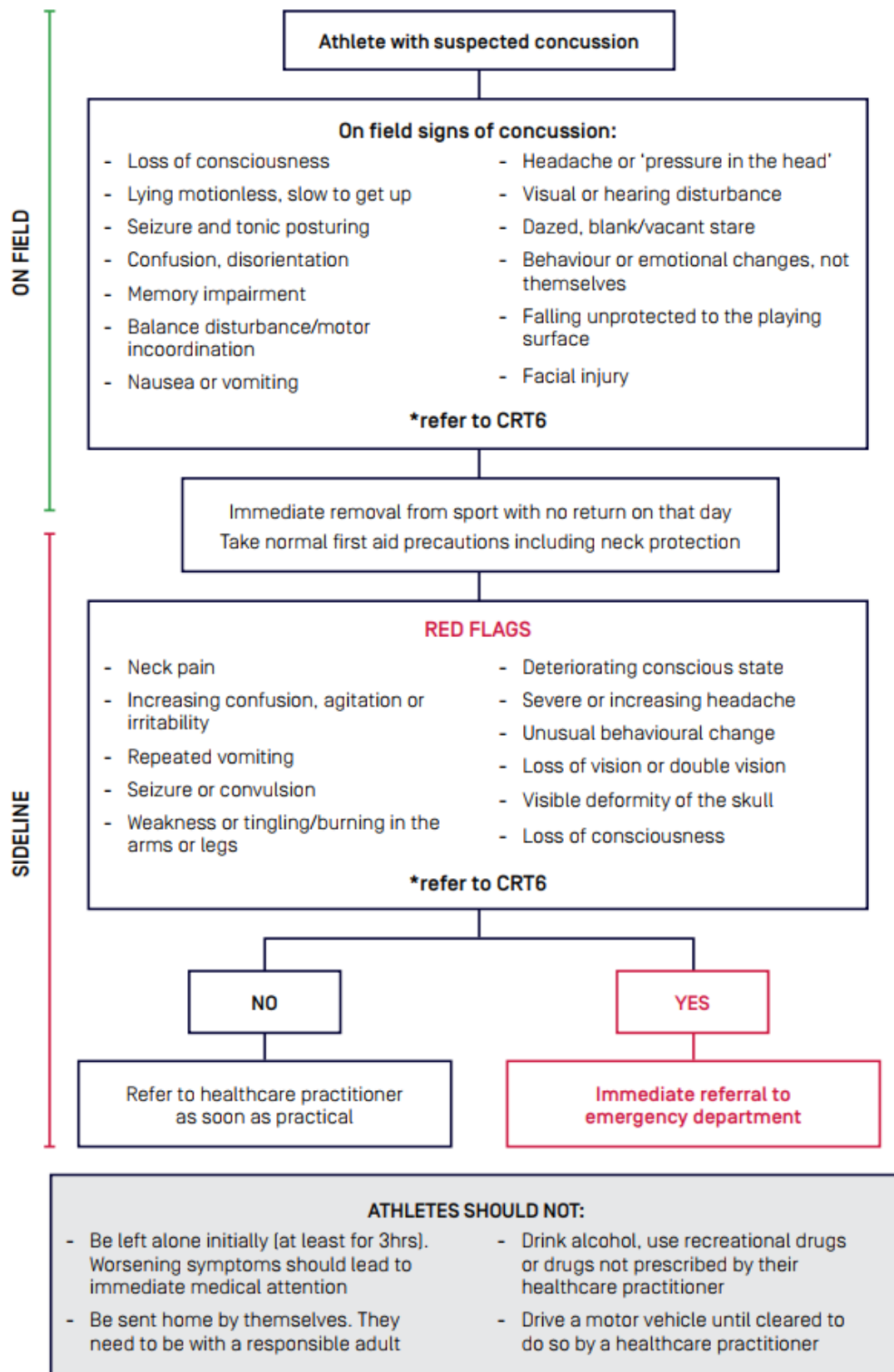
In relation to these protocols, a **Health Care Practitioner** (HCP) refers to a Specialist Sports Doctor / Physician, a General Practitioner (GP), or a AHPRA registered health care practitioner with appropriate training and experience in concussion assessment and management.

It is imperative that all clubs, volunteers, parents, coaches and players take a cautious approach to the management of a concussion, and that players work through each of the steps of a graduated return to play process.

