



BYLAWS

of the West Australian
Country Football League
Incorporated

Updated 10/06/2020

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OBJECTIVES

The WACFL 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, the WACFL has adopted these Bylaws 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.

These Bylaws (Rules and Regulations) 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 Country League must provide the WACFL with the following documentation:
 - a) A signed copy of the WACFL Affiliation 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 Bylaws and details of any amendments thereto within 14 days of approval by the Management Committee or equivalent; and
 - 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 Each Country League is required to ensure that they and their clubs abide by the WACFL's Brand Guidelines document regarding the use of WACFL logos in general and on footballs and League and Club apparel.
- 1.3 Each League is required to participate in the WACFL's combined insurance program with JLT Sport.
- 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 All Leagues and Clubs are to introduce the appropriate Risk Management procedures as outlined in the WACFL's Event and Risk Management Plan for the management of League events.
- 1.6 All Clubs are to use the JLT Match Day Check List 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 Each League is to establish an Independent Tribunal to handle tribunal hearings for the League. The Committee should consist of up to six independent members and a minimum of three members, including one chairperson, should sit for each hearing.
- 1.8 Each League is to appoint an Umpire Development Coach whose role is to recruit, assist with accreditation, train, make umpire appointments and represent umpires within the League.
- 1.9 Unless a specific rule is contradicted in the following Bylaws, Leagues must comply with the AFL's Laws of Australian Football.
- 1.10 Affiliated Leagues which have underage competitions (under 17s and below) must comply with the WAFC's Junior Match Day Policy.
- 1.11 Leagues must have a signed Zone Service Agreement in place with their WAFL Club by 1 April each year.
- 1.12 Leagues must apply the WACFL's "Match Day Paperwork Guidelines" document to the management of all sanctioned matches.
- 1.13 Leagues and Clubs must adhere to Footyweb player registration and competition management principles and policies at all times.

- 1.14 Leagues and Clubs must ensure they adhere to the WACFL's Duty of Care Policy.
- 1.15 Affiliated Leagues, Clubs and Participants are subject to Fines and Penalties (financial or otherwise) for breaches to the WACFL Bylaws, Rules of Australia Football or League Bylaws from the relevant controlling body (Appendix 2).
- 1.16 Leagues and Clubs are bound by the WACFL's Paid Player Bylaws (Bylaw 4) including the enforcement of fines and sanctions on Clubs and their members.
- 1.17 The WACFL Bylaws have been prepared taking into consideration the rules and regulations set nationally by the AFL and the WAFC and their other affiliated competitions and have been written in the best interests of Country Football.

Country Leagues may approve bylaws which vary from those included within the WACFL Bylaws as long as they are bylaws which are restricted to, and limited to, their own domestic competition for the convenience of that competition and do not have any negative impact (perceived or otherwise) on rival competitions.

2. PLAYER REGISTRATIONS AND TRANSFERS

- 2.1 A person wishing to play for a WACFL Club must self-register, including the approval of the terms and conditions, with their Club using the Footyweb Registration System or qualify under a suitable WACFL permit (see Bylaw 3 Permits).
- 2.2 Any official form (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 Footyweb Registration System.
- 2.4 The minimum age for any player in a senior grade (League, Reserves) with a club in an affiliated League is 15 years of age in the year of playing. However, should there be no suitable junior competition to accommodate the player; the minimum age is reduced to 14 years in the year of playing. Any player 15 years of age or younger must wear yellow shorts identifying him/her as underage. Any player 15 years of age or younger playing in a Senior WACFL match must first have completed the WACFL's Underage Playing Up process.
- 2.5 A player who wishes to apply for a transfer shall lodge an application on the Footyweb Registration System no earlier than 7.00am on the first day of February and no later than 10.00pm WST on the thirtieth day of June. 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) business days (excluding Saturday and Sunday but including public holidays) of having been lodged with the transferor League, then the transfer shall be automatically approved on the Footyweb Registration System.

- 2.8 A player's former club can refuse the transfer within the six (6) business days by notifying their affiliated League of the refusal via using the Footyweb 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;
- In these cases, a Club refusing to transfer a player must provide evidence upon request to its League within three business days of the request in order to substantiate the claim. Failure to provide such evidence will result in the football body re-opening and approving the transfer.
- 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 the WACFL 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 his/her 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 the WACFL Appeals Board in accordance with the Rules of the Appeals Board (Bylaw 6). Where it is a local matter between Clubs within an individual League, such appeals shall be heard initially by that League's Appeals Board. The necessary forms, Player Transfer Refusal Form and/or Player Withdrawal of Application Form, must be retained and will be considered in any relevant subsequent appeal.
- 2.13 An Application for Transfer shall not be granted or refused conditionally by relevant notations on the transfer form except by the WACFL Appeals Board.
- 2.14 A player under suspension by a League can transfer to another League, but cannot transfer from the new Club until 28 days after the suspension has been completed.
- 2.14.1 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.
 - 2.14.2 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.
- 2.15 Where a player is genuinely transferred in their employment to another branch of the same employer's business and wishes to transfer to a Country League after 30 June, the player may

make an Application for Transfer prior to the commencement of the final round games, subject to a written statement from their employer verifying that he/she has been:

- a) Legitimately transferred in their employment; and
- b) Has been on the permanent payroll of the employer for at least three months prior to his/her notification of transfer.

This provision shall apply equally to children under the age of 18 years whose parent/guardian has been so transferred in their employment. Any transfer under this rule shall be subject to the player being granted a Permit to Play by the Permit Committee of the League.

