

# THREE STRIKE POLICY PROCESS

## FIRST STRIKE ISSUED TO CLUB



- Show Cause Notice will be issued to the offending club and will provide particulars of the allegations
- Any response made by the offending club to the Notice will need to sufficiently demonstrate all measures the club has or will implement, to address the specific particulars detailed within the Show Cause Notice and provide clear direction as to how this will mitigate future incidents of referee or other abuse at the club
- Football Queensland's disciplinary and integrity units will make a determination
- The specific team (or teams) involved in the incident may be issued a 3-point deduction penalty
- All members of the offending club or clubs will be advised in writing by Football Queensland of the strike, alongside any details of the sanctions handed down
- The strike will remain valid and on the club's record for 12 months from the date of offence
- Public notification of the strike will be published on Football Queensland's website
- There is no appeal after a strike has been issued

## SECOND STRIKE ISSUED TO CLUB



- Show Cause Notice will be issued to the offending club and will provide particulars of the allegations
- Any response made by the offending club to the Notice will need to sufficiently demonstrate all measures the club has or will implement, to address the specific particulars detailed within the Show Cause Notice and provide clear direction as to how this will mitigate future incidents of referee or other abuse at the club
- Executive officials from the offending club or clubs will be required to attend a hearing with Football Queensland's Match Review Panel to discuss the particulars of the Show Cause Notice and the response tabled by the club
- Football Queensland's Match Review Panel will make a determination
- If a determination is made by Football Queensland that a strike is to be issued to an offending club within 12 months of a Strike 1 being issued, it will be considered as Strike 2
- Additional measures or requirements may be set down by the Match Review Panel, which may involve further oversight and review of the implementation and ongoing compliance of proposed measures taken by the club in relation to the Strike 1
- Every competitive team (that plays for points) at the offending club will receive a mandatory 3-point penalty (a maximum of an additional 3 points deduction may be further issued, if determined by the Match Review Panel – 6-point deduction in total)
- The offending club or clubs will receive a mandatory \$2,000 fine for any second strike
- All members of the offending club or clubs will be advised in writing by Football Queensland of the strike, alongside any details of the sanctions handed down
- The strike will remain valid and on the club's record for 12 months from the date of offence
- Public notification of the strike will be published on Football Queensland's website

## THIRD STRIKE ISSUED TO CLUB



- Show Cause Notice will be issued to the offending club and will provide particulars of the allegations
- Executive officials from the offending club or clubs will be required to attend a hearing with Football Queensland's Integrity Unit and Executive Management team to discuss the particulars of the Show Cause Notice and the response tabled by the club
- Football Queensland's Integrity Unit and Executive Management will make a determination
- If the alleged behaviour has been proved and a determination is made by Football Queensland that a strike is to be issued to an offending club, within 12 months of a Strike 2 being issued, it will be considered as Strike 3
- If a Strike 3 has been issued, Football Queensland may, after providing natural justice to the offending club, terminate their affiliation to Football Queensland
- In circumstances where affiliation is not revoked under a Strike 3, one or more teams involved in the offending conduct or incident, across any number of competitions the club may be involved in, could be removed by Football Queensland from those competitions for the remainder of the season
- Every remaining competitive team at the offending club will be given an automatic forfeit, with no matches played for the next competition round, after the determination has been made by Football Queensland
- The club will receive a mandatory \$5,000 fine
- The strike will remain valid and on the club's record for 12 months from the date of offence
- Public notification of the strike will be published on Football Queensland's website

ELIMINATE POOR BEHAVIOUR, **PROTECT OUR GAME.**