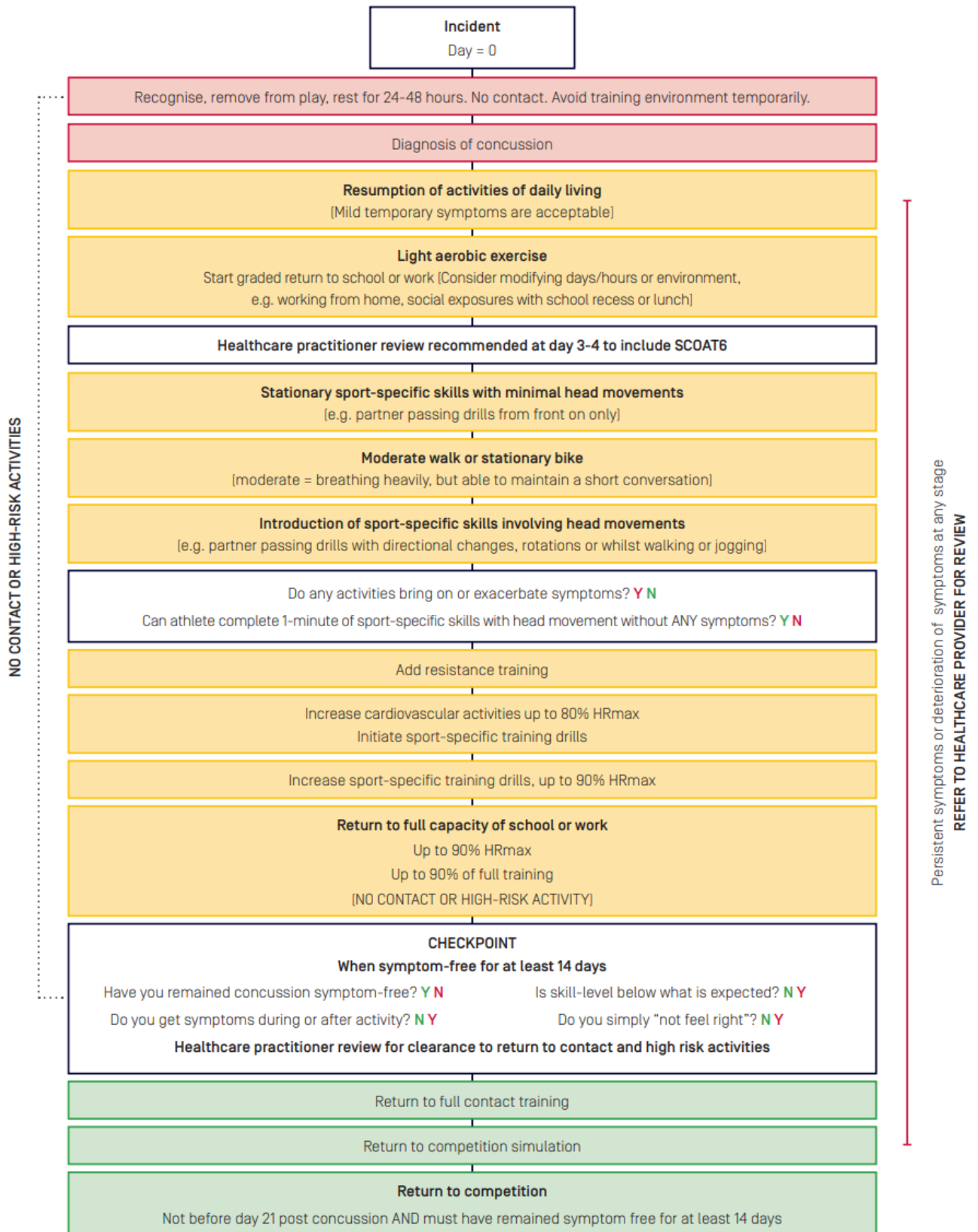
Under-reporting of concussions, or the downplaying of the symptoms of a concussion, has the potential to put the player at greater health risk.