- 2.16 A Club is required to submit a team sheet in Footyweb 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. The player must be added to the team sheet before they can take the field.
 - 2.16.3 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 Club plays a player who is ineligible to play, the Club shall be liable to lose premiership points gained and to such further penalties as the League shall determine. For percentage purposes, a Club playing an ineligible player will be credited with "no score" and debited with the total score of the opposition. The side receiving the premiership points will be credited and debited with the full-time scores as registered by the official goal umpires. 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 throughout the regular season should close at the commencement of the final round of scheduled fixtures for the season. Throughout the finals, the window for the reporting and penalising for the playing of ineligible players should close on Monday evening prior to the upcoming fixture or, in the case of a Grand Final, the Monday following the match. 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 respective 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's Permit Committee. If a player disputes the leagues ruling they can appeal to the WACFL 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 another WACFL affiliated or non-affiliated League on the same weekend. For WACFL purposes (and if the WACFL Club he/she plays for is the second game of the weekend), this player would be deemed to be ineligible. The only exception would be if the player partakes in a senior and junior competition within the same district.
- 2.21.1 The only exception to 2.21 is in the case of a player playing for a WACFL Club and a Masters WA Club in the same weekend.
- 2.22 No WACFL Club shall offer, pay, demand or receive a transfer fee for a player transferring between two WACFL Clubs. In the event of a WACFL Club being found in breach of this rule, the matter shall be referred to the WACFL Executive for adjudication and, if necessary, penalty. 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 WACFL player to qualify for finals, he/she must play three matches within that specific competition (i.e. League, Reserves and Colts) prior to the finals commencing. In the event that multiple grades for the same Club are still playing finals matches, a player is able to play in a lower grade despite not playing three matches provided the player has qualified in a higher grade.
- 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 game, that fixture should count towards finals eligibility.
- 2.24 A country player who transfers to a metropolitan Club (other than a WAFL Club), shall remain tied to their original zoned WAFL Club for a period of eighteen (18) months, from the date of their transfer from the country Club, notwithstanding that should the player attain the age of 19 years and not be listed by their zoned Club, they are then eligible to join a WAFL Club of their choice.
- 2.25 If a country player under 19 years of age wishes to transfer to a WAFL Club that they are not zoned to, the player shall only be eligible to be registered after receiving a transfer from their Country Club and zoned WAFL Club.
- 2.26 A player registered with a junior country league is able to qualify for a Local Interchange Permit to play in a senior WACFL League, provided the player is playing for a senior league within the same district as their junior one, and subject to player welfare and Bylaws 2.2 and 2.20. The League that has the player's primary registration will be given precedence in the event of any disputes.
- 2.27 For a WACFL Player who receives a match suspension from a League's Independent Tribunal, their ability to serve this suspension in other grades or competitions is at the discretion of the League's Independent Tribunal.
- 2.28 A pregnant player is provided with the same personal accident insurance coverage that is provided for all registered members of the WACFL. 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.

2.29 Participation in a WACFL League for a pregnant player should only be allowed under the following conditions:

2.29.1 The player has obtained professional medical advice prior to playing which has been presented to the League.

2.29.2 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

Match Day Permits should only be used for country students residing away from their home wishing to return to their local Club (Bylaw 3.1), or country players trying out with, or returning to the country from the WAFL system (Bylaw 3.2).

Local Interchange Permits should only be used for players in a country region through FIFO based employment (Bylaw 3.4), players transitioning between Country football and the WAFL system (Bylaw 3.2), junior players that have a junior metro and country club (Bylaw 3.1.2), and junior aged players wishing to participate in a senior competition within their district (Bylaw 2.26).

Temporary Transfers should only be used for players participating in summer based football leagues such as the NTFL.

Players who are entered into the Footyweb Player Registration System under a permit and have not adequately qualified for that permit should be deemed ineligible and the offending Club penalised under Bylaw 2.17.

3.1 Students Living Away

3.1.1 Students living away from home attending a High School, TAFE, Agriculture College Muresk or University must be transferred before being eligible to play with a Club at their temporary location.

3.1.2 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 either a Match Day or Local Interchange Permit dated to current season's end, subject to bylaw 2.20.

3.1.3 University, TAFE or Muresk students who have been transferred to play with a Club at their temporary location during the past 24 months may be granted a Match Day Permit to return to play with their Country Club of Origin (2.20) during recognised semester or term breaks, subject to bylaw 2.20.

3.1.4 A Match Day Permit or Local Interchange 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 bylaw 2.20.

3.2 WAFL Permitting

3.2.1 Players who intend to play for an extended period in the WAFL competition at any level (league, reserves and colts) must be transferred to their WAFL Club. A WACFL player cannot play WAFL league on permit. Players intending to play for a WAFL reserves or colts team for a limited period are permitted to do so using a Match Day Permit whilst retaining their Country Club registration, although the number of matches they are

allowed to play on permit is limited to a maximum of four (4) prior to June 30 and three (3) post June 30.

- 3.2.1 (a) The only exemption to Bylaw 3.2.1 is that players transferring to the West Coast WAFL side are able to be type 2 permitted back to the club that transferred them.
- 3.2.2 WAFL Registered Players wishing to play for a country club are able to play on a maximum of six (6) Match Day Permits prior to 30 June. No Match Day Permits are allowed for such players after June 30.
- 3.2.3 Provided a WAFL registered player playing on a permit with a country club has played the required number of qualifying matches for finals (either under Bylaw 2.23 or under League Bylaws), the player is deemed eligible to play finals for their country League subject to them being made available by their WAFL Club.
- 3.2.4 The WAFL and WACFL allow Local Interchange Permits (to a maximum period of the end of the current season) between the WAFL and a country club. 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. For players wishing to play for a country club whilst currently permitted to both the WAFL and a PFL (WAAFL) Club in the current season, their WAFL Club must cancel their Local Interchange Permit with their PFL Club and their Country Club must apply to the WAFL Club and have their Local Interchange Permit approved prior to them playing.
 - 3.2.4 (a) A WAFL registered player will only be permitted to apply for a maximum of one (1) Type 2 Permit to a country club per season.
- 3.2.5 A player is considered a zoned player to their respective WAFL Club until the season they turn 18yrs of age or older unless they are a colts listed player or a senior listed player. Any player listed as a 'WAFL Protected' player may not be transferred to another WAFL Club unless there is an agreement reached with the zoned WAFL Club. If the player is not listed as a 'WAFL Protected' player, then the player is eligible to transfer between WAFL clubs.

For further information on WAFL zoning refer to the WAFL's Rules and Regulations, section 11 WAFL Colts Competition for colts aged players. For the purpose of this rule, any player who is attending schooling in the Metropolitan area as a boarder will retain their country residential address under the WAFL Rules.

- 3.2.6 Players transferring out of the WAFL system, who have been transferred to a WAFL Club from a senior Country Club must be transferred back to their Country Club. Should the player wish to be transferred to an alternative Club, the player will need to be transferred within the senior community system.

3.3 Reports under Local Interchange Permits

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 weeks) has expired. The League is required to correctly enter the details of the report, and any subsequent suspension, into Footyweb.

3.4 Fly In/Fly Out (Drive in Drive out) Employment

Employees who consistently relocate to country locations 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 bylaws:

- 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 Local Interchange Permit in the Footyweb 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 final round matches 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 required to play with their secondary Club on those weekends they are in their temporary location on their normal “Fly in-Fly out” employment schedule.
- 3.4.5 Should the employment of the “Fly in-Fly out” arrangement cease, the Local Interchange Permit will also cease and the player, if remaining at their temporary location, must seek a clearance 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 Local Interchange 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 Local Interchange Permit dated to season’s end.