**“Everyone has a responsibility to report a suspected concussion”**

## Recognising a Suspected Concussion



Return to Play Protocols



## Examples of return to sport timeframes

**Note:**

- > Day of concussive incident is considered 'Day 0'
- > Examples below assume a sport where competition occurs weekly on a Saturday
- > The 14 day symptom free period does not start until the first day that the athlete is symptom free

**Key:**

Incident
Symptomatic
Symptom-free
Contact training
Full competition

Athlete symptom-free on day 3 (Tuesday of the 1st week)				
Saturday	5. Saturday	12. Saturday	Saturday	Saturday
Sunday	6. Sunday	13. Sunday	Sunday	Sunday
Monday	7. Monday	14. Monday	Monday	Monday
1. Tuesday	8. Tuesday	Tuesday	Tuesday	Tuesday
2. Wednesday	9. Wednesday	Wednesday	Wednesday	Wednesday
3. Thursday	10. Thursday	Thursday	Thursday	Thursday
4. Friday	11. Friday	Friday	Friday	Friday

Athlete symptom-free on day 7 (Saturday of second week)				
Saturday	1. Saturday	8. Saturday	Saturday	Saturday
Sunday	2. Sunday	9. Sunday	Sunday	Sunday
Monday	3. Monday	10. Monday	Monday	Monday
Tuesday	4. Tuesday	11. Tuesday	Tuesday	Tuesday
Wednesday	5. Wednesday	12. Wednesday	Wednesday	Wednesday
Thursday	6. Thursday	13. Thursday	Thursday	Thursday
Friday	7. Friday	14. Friday	Friday	Friday

## 16. FORFEITED MATCHES

- 16.1** Clubs are encouraged to play with a maximum number of players on the field and on the interchange as set by the league. Clubs can play with reduced numbers, for example 14, but both sides must play with equal numbers on the field. In these cases, Clubs might consider the loaning/borrowing of players to ensure more players are involved in the match, a more competitive game is provided and unwanted forfeits are avoided.
- 16.1.1** At all times both teams should have an equal number of players on the field, unless a player has been sent off under the order off rule (Rules & Regulations 7).
- 16.2** Loaned players should be recorded on their registered Club's team list and identified with an asterisk. All players are eligible for best and fairest votes and any goals scored.
- 16.3** The minimum number of players required to commence an official match is 14. In the event of the number of on-field players being reduced to less than 14 due to injury or red card infringements, the match should continue.
- 16.4** At all times, Clubs are expected to adhere to the AFL spirit of the laws.
- 16.5** If the match is not able to proceed at any time within the time scheduled for the match, the teams shall depart the field of play for twenty (20) minutes.
- 16.6** If the match is unable to recommence within such twenty (20) minutes period, should the game be terminated before half time, then the result would be declared a draw and each team awarded two premierships points. Their respective scores at the time would count for the purposes of percentage. If the match has progressed beyond the half time interval and is unable to proceed at any time within the time schedule for the match, then the result would be declared on the basis of scores at half time.
- 16.7** Unless otherwise determined by the League, a field umpire shall, having regard to the health and safety of the players and any other relevant circumstances, determine whether a match is unable to commence or proceed. A field umpire may determine that a match is unable to commence or proceed for player welfare reasons, i.e., lightning is present within close proximity of the venue.
- 16.8** Where a team is directed to recommence play by a field umpire and the team fails, refuses or neglects to recommence play, the team shall be deemed to have forfeited the match, in which case Rules & Regulations 16.10 applies.
- 16.9** Where a team forfeits a match, the full match premierships points shall be awarded to the team receiving the forfeit.
- 16.9.1** In the case of a forfeit in a Men's game the team receiving the forfeit will be credited with 90 points and the team forfeiting will receive 1 point.
- 16.9.2** In the case of a forfeit in a Women's game, the team receiving the forfeit will be credited with 45 points and the team forfeiting will receive 1 point.
- 16.10** Where a team forfeits a match, the team receiving the forfeit can submit a team sheet for the forfeited match. The team sheet must be submitted in the Play HQ system prior to when the scheduled match was due to commence. If the forfeit occurs within an hour of the advertised match time each player must be able to be presented to a league official at the scheduled match time if requested.

- 16.11** Where a match result is altered by protest or dispute, the team winning the protest or dispute is to be awarded full premiership points. Points scored for and against in such a match to be recorded as usual.

## 17. COACH ACCREDITATION

- 17.1** All coaches are required to have completed the appropriate AFL Coach Accreditation prior to coaching a game.
- 17.2** CFWA will impose financial sanctions on Leagues that contain unaccredited coaches after the commencement of the season. CFWA encourage Leagues to apply penalties such as loss of match points for matches won to non-complying Clubs.
- 17.3** CFWA and its affiliated Leagues are bound by the WA Football and AFL Policies around Coaching and, as such, applies the WA Football's Coach Citation Process to manage coaching misdemeanours.
- 17.4** If a coach receives a red or yellow card, is reported or mentioned in an umpire report for any act of misconduct, the relevant league must provide details to CFWA within 48 hours of the report occurring:
- a)** Coach's name and date of birth
  - b)** Incident details
  - c)** Charge/s against the coach
- A coach on report cannot be offered a Set Penalty suspension.
- 17.5** Each coach is required to be included each week on the official Play HQ team sheet.

## 18. MEDIA POLICY (INCLUDING SOCIAL MEDIA)

- 18.1** All CFWA Leagues, Clubs, players, officials, coaches, members, and umpires are bound by the National Community Football Media Policy.
- 18.2** League decisions, including those from the WA Football Community Football Tribunal, are to be treated as confidential at the League's discretion. Any breaches of this confidentiality may be subject to penalty for bringing the game into disrepute.
- 18.3** Any social media platform, including but not limited to Facebook, Instagram, Tiktok, Snapchat and X (formerly Twitter), are regarded as public spaces and therefore should not be used to discredit or criticise CFWA or any member League or Club's decisions, actions, or personnel, or bring the game of AFL into disrepute.
- 18.4** Breaches of this policy are liable for sanctions for bringing the game into disrepute.
- 18.5** CFWA takes any breaches of the social media policy reserves the right to penalise any person (including, but not limited to players, officials, coaches, members and umpires) or Clubs who breach the Media Policy to be determined Country Football WA in line with the CFWA Fines and Penalties Table (Appendix 2).

## 19. OFFICIAL CLUB UNIFORM/RUNNERS/TRAINERS/WATER CARRIERS

- 19.1 Each club is required to ensure that they abide by CFWA's Brand Guideline's document regarding CFWA logos on Club apparel (playing jumpers and playing shorts).
- 19.2 Unless the League determines otherwise, each player participating in a League competition must wear the registered uniform of their Club. The playing number of each player must comply with CFWA's Branding Style Guide and have securely fixed number to the back of the guernsey before the commencement of each match.
- 19.3 No person who is a registered player or an official of any Club who is under disqualification or suspension by their home Club or League shall act in any official capacity in any competition match or any other match in which a CFWA affiliated Club or League is participating.
- 19.4 All official runners, trainers and water carriers are to be dressed in a uniform determined by the League.
- 19.5 The sole duty of a water carrier shall be to convey water to player and to immediately leave the playing arena.
- 19.6 The duty of a trainer shall be to render medical assistance.
- 19.7 The officiating Field Umpire may, upon infringement of the rule, order the runner, trainer or water carrier of the offending Club from the arena for a period of 15 minutes by the issuing of a yellow card.
- 19.8 Any infringement, or other infringement reported by the officiating Field Umpire shall be referred to the League.

## 20. CLUBS TRANSFERRING, AMALGAMATING, DISBANDING AND IN RECESS

### 20.1 Clubs Transferring

- 20.1.1 Where a Country Club wishes to transfer from one League to another, that Club must apply to CFWA, after seeking comment from both Leagues concerned.
- 20.1.2 Application to transfer must be lodged with CFWA by 30 November to be considered for the following football season. The hearing of an application will be completed within twenty-one (21) days. When unusual circumstances prevail, the Executive Manager may extend the period, but the spirit of the rule is that any such application shall be heard as soon as possible.
- 20.1.3 If permission to transfer is granted, players of that Club shall be automatically cleared to the new League, except those players financially encumbered to the original League. The League Official from which the Club is transferring shall supply a certified list of all registered eligible players of the Club concerned to the Club's new League.

### 20.2 Clubs Amalgamating or Disbanding

- 20.2.1 If a player's Club has disbanded, the player must obtain a clearance from his/her Club's League. The disbanded Club/League retains the right to refuse applications from players who are financially indebted to the Club.

**20.2.2** Where a player's Club amalgamates with another Club, the player shall automatically become aligned to the combined Club.

### **20.3 Clubs in Recess**

**20.3.1** Clubs in recess must pay an Affiliation Fee including public liability to the level of one senior team.

**20.3.2** After a period of two years in recess, the Club in recess will be deemed to have disbanded unless, after an application from the Club, the League extends the term.