3.6 Covid Permit

In the case of a player moving from one club to another due to their existing Club either not submitting teams, or participating in 2020, a player will be eligible for a Type 2 Covid Permit for the 2020 season and will revert back to their original club at October 31st 2020.

4. PAID PLAYERS

DEFINITION

Following the introduction of the WACFL paid Player Bylaws in 2017 a Paid Player Payment is categorised as:

- Football Match Payments;
- Approved Travel Payments;
- Approved Coaching Payments (for Playing Coaches);
- Approved Relocation Payments;
- After Match Best Player Awards;
- Fairest and Best Awards;

WACFL defines a paid player as any WACFL 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 after match best player awards, approved travel payments, club meals and insurance upgrades for players.

For the point of the WACFL’s Paid Player Bylaws, 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 WACFL Team is to pay out a combined total of greater than \$3,000 in total player payments in any given match unless Bylaws 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 WACFL 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 League for tracking and approval. Insurance provided to players specifically adding protection around the playing of football is deemed to be outside of the WACFL Paid Player Bylaws and is allowed.
- 4.3 The maximum match payment a player can receive is \$500 per match. A maximum amount of \$150 per match is able to be paid to a Reserves grade player for any one match to help with travel costs. A player cannot receive a payment for more than one match on one weekend. A player who receives a payment for a reserves match is unable to play in a League match on that weekend. Reserves Payments should be noted on the Paid Player Spreadsheet.
 - 4.3.1 Flights to and from matches are exempt from Paid Player Bylaws.
- 4.4 The only possible exceptions to Bylaw 4.3 are as follows:
 - a) Each WACFL Club is allowed to pay one ‘Marquee Player’ up to \$1,000 per match provided the player meets the listed criteria (see Bylaw 4.9).
 - b) Each WACFL 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 player must have played AFL and this payment must be approved by the League prior to him playing.
 - c) A playing coach is allowed to receive up to \$1,000 per match. A maximum of \$500 of this amount can sit outside of the total match ceiling listed in Bylaw 4.1.
 - d) A player can qualify to receive a travel fee (\$150 maximum) for matches in which the player travels greater than 500 km (return) from their place of residence to attend. This payment must be approved by the League prior to payment, it must be recorded on the WACFL’s Paid Player Spreadsheet and written evidence of the League’s approval must be supplied upon request.
- 4.5 Any WACFL Club paying individuals match payments relating to Country Football must ensure payments are legally compliant and all player payments must be recorded on the WACFL’s Paid Player Spreadsheet for auditing purposes. For all WACFL Clubs paying players outside of Best Player Awards, the following paperwork must be supplied to the League where appropriate:
 - 4.5.1 All Club Presidents must submit to the League (prior to the start of the season) a signed Club Paid Player Declaration as per the WACFL’s Club Paid Player Declaration paperwork.
 - 4.5.2 All proposed Marquee Player payments must be submitted to the league for approval using the WACFL Marquee Player Approval form.
 - 4.5.3 All proposed Playing Coach payments must be submitted to the league for approval using the WACFL Playing Coach Approval form.

- 4.5.4 All proposed Travel payments must be submitted to the league for approval using the WACFL Travel Payment Approval form.
- 4.6 No WACFL Club is to pay out greater than \$500 in total player prize money (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 in the WACFL's Paid Player Spreadsheet. 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.
- 4.7 For Marquee Players and Player Coaches receiving greater than \$500 in payments per match, the Club must ensure the following conditions are met:
- a) The Marquee Player or Player Coach must have a signed Standard Playing Declaration lodged with the subsequent League prior to three business days before the player participates in a sanctioned match.
 - b) Payment to a Marquee Player does not alter Bylaw 4.1.
 - c) Application can be made for Coaches (that occasionally play) to fall outside of the salary cap provided they are not considered playing coaches, but occasionally play due to diminishing numbers. This application should be made through the League and will be at the League's discretion.
- 4.8 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 WACFL based on elite performances in Country League and Representative achievements. This will be at the WACFL's discretion.
- 4.9 A League playing coach is the only player able to receive remuneration for coaching within the League team. A maximum of one League Player is able to receive a maximum of \$100 per match (outside of the cap in 4.1) to assist with the coaching of any other team within that Club. This is subject to approval by the League.
- 4.10 WACFL 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 Bylaws and in exchange for the payment of playing in football matches for the Club. This include payments made either by the Club or by a third party.
- 4.11 WACFL 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 WACFL Paid Player Bylaws are all encompassing across all Affiliated Country Leagues. The individualisation of these bylaws to suit a specific League will only be valid should the League have first obtained the WACFL's approval.

INVESTIGATIONS

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

- 4.13 WACFL 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. There is also an expectation that Leagues will provide paid player paperwork (such as approvals granted) should this be requested as part of any investigation. Any such penalties handed down by the WACFL 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.
- 4.14 Each WACFL Club that pays players must be able to provide to the WACFL within 24 hours of being requested:
- a) An up to date WACFL's Paid Player database.
 - b) Standard Playing Declaration for Marquee Players and/or Playing Coaches paid greater than \$500 per match.
 - c) Club financial statements including bank statements.
 - d) Written approval granted by the League for any claims under these bylaws for Marquee Players, Celebrity Players, Second Tier Coaching Payments and approved travel payments.
- 4.15 Information provided to the Investigator at the conclusion of a season may lead to penalty for future seasons.
- 4.16 The WACFL Investigator may summon any WACFL 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 WACFL's discretion).
- 4.17 Individuals found to have not cooperated or acted dishonestly or deceitfully with the WACFL Investigators are liable to be banned from playing or participating in a WACFL competition for such time as the WACFL sees fit, whilst Clubs are liable to financial sanctions and loss of match points either in the current or future seasons.
- 4.18 For the sake of the policing of these bylaws, the assumption made from the WACFL 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

- 4.19 The WACFL Integrity officer(s) may at any time investigate (formally or informally) any matter that may undermine the integrity of any WACFL competition including but not limited to alleged breaches of the WACFL Paid Player Bylaws, Vilification and Player, Coach and Spectator Behaviour.
- 4.19.1 The WACFL Investigations Officer 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 bylaws.
 - 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.