## **21. DOMESTIC MATTERS**

**21.1** Each league shall have the power to draw up varying rules & regulations to provide for the management of its own domestic affairs. Any such rule or regulation must be submitted to CFWA Rules & Regulations committee for approval.

**21.2** Each League has the authority to impose fines and/or suspension on a Club, its players and officials for bringing the game into disrepute in line with the fines and penalties outlined in CFWA Rules & Regulations.

**21.3** Should a Club's Members or Spectators be found to have brought the game of football into disrepute, CFWA and the Affiliated League, reserves the rights to apply sanctions on the subsequent Club if they are found to be guilty or negligent in their behaviours.

**21.4** CFWA Codes of Conduct apply to all participants and CFWA and the affiliated League reserves the right to issue fines and sanctions on Clubs, Players, spectators or officials who operate outside of these Codes.

**21.5** Where a match is unable to proceed, the League's General Manager, or official deemed responsible, at their absolute discretion, may determine the result or order the match be replayed at such time and place as they see fit.

## **22. LIGHTING**

**22.1** The CFWA applies the Australian Standard (AS2560.2.3-2007) in terms of lighting for football:

- a) Junior and Senior Community training minimum lighting standards – 50 lux
- b) Junior and Senior Community game minimum lighting standards – 100 lux
- c) WAFL game minimum lighting standards – 200 lux
- d) AFL game minimum lighting standards – 500 lux

## **23. EXTREME HEAT**

**23.1** Refer to National Community Football Policy Handbook.

## **24. LIGHTNING**

- 24.1 Refer to the AFL Rules of the Game.

## 25. COUNTRY CHAMPIONSHIPS

- 25.1 Only Leagues directly affiliated with the Country League are eligible to participate in events sponsored by CFWA such as the Country Football Championships.
- 25.2 CFWA has the authority to permit combined League/Association sides upon request.

## 26. REPRESENTATIVE TEAM AVAILABILITY

- 26.1 Any CFWA registered player who is unavailable for selection in a CFWA or Affiliated League Representative Team, without providing an adequate reason to the Selection Committee, is subject to a penalty of not being permitted to play in the following fixtures in which their Club is engaged for a maximum of two matches at the CFWA's or the subsequent League's discretion.

## 27. ALTERATIONS OF THE RULES & REGULATIONS

- 27.1 Should any situation arise which is not covered in these Rules & Regulations then the Rules, Codes, Policies and Regulations of the AFL Laws of the Game and National Community Football Policy Handbook shall apply.
- 27.2 The CFWA may elect to resolve any matter, which is not provided for in these Rules & Regulations and any such resolution shall immediately become an amendment to these Rules & Regulations and shall automatically be included herein.

## APPENDIX 1 – CODES OF CONDUCT

### Code of Conduct

Country Football WA regards violence, discrimination, sexual harassment, bullying and abuse in any form, including online, as unacceptable. CFWA believes that all people have the right to work, play and socialise in an environment which is safe and inclusive. The below outlines the Code of Conduct that must be abided by with any affiliated League/Club. Breaches will be sanctioned at the league's discretion.

#### 1. Responsibility of a Person;

A Person must:

- (a) Make themselves aware of this Code of Conduct document and its contents;
- (b) Comply with this document and any rules, regulations, by-laws, emergency protocols and policies formally approved and/or adopted by the controlling body, including without limitation, AFL Laws of the Game;
- (c) Respects the spirit of fair play;
- (d) Be ethical, fair, honest and respectful in all their dealing with other people;
- (e) Contribute to a safe sporting environment and respectful culture which is accepting of individual differences;
- (f) Prioritise the safety and welfare of children;
- (g) Recognise the essential role that Umpires and other Football Officials play in Australian Football;
- (h) Display and foster respect for Umpires and other Football Officials;
- (i) Comply with all relevant laws including anti-discrimination and child protection laws;
- (j) Comply with any direction given or investigative or disciplinary measure or procedure imposed in accordance with the Policy Handbook;
- (k) Where applicable, consent to any screening requirements set out in this Policy Handbook including in relation to national police checks or working with children checks; and
- (l) Comply with a sanction imposed after a finding that that Person has committed a Reportable Offence or breached this Policy.