4.19.2 Any decision of the WACFL Investigations Officer may be subject to appeal in accordance with the WACFL Bylaws.

INVESTIGATIONS PROCESS

- 4.20 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.
- 4.21 Upon review of the requested Club documentation, WACFL will request the Club to arrange a series of interviews with requested players and officials within a period of the following seven (7) days.
- 4.22 It is assumed 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. WACFL reserves the right to suspend (indefinitely) any Player or Official unable to attend a Paid Player hearing within a reasonable timeframe. There is an assumption 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.
- 4.23 If the WACFL Investigator believes there are sufficient grounds to suspect a breach of Paid Player Bylaws (following an investigation held in accordance with these rules), the WACFL Investigator shall make recommendation to the WACFL Executive Manager based on their findings.

PENALTIES

- 4.24 Non-complying Clubs, or Clubs which have not abided by the above bylaws, will receive possible 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. WACFL players who have been found to be forthcoming and cooperative with the Paid Player Investigation may be entitled to immunity from penalty under these bylaws.

Clubs*: 1st Offence - \$5,000 + Loss of Premiership Points
2nd Offence - \$5,000 + Suspension from the League

Players: 1st Offence - Up to 10 Weeks Suspension
2nd 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 to a Club suspension up to a period of 12 months.

APPEALS

- 4.25 Any Club aggrieved by a finding or penalty imposed under the Investigatory Process may appeal against such finding and/or penalty directly to the WACFL Executive Manager in accordance with WACFL Bylaw 11.1.

5. UMPIRES

- 5.1 A person wishing to umpire in a WACFL League must register using the Footyweb 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 Country Club shall appoint a responsible senior person to act as Umpire Welfare Officer, and his 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 each Club at all matches, irrespective of where the match is played.

6. MATCH DAY SET PENALTIES

Match Day Set Penalties are adopted by the WACFL to eliminate travel to tribunal hearings and to lessen the inconvenience placed on volunteers.

- 6.1 WACFL Leagues can utilise Match Day Set Penalties in line with WACFL Match Day Set Penalty guidelines. Unless a Yellow Card is issued by the Umpire for the first offence, the Match Day Set Penalty is derived from the minimum penalty of a specific reportable offence listed on the *Set Penalty Guide*.
- 6.2 If an offender elects to attend the tribunal in lieu of accepting the offer of a Match Day Set Penalty and is subsequently found guilty of that offence, then the resultant penalty shall not be less than that outlined in the *Set Penalty Guide* for that offence, unless mitigating circumstances are established at the hearing.

7. ORDER OFF RULE

- 7.1 Leagues should refer to the *Standard Order Off Rule for Community Football* issued by the WAFC 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. 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 his/her 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 or official 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.

- 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 red card infringement. Should he/she not have committed a reportable offence he/she shall be suspended for a minimum of one match. Upon receiving the second yellow he/she 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 The term Melee is used to categorise rough conduct which involves three (3) or more players and/or officials from each team in a dispute that involves general rough conduct such as pushing, punching, chesting and wrestling for a period of time deemed concerning by the field umpire. Players who are attempting to remove team mates from a melee will not be counted as being involved in a melee. Any incidences deemed to be melees based on the above terminology should be recorded on the Match Sheet by the field umpire and actioned by the League accordingly.
- 8.1.1 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 WACFL 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 Bylaws 20.3.
 - d) subject to fines and possible suspensions from the League according to the Bringing the Game into Disrepute Bylaws 20.3 should the melee be deemed to be of a serious enough nature.
- 8.1.2 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, should be sent to the League's Independent Tribunal for a subsequent hearing.

9. TRIBUNALS

- 9.1 Leagues must apply the *WA Football Tribunal Protocol and Guidelines* endorsed by the WACFL for information and guidance for tribunal matters 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 Leagues' management committee.
- 9.2 Following a reportable on field incident, WACFL umpires must complete and submit with the match day paperwork a "Report by Umpire or Authorised Person" form.

- 9.3 A Match Day Set Penalty (and potentially early guilty plea incentive) may only be offered to reportable incidences that qualify within the "Report by Umpire or Authorised Person" form. More serious incidences should be heard before the League's Independent Tribunal utilising *WA Football Tribunal Protocol and Guidelines*.
- 9.4 Following an Affiliated League's tribunal hearing, Leagues must save the particulars of the hearing, including the findings for that individual, within their profile on the Footyweb Registration System.
- 9.5 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.
- 9.5.1 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 bylaw 2.14.

10. UNBECOMING BEHAVIOUR

- 10.1 Should a League be satisfied they have sufficient credible evidence regarding a Club's players, officials, members or spectators committing unbecoming behaviour, they are able to issue fines and sanctions on Clubs in line with the WACFL's Fines and Penalties Guidelines. Prior to the issue of such a sanction, the Club should be issued with a "Please Explain" Notice from the League, explaining the particulars of the accusation/incident and providing them with an opportunity to provide the Club's version of events.
- 10.2 Each League shall appoint an independent Investigation Officer to investigate any unbecoming behaviour matter referred to it by the Clubs.
- 10.3 A League or Club is able to request that an incident involving the League's players, officials or spectators be investigated by the League's appointed Investigation Officer. This request must be lodged with the League in writing setting out particulars of the allegation and may include up to four individuals who can supply information and who should be consulted by the Investigator. Unless the Notice is lodged by the League, a deposit of five hundred dollars (\$500) shall accompany the Notice, which shall be forfeited in whole or part in the event that the Investigation Officer or Independent Tribunal considers the allegation to be frivolous.
- 10.4 A Notice under 10.3 must be lodged with the League within five days after the date of the act unless the League agrees to extend this period to a maximum of thirty (30) days.
- 10.5 The Investigations Officer would have no direct Conflict of Interest with the particular incident. The Investigation Officer may investigate the allegation as they see fit. Such investigation shall be completed within seven (7) days of the matter being referred to the Investigation Officer, unless at the completion of the seven (7) days, one extension of time being not more than seven (7) days is then granted by the League at the request of the Investigation Officer.
- 10.6 If the Investigation Officer, after investigation of the allegation, believes there is sufficient evidence for the case to be heard before the League's Independent Tribunal, they must lodge with the League a notice in writing setting out details of the allegation, the charge to be heard and a list of witnesses who should be called for any potential tribunal hearing.
- 10.7 If a Notice is lodged with the League under 13.6, the League shall fix a date, time and place for a hearing of the allegation before their Independent Tribunal. They shall also advise the Clubs

involved of those particulars (such as whom it is proposed to call as witnesses) at least 48 hours prior to the hearing.

- 10.8 In any proceeding brought before the Independent Tribunal under this bylaw, the Investigation Officer shall personally appear before it and lay the necessary charge or charges and act as the prosecuting officer for the League.
- 10.9 If the Independent Tribunal is of the opinion that the player, official or club in question has engaged in unbecoming behaviour or conduct which has or is likely to bring the game of football into disrepute, it may impose penalties in line with the WACFL or League Bylaws or *Standard Tribunal Guidelines and Penalties for Country Football*.

11. APPEALS AGAINST LEAGUE DECISIONS

11.1 Appeals – Administrative

- 11.1.1 Any person or body affiliated with the WACFL may apply to have an appeal heard by the WACFL. Prior to the WACFL hearing any appeal, the person or affiliated body must have appealed the decision within their League to the highest possible level.
- 11.1.2 The WACFL will utilise the WAFC Community Football Tribunal for an appeal hearing.
- 11.1.3 The Tribunal shall hear and make judgements on appeals in the best interests of Australian Football in general. The decision of the Tribunal shall be deemed as final.
- 11.1.4 An appeal by a Club or individual against an administrative decision of a Country League shall submit an application to the Executive Manager stating the reasons and be accompanied by the prescribed fee of one thousand dollars (\$1,000).
- 11.1.5 Should the WACFL Executive Manager decide that the appeal shall proceed, a copy of the details of the appeal shall be forwarded by email or posted onto all parties involved in the appeal, with at least seven (7) days of notice to proceed. This timeframe may be shortened provided the WACFL Executive Manager is satisfied that both parties have suitable time to prepare for the hearing and there is a suitable availability of Tribunal Members.

11.2 Appeals - Tribunal

- 11.2.1 An appeal against a Country League's Tribunal for a transgression against the laws of the game, shall submit an application to the Executive Manager stating the reasons and full details for the appeal. Any such appeal must be accompanied by the prescribed fee of one thousand dollars (\$1,000).
- 11.2.2 As with the above Bylaw 11.1.5, the WACFL Executive Manager shall consider the application and decide whether such appeal shall proceed and be heard by the WAFC's Community Football Tribunal and both parties will be subject to the WAFC's Community Tribunal Terms of Reference document. Refunding of monies will be entirely at the WACFL's discretion. If it is decided that the appeal will not proceed, a full refund of the fee will be made.
- 11.2.3 Should the WACFL Executive Manager decide that the appeal shall proceed, a copy of the details of the appeal shall be forwarded by email or posted onto all parties involved in the appeal, with at least seven (7) days of notice to proceed. This timeframe may be shortened provided the WACFL Executive Manager is satisfied that both parties have

suitable time to prepare for the hearing and there is a suitable availability of Tribunal Members.

- 11.2.4 The WACFL shall be empowered to impose a fine of up to one thousand dollars (\$1,000) on any Club or person considered responsible for a frivolous appeal, or who is considered by the WAFC's Community Football Tribunal, to be guilty of a misdemeanour in connection with an appeal.
- 11.2.5 The WAFC's Community Football Tribunal shall hear any appeal within a period of fourteen (14) days of the decision to proceed to hear the appeal. When unusual or extenuating circumstances prevail, the WACFL Executive Manager may extend the period of fourteen (14) days, but the spirit of the rule is that any appeal shall be heard as soon as possible.
- 11.2.6 The person or body making the appeal and the body against whom the appeal has been made, shall be entitled to appear upon the hearing of such appeal with such representative as they nominate, provided that such representative shall not be a person legally qualified to practice as a barrister and/or a solicitor. In instances where a person or body is unable to attend the appeal in person, they may be granted permission to attend via technological means at the Tribunal Chairperson's discretion.
- 11.2.7 For appeals to the WAFC's Community Football Tribunal, a previous decision made by a League Tribunal to suspend a participant shall remain valid, until and unless it is overruled by the WAFC's Community Football Tribunal.

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 WACFL 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 the WACFL Executive Manager, together with the two hundred and fifty dollars (\$250) 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 WACFL.
 - b) The defendant Club must also lodge a fee of two hundred and fifty dollars (\$250), together with the Intention to Appeal - Defending Club Form. The fee may be totally or partially refunded at the discretion of the WACFL.

- c) The Executive Manager 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 the Executive Manager; and/or
 - e) the fee of \$250, 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 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 be referred to the Permit Committee for resolution in accordance with the procedure set out in the National Player Registration and Transfer Regulations.

12. DEREGISTRATION

- 12.1 WACFL 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 affiliated League 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 him/her 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.
- 12.6 The WACFL shall be notified in writing of all decisions to deregister a player/official by the player's/official's Club. A central database of all deregistered players/officials will be kept by the WACFL.
- 12.7 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.

- 12.8 It is a Club's responsibility to ensure they have advised all their players/officials of this policy.
- 12.9 After a player/official has been deregistered in accordance with Bylaw 8.1, that player/official may appeal to the WAFC's Community Football Tribunal. A decision to reinstate a deregistered player will be at the Community Football Tribunal's discretion.
- 12.10 It is the obligation of the player/official to present their case with all necessary witnesses and relevant documents to the Community Football Tribunal and show cause why he/she should be reregistered.
- 12.11 Such appeal shall be heard within a period determined by the Community Football Tribunal.
- 12.12 The decision of the Community Football Tribunal shall be final and binding on all parties.
- 12.13 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 Community Football Tribunal.
- 12.14 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 WACFL players, coaches and officials are bound by the AFL's Anti-Doping Code under the Laws of Australian Football.
- 13.2 Australian Sports Anti-Drug Authority (ASADA) is responsible for implementing the AFL's Anti-Doping Code at all levels of competition. ASADA's responsibilities for investigation extend to WACFL affiliated Leagues.
- 13.3 It is possible that ASADA can test players, coaches and officials at WACFL level and, if asked by ASADA to undertake a doping 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. ASADA 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 at the <https://www.globaldro.com/AU/search>. WACFL Players, Coaches and Officials can violate (and receive a penalty or suspension) under ASADA's Anti-Doping Code through:
 - a) Failing a doping test
 - b) Attempted use of a prohibited substance
 - c) Refusing to take a test
 - d) Tampering with any part of the doping control
 - 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.Suspicious behaviour can be reported to ASADA anonymously via the ASADA website or hotline 1300 027 232.
- 13.4 The WACFL 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 WACFL 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 WACFL 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 WACFL Football Club is bound by the Discrimination Act 1975 (Cth), and WA Legislation with regards to Tolerance and Equal Opportunity.
- 14.3 Every WACFL Football Club is responsible for ensuring that this Policy is communicated to spectators and participants of the Club.