#### 2. General Code of Conduct;

A Person or, where applicable, a Controlling Body must not:

- (a) Engage in conduct which brings, or is likely to bring, the interests of Australian Football or the Controlling Body into disrepute;
- (b) Act in a manner which is, or likely to be, prejudicial to the interests of Australian Football or the Controlling Body;
- (c) Commit a Serious Criminal Offence
- (d) Directly or indirectly harass or bully (including cyber bully) any person;
- (e) Make or post inappropriate, offensive or discriminatory comments in public (including via social media) about another person or Controlling Body;
- (f) Victimise another person for making a complaint under this Policy;
- (g) Engage in a sexually inappropriate relationship with a person that the Person coaches, supervises, or has influence, authority or power over;
- (h) Verbally or physically abuse, threaten, assault or engage in violence with another person, intimidate another person or create a hostile environment;
- (i) Disclose to a person or organisation any information related to Australian Football that is of a private, confidential or privileged nature without the required consent; and

- (j) Make a complaint under this Policy that the Person or Controlling Body knows to be untrue, vexatious, malicious or improper.

### 3. Coaches

In addition to the obligations under Sections 1 and 2, a Coach must:

- (a) Be accredited;
- (b) Be reasonable in the demands made on the time commitments of Players, having regard to their health and well-being;
- (c) Be considerate of the varying maturity and levels of ability of Players when designing practice schedules and practice activities;
- (d) If coaching Junior Players, use best endeavours to ensure that Players gain equal playing time in Matches and that every Player plays a minimum of 50% playing time;
- (e) Always monitor and ensure the health and safety of Players;
- (f) Seek and follow the advice of appropriately qualified health specialists in relation to the participation of injured or ill Players provided that , where such advice is that a Player is fit to play but that advice is inconsistent with any restrictions in this Policy on the participation of injured or ill Players, the restrictions in the Policy must be complied with;
- (g) Keep up to date with the principles of coaching including skill development and requirements of Accreditation;
- (h) Display and foster appropriate sporting behaviour, including using best endeavours to procure that Players comply with their obligations under this Policy;
- (i) Display and foster respect for Football Officials, opponents, parents and spectators; and
- (j) Ensure that Players are involved in a positive environment where skill learning and development are priorities.

### 4. Umpires

In addition to the obligations under Section 1 and 2, an Umpire must:

- (a) Register via the Officials HQ system and maintain accreditation;
- (b) Avoid verbal or physical confrontation and maintain neutrality;
- (c) Always ensure the health and safety of Players;
- (d) Keep up to date with the principles of umpiring including skill development, requirements of accreditation and rule changes;
- (e) Report any misconduct or breaches of conduct immediately and accurately using the designated reporting forms;

### 5. Runners/Water Carriers

In addition to the obligations under Section 1 and 2, a runner/water carrier must:

- (a) Be clearly identified and listed on the team sheet;
- (b) Not be under suspension;
- (c) Not dispute umpire decisions or engage in melees;
- (d) Leave the field immediately after performing their duties;
- (e) Understand that any breach of conduct may result in a yellow card and temporary removal from the field.

### 6. Club/League Officials

In addition to the obligations under Section 1 and 2, a Club Official must:

- (a) Act in the best interests of the Club, League and the game at all times;

- (b) Ensure Club compliance with all CFWA and League Rules, By-Laws, policies and match-day regulations;
- (c) Module respectful behaviour and reinforce a positive, inclusive and safe culture;
- (d) Promote and enforce adherence to this Code of Conduct by all involved in the game;