RULE	DESCRIPTION OF ACTION	RESPONSIBLE
1.	An Alleged Incident 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.	Game Day Resolution 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.	Club Resolution 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 within 24 hours post resolution. No public statement (including via social media) is allowed by the clubs, players, umpires or any representative of the 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.	Club Presidents
4.	Competition Resolution The League will investigate the matter and determine the appropriate next course of action. This may involve mediation or referral directly to the Tribunal. No public statement (including via social media) is allowed by the clubs, players, umpires or any representative of the of the club(s) involved.	League
5.	A) Mediation 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. If no resolution can be reached the matter will be referred to the Tribunal for determination. No public statement (including via social media) is allowed by the clubs, players, umpires or any representative of the club(s) involved. B) Tribunal	League

	The Tribunal to make a determination on the matter in accordance with the guidelines and By-Laws of the Competition.	
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15. CONCUSSION POLICY

- 15.1 The WACFL has adopted a policy which has been designed to ensure optimum player safety regarding management and prevention of head injuries.

This policy is specifically tailored to volunteer based clubs in the Country Leagues which generally operate without the availability of specialised medical staff on hand at their games.

It is intended to provide a streamlined process to help clubs provide a safe playing environment and take the pressure off non-medical personnel who are required to make decision regarding safety to continue playing. It is not to act as an enforcement or punishment tool.

- 15.2 Any player suspected of having suffered a head injury/concussion or is knocked unconscious shall be assessed by any member of the team's personnel using the Pocket SCAN2 assessment tool, preferably within 10 minutes of the incident.

- 15.3 Any player who fails the SCAT2 assessment shall:

- a) NOT return to the field of play;
- b) have their name notified to the League's General Manager, Secretary or Registrar as appropriate, who will record the player's name in the match report and keep a record; and
- c) will NOT be permitted to play until the appropriate League official receives a medical certificate clearing the player to play again.

- 15.4 For the management of any player who fails a SCAT2 assessment on the day of the game, the player shall:

- a) not consume alcohol and be kept well hydrated;
- b) not drive a motor vehicle;
- c) not be left alone, and be woken every 2-3 hours during the night to ensure he/she is well; and
- d) seek immediate medical attention if the player:
 - is unconscious for more than five minutes;
 - develops visual disturbance;
 - is confused;
 - develops nausea/vomiting; and/or
 - has a headache not responding to paracetamol or ibuprofen.

- 15.5 Copies of the SCAT2 pocket card are available within the Country Club Manual.

16. FORFEITED MATCHES

- 16.1 Clubs are encouraged to play with a maximum of 18 players on the field and up to four interchange players. In those regions where it is not always possible to have the full number of players available, Clubs can play with reduced numbers, for example 16, 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 (Bylaw 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 Leagues who stipulate a lower than 18 maximum number of on-field players in their own bylaws for the convenience of the local competition should also consider the option of loaning/borrowing players as outlined above in instances where sides experience difficulty in having the required number of players available.
- 16.4 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.
- 16.5 At all times, Clubs are expected to adhere to the spirit of the game.
- 16.6 If the match is not able to proceed at any time within the time scheduled for the match, the teams shall depart the arena for twenty (20) minutes.
- 16.7 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 premiership 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.
- 16.8 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.
- 16.9 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 Bylaw 16.10 applies.
- 16.10 Where a team forfeits a match, the full match premiership points shall be awarded to the team receiving the forfeit. The team receiving the forfeit shall be credited with the average number of points scored against the forfeiting team and debited with the average number of points scored by the forfeiting team to the date of forfeit. The forfeiting team shall be debited with the average number of points scored against the team receiving the forfeit to the date of the forfeit and credited with the average number the team receiving the forfeit has scored to that date.
- 16.11 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 Footyweb system prior to when the scheduled match was due to commence and each player must be able to be presented to a league official at the scheduled match time if requested.
- 16.12 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 Country Club Coaches are required to have completed the appropriate online Foundation (minimum standard) Coach Accreditation prior to the season commencing.
- 17.2 WACFL will impose financial sanctions on Leagues that contain unaccredited coaches after the commencement of the season. The WACFL Encourage Leagues to apply penalties such as loss of match points for matches won to non-complying Clubs.
- 17.3 The WACFL and its affiliated Leagues are bound by the WAFC and AFL Policies around Coaching and, as such, applies the WAFC's Coach Citation Process to manage coaching misdemeanours.
- 17.4 If a coach is reported for any act of misconduct, the relevant league must provide details to the Regional Development Manager within 48 hours of the report occurring:
- a) Coach's name and date of birth
 - b) Charge/s against the coach
 - c) Tribunal date
- 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 Footyweb team sheet.
- 17.6 In the case of playing coaches, on field *physical* indiscretions such as striking or charging should be handled as a normal player. *Non-physical* on field indiscretions such as umpire abuse or vilification and off field indiscretions such as abusing an official or bringing the game into disrepute, must be managed as above with details provided to the Regional Development Manager.
- 17.7 As soon as the Tribunal has handed down its verdict, the Regional Development Manager is to be advised of the result. Regardless of a tribunal outcome, the AFL Coaches Citation Process will be implemented and the offending coach may be sanctioned accordingly.

18. MEDIA POLICY (INCLUDING SOCIAL MEDIA)

- 18.1 All WACFL Leagues, Clubs, players, officials, coaches, members and umpires are bound by the WACFL Social Media Policy.
- 18.2 League decisions, including those from the League's Independent 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 Social media platforms such as Facebook, Instagram and Twitter are regarded as public spaces and therefore should not be used to discredit or criticise the WACFL 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 The WACFL takes any breaches of the social media policy seriously and reserves the right to penalise any person (including, but not limited to players, officials, coaches, members and umpires) or Clubs who breach the WACFL Social Media Policy to be determined by the WACFL Executive Manager in line with the WACFL Fines and Penalties Table (Appendix 2).

19. OFFICIAL CLUB UNIFORM/RUNNERS/TRAINERS/WATER CARRIER

- 19.1 Each Country Club is required to ensure that they abide by the WACFL's Brand Guidelines document regarding WACFL logos on Club apparel (playing jumpers and playing shorts).