## APPENDIX 2 – FINES AND PENALTIES

<b>Leagues</b>	
Bringing Country Football into Disrepute	Max \$5,000
Allowing unaccredited coaches to coach	\$500 per coach
Failing to comply with CFWA Affiliation Agreement (1 <sup>st</sup> )	\$500
Failing to comply with CFWA Affiliation Agreement (2 <sup>nd</sup> )	Max \$5,000
Failing to comply with CFWA Brand Guidelines (1 <sup>st</sup> )	\$500
Failing to comply with CFWA Brand Guidelines (2 <sup>nd</sup> )	Max \$2,000
<b>Players &amp; Officials</b>	
Bringing the Game into Disrepute (includes social media or breaches to the code of conduct)	Max \$500 + Life Ban
False declaration made on registration form	\$300
Threatening or Abusive Behaviour Towards an Official (1 <sup>st</sup> Offence)	2-4 Weeks
Threatening or Abusive Behaviour Towards an Official (2 <sup>nd</sup> Offence)	4-8 Weeks
Failing to cooperate or acting dishonestly with a Paid Player Investigation	Up to 10 Weeks suspension
Breaching Paid Player By-Laws	Up to 10 Weeks suspension
<b>Club</b>	
Bringing the Game into Disrepute (includes social media or breaches to the codes of conduct) – 1 <sup>st</sup> Offence	Max \$1,000
Bringing the Game into Disrepute (includes social media or breaches to the codes of conduct) – 2 <sup>nd</sup> Offence within the same season	Max \$2,000
Bringing the Game into Disrepute (includes social media or breaches to the codes of conduct) – 3 <sup>rd</sup> Offence within the same season	Max - Expulsion
Deliberate Team Sheet Errors	\$250
Playing an unregistered player (1 <sup>st</sup> Offence)	\$250
Playing an unregistered player (2 <sup>nd</sup> Offence)	Max \$500
Head count requested and numbers found to be wrong	Max \$500
Melee	Max \$1,000
Threatening or Abusive Behaviour Towards an Official (1 <sup>st</sup> Offence)	\$250
Threatening or Abusive Behaviour Towards an Official (2 <sup>nd</sup> Offence)	Max \$500
Umpire Abuse by a club official (1 <sup>st</sup> Offence)	\$250
Umpire Abuse by a club official (2 <sup>nd</sup> Offence)	Max \$500
Failing to comply with CFWA Brand Guidelines (1 <sup>st</sup> )	\$500
Failing to comply with CFWA Brand Guidelines (2 <sup>nd</sup> )	Max \$2,000
Failing to cooperate or acting dishonestly with a Paid Player Investigation	Max \$5,000 + Loss of Premiership points
Breaching the Paid Player Rules & Regulations	Max \$5,000 + Loss of Premiership points
<b>Tribunal</b>	
Non-attendance at tribunal when summoned to appear	Max \$500
Misconduct by any person at a tribunal	Max \$500
<b>Equipment/Club Personnel</b>	
First aid stretcher not supplied or not on boundary	\$100
Goal post padding not applied – game not legally able to proceed	\$100
Rub down bench not provided for opposition team	\$100
Runners or water carriers incorrectly dressed	\$50
Scoreboard Attendant or Timekeeper not supplied	\$50
Team sheets not provided to umpires before game	\$50
Match Day Checklist not completed – 1 <sup>st</sup> offence	Max \$250
Match Day Checklist not completed – 2 <sup>nd</sup> offence	Max \$500
<b>Sundry</b>	
Misconduct by not complying with CFWA Rules & Regulations	Max \$5,000
Media, website or social media indiscretions	Max \$2,000
No penalty prescribed in Rules & Regulations	Max \$1,000

## APPENDIX 3 – PRIVACY POLICY – Paid Player Rules & Regulations

The following document sets forth the Privacy Policy for the CFWA with regards to its Paid Player Legislation.

1. Collection of your personal information as part of the CFWA's investigations, CFWA may request information around payments (or supposed payments) made to yourself (and your associates), deemed to be in exchanged for football services. Collection of personal information may also be in the form of an interview.
2. Sharing of your personal information CFWA may occasionally hire other companies to provide investigatory services on our behalf. Those companies will be permitted to obtain only the personal information they need to carry out the investigation. CFWA takes reasonable steps to ensure that these organisations are bound by confidentiality and privacy obligations in relation to the protection of your personal information.
3. Use of your personal information Collected information is used solely internally for the purpose of Paid Player Investigations. If our information practices change at some time in the future, we will use for these new purposes only, data collected from the time of the policy change forward will adhere to our updated practices. CFWA will endeavour to keep all information around player payments and sensitive personal details private, however, CFWA accepts no responsibility should the details of an indiscretion against the Paid Player Rules & Regulations by a Club make it into a public forum (such as the media) unless it can be substantiated that the media, in fact, received their information from the CFWA Office or Official directly.
4. CFWA reserves the right to make amendments to this Privacy Policy at any time. If you have objections to the Privacy Policy, you should not access or use the site.
5. CFWA welcomes your comments regarding this Privacy Policy. If you have any questions about this Privacy Policy and would like further information, please contact us by any of the following means during business hours Monday to Friday.