- 19.2 No person who is a registered player or an official of any Club who is under disqualification or suspension by his home Club or League shall act in any official capacity in any competition match or any other match in which a WACFL affiliated Club or League is participating.
- 19.3 Unless the League determines otherwise, each player participating in a League competition must wear the registered uniform of his/her Club. The playing number of each player must comply with the WACFL's Branding Style Guide and have securely fixed number to the back of the guernsey before the commencement of each match.
- 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 of this rule, or other infringement reported by the officiating Field Umpire shall be referred to the League's Independent Tribunal.

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 the WACFL, after seeking comment from both Leagues concerned.
- 20.1.2 Application to transfer must be lodged with the WACFL 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 power to draw up varying rules from these Rules and provide for the management of its own domestic affairs. In the event of conflict between WACFL Bylaws and Rules, and all amendments to its rules, WACFL regulations will take precedence.
- 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 the WACFL By-laws.
- 21.3 Should a Club's Members or Spectators be found to have brought the game of football into disrepute, the WACFL 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 The WACFL has Codes of Conduct which apply to participants and the WACFL and the affiliated League reserves the right to issue fines and sanctions on Clubs, Players or officials who operate outside of these Codes.

22. LIGHTING

- 22.1 The WACFL 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 Where weather forecasts are for extreme heat, the League's General Manager, or official deemed responsible, may direct clubs to;
 - a) re-schedule start times to avoid hot conditions.
 - b) extend interchange bench by two players.
 - c) increase the number of water carriers to provide adequate drinks to players and umpires as required.

- d) increase the length of scheduled breaks to enable teams to leave the field for shade: quarter time and three quarter - 10 minutes, half time - 25 minutes.
- e) provide extra field and boundary umpires.
- f) postpone, cancel or terminate matches.

23.2 Where a match is postponed, cancelled or terminated, 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 he/she sees fit.

24. LIGHTNING

24.1 Suspension and resumption of play should follow the "30/30" rule: play should stop when the flash-to-bang count approaches 30 seconds and should not resume until 30 minutes after the last sight of lightning or sound of thunder.

24.2 Where the flash-to-bang count approaches 30 seconds to the match;

- a) the field umpires shall stop the match and direct the timekeepers to apply time on and record the time the match ceased.
- b) All umpires, players and officials shall leave the playing surface.

24.3 The field umpires will determine when to recommence play in accordance with By-law 25.1.

24.4 If the match does not recommence within the sixty minutes from the recorded time the match ceased, the field umpires shall terminate the match.

24.5 Where a match is terminated before the scheduled end, the League's General Manager at his/her absolute discretion may determine the result or order the match be replayed at such time and place as he sees fit.

24.6 If the match is to recommence within the sixty-minute period;

- a) the field umpires shall direct both teams to enter the playing surface whereby a ten-minute warm up period is permitted.
- b) play will recommence from the time when the match ceased.

24.7 Where lightning continues after the match has re-commenced, this procedure will be repeated.

25. COUNTRY CHAMPIONSHIPS

25.1 Only Leagues directly affiliated with the Country League are eligible to participate in events sponsored by the WACFL such as the Annual Country Championships.

25.2 The WACFL has the authority to permit combined League/Association sides upon request.

26. REPRESENTATIVE TEAM AVAILABILITY

26.1 Any WACFL registered player who is unavailable for selection in a WACFL 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 WACFL's or the subsequent League's discretion.

27. PROHIBITED ITEMS

- 27.1 Players shall not wear during a match;
- a) Any form of jewellery.
 - b) Boot studs, plates/cleats or any protective equipment (other than protective equipment approved by League's General Manager) unless the field umpire(s) is satisfied that the item does not constitute a danger or increased risk of injury to other players competing in the match.
 - c) Protective equipment which has previously not been approved by the League's General Manager.
 - d) Fingernails, including acrylic and fake nails, must not protrude past the tip of the finger even if the participant is wearing gloves.
 - e) Spectacles with metal frame and/or glass lenses.

28. ALTERATIONS OF THE BYLAWS

- 28.1 Should any situation arise which is not covered in these Bylaws then the Rules, Codes, Policies and Regulations of the WAFC shall apply.
- 28.2 The WACFL may elect to resolve any matter, which is not provided for in these Bylaws and any such resolution shall immediately become an amendment to these Bylaws and shall automatically be included herein.

APPENDIX 1

CODES OF CONDUCT - SENIOR FOOTBALL

Senior Coach:

1. Be familiar with the *Laws of Australian Football* and abide by the rules and conditions of your League/Club.
2. Attain the required coaching accreditation and become an active member of the WA Australian Football Coaching Association.
3. Keep yourself informed with sound coaching principles and developments in coaching.
4. Avoid verbal and physical confrontation with players, officials and umpires at all times. Under no circumstances should you promote or accept physical violence on the field of play.
5. Try your best to control the game day environments on match day and the behaviour of your Club's players, officials and supporters.
6. Never use abusive, derogatory or vilifying language during the game or when addressing the players, umpires or officials. Be mindful of the presence of young people, females and spectators.
7. Have a thorough understanding of the League's Concussion Policy and follow the advice of a qualified person when determining when an injured player is ready to return to play.
8. Be aware of the differing needs and attitudes of players at your Club and never place the value of winning above that of instilling the highest desirable ideals and character traits in players.
9. Support activities designed to encourage participation of young players at junior clubs, schools and development programs.
10. Be proactive in ensuring your players are not involved in binge drinking and recreational drug use and ensure the Club is able to support players who require help in these areas.
11. Conduct yourself at a high level of personal behaviour on and off the field in such a manner so as not to bring the Club or the game of Australian Football into disrepute. Negative or disparaging comments on social media must not be used.

Senior Umpires:

1. Place the safety and welfare of the participants above all else.
2. Be familiar with the *Laws of Australian Football* and the rules and conditions of your League.
3. Regularly attend training, coaching sessions, social and League activities in a bid to improve your umpiring.

4. Be aware of the need to recruit more umpires and speak enthusiastically about umpiring to encourage others to become involved in umpiring.
5. Be a positive role model in behaviour and appearance.
6. Promote the umpiring fraternity and present yourself in a friendly and professional manner before, during and after games.
7. Avoid any situation that may lead to a conflict of interest.
8. Support activities designed to encourage participation of people in umpiring and football in general.
9. Never swear, use abusive, derogatory or vilifying language during the game or when addressing the players, other umpires or officials.
10. Understand the leadership role that an umpire plays in controlling the game day environments on match day and the behaviour of players, officials and supporters.
11. Avoid verbal and physical confrontation with players, officials and spectators at all times.

Senior Players:

1. Be familiar with the *Laws of Australian Football* and abide by the rules and conditions of your League/Club.
2. Avoid verbal and physical confrontation with players, officials and umpires at all times. Under no circumstances should you engage in physical violence on the field of play.
3. Never swear, use abusive, derogatory or vilifying language during the game or when addressing other players, umpires or officials. Be mindful of the presence of young people, females and spectators.
4. Support activities designed to encourage participation of young players at junior clubs, schools and development programs.
5. Ensure that both on and off the field behaviour is consistent with the principles of good sportsmanship.
6. Do not abuse, dispute or react in an obviously provocative or disappointed manner towards an umpire.
7. Conduct yourself at a high level of personal behaviour on and off the field in such a manner so as not to bring the Club or the game of Australian Football into disrepute. Negative or disparaging comments on social media must not be used.
8. Be aware of the differing needs and attitudes of players at your Club.
9. Under no circumstances should you play in a match under the influence of alcohol.
10. Under no circumstances should you play in a match under the influence of recreational or banned performance enhancing drugs.

Runners/Water Carriers:

1. The sole duty of the runner shall be to confer with the player or players of his/her Club and to immediately leave the playing arena.
2. Must be an adult.
3. Must not be under suspension from the League
4. Must be clearly identified.
5. The runners name must be entered on the team sheet.
6. Runners should not engage in abusive or insulting language directed at opposition players.
7. Runners must never dispute an umpire's decision.
8. Not to be involved in melees or man-handle players in any way.

League/Club Officials:

1. Value the involvement of umpires and officials in the game. Without them matches wouldn't be possible.
2. Never swear, use abusive, derogatory or vilifying language when addressing players, umpires or officials. Be mindful of the presence of young people, females and other spectators.
3. Do not abuse, dispute or react in an obviously provocative or disappointed manner towards an umpire.

4. Avoid verbal and physical confrontation with players, officials, umpires and other spectators at all times. Under no circumstances should you engage in physical violence.
5. Value the importance of other volunteers. They give of their time and resources to provide recreational activities for the community.
6. Drink responsibly and discourage binge drinking. WACFL venues are bound by the State's Liquor Licencing Laws.
7. Under no circumstances should you attend a WACFL match under the influence of recreational drugs.
8. Support other League and Club officials in maintaining the highest standard of behaviour both on and off the field for the betterment of the League.
9. The WACFL and our Leagues have a *Spectator Management Policy* to prevent anti-social spectators from attending our matches. This can be viewed at WACFL.com.au

Spectators:

1. Value the involvement of umpires and officials in the game. Without them matches wouldn't be possible.
2. Never swear, use abusive, derogatory or vilifying language when addressing other players, umpires or officials. Be mindful of the presence of young people, females and other spectators.
3. Avoid verbal and physical confrontation with players, officials, umpires and other spectators at all times. Under no circumstances should you engage in physical violence.
4. Value the importance of volunteers. They give of their time and resources to provide recreational activities for the community.
5. Drink responsibly and discourage binge drinking. WACFL venues are bound by the State's Liquor Licencing Laws.
6. Under no circumstances should you attend a WACFL match under the influence of recreational drugs.
7. Support Club officials in maintaining the highest standard of behaviour both on and off the field for the betterment of the League.
8. The WACFL and our Leagues have a *Spectator Management Policy* to prevent anti-social spectators from attending our matches. This can be viewed at WACFL.com.au

APPENDIX 2

FINES AND PENALTIES

Leagues	
Bringing Country Football into Disrepute	Max \$5,000
Allowing unaccredited coaches to coach	\$500 per coach
Failing to comply with WACFL Affiliation Agreement (1 st)	\$500
Failing to comply with WACFL Affiliation Agreement (2 nd)	Max \$5,000
Failing to comply with WACFL Brand Guidelines (2018 Onwards) (1 st)	\$500
Failing to comply with WACFL Brand Guidelines (2018 Onwards) (2 nd)	Max \$2,000
Players	
Bringing the Game into Disrepute (includes social media or breaches to the players code of conduct)	Max \$500 + Max 6 weeks
False declaration made on registration form	\$300
Threatening or Abusive Behaviour Towards an Official (1 st Offence)	2-4 Weeks
Threatening or Abusive Behaviour Towards an Official (2 nd Offence)	4-8 Weeks
Umpire Abuse (1 st Offence)	2-4 Weeks
Umpire Abuse (2 nd Offence)	4-8 Weeks
Failing to cooperate or acting dishonestly with a Paid Player Investigation	10 Weeks suspension
Breaching Paid Player By-Laws	10 Weeks suspension
Club	
Bringing the Game into Disrepute (includes social media or breaches to the codes of conduct) – 1 st Offence	Max \$1,000
Bringing the Game into Disrepute (includes social media or breaches to the codes of conduct) – 2 nd Offence within the same season	Max \$2,000
Bringing the Game into Disrepute (includes social media or breaches to the codes of conduct) – 3 rd Offence within the same season	Expulsion
Team Sheet Errors	\$250
Playing an unregistered player (1 st Offence)	\$250
Playing an unregistered player (2 nd 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 st Offence)	\$250
Threatening or Abusive Behaviour Towards an Official (2 nd Offence)	Max \$500
Umpire Abuse by a club official (1 st Offence)	\$250
Umpire Abuse by a club official (2 nd Offence)	Max \$500
Failing to comply with WACFL Brand Guidelines (1 st)	\$500
Failing to comply with WACFL Brand Guidelines (2 nd)	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 Bylaws	Max \$5,000 + Loss of Premiership points
Tribunal	
Non-attendance at tribunal when summoned to appear	Max \$500
Misconduct by any person at a tribunal	Max \$500
Equipment/Club Personnel	
First aid stretcher not supplied or not on boundary	\$100
Goal post padding not applied	\$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 st offence	Max \$250
Match Day Checklist not completed – 2 nd offence	Max \$500
Sundry	
Misconduct by not complying with WACFL Bylaws	Max \$5,000
Media, website or social media indiscretions	Max \$2,000
No penalty prescribed in Bylaws	Max \$1,000

APPENDIX 3

PRIVACY POLICY – Paid Player Bylaws

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

1. Collection of your personal information as part of the WACFL's investigations, WACFL 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 WACFL 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. WACFL 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. WACFL will endeavour to keep all information around player payments and sensitive personal details private, however, WACFL accepts no responsibility should the details of an indiscretion against the Paid Player Bylaws 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 WACFL Office or Official directly.
4. WACFL 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. WACFL 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.