



Guidelines on Disciplinary Sanctions & The Standard Minimum Penalties

GENERAL PRINCIPLES

This guidance is to be used as a guide by all Disciplinary Panel's convened by the Football Association of Wales ("FAW") or Area Association ("AA"). Each convened Disciplinary Panel has its own discretion in deciding the appropriate penalty based on the facts of the matter before them. Precedent will not bind Disciplinary Panels.

When considering a misconduct charge that would have been dealt with under the FAW's or AA's Disciplinary Procedures Concerning Field Offences had it been seen and reported by the match referee. The Panel may give consideration to the automatic penalty that would have been imposed in accordance with the aforesaid procedures.

Each panel has total discretion when awarding an order of costs in favour of the FAW or AA and situations may arise where the costs order is greater than the fine imposed.

In considering the penalty, a Disciplinary Panel may consider the following:

- The Minimum Standard Penalty as set out below – please note that these penalties only suggest the minimum fine and minimum suspension for a broad description of a Disciplinary Offence.
- The Category of Suspension to be applied.
- The relative seriousness of the offence – factors such as the words used, physical behaviour and time elements maybe taken into account.
- Any mitigating or aggravating factors that are submitted by the defendant – it is the responsibility of the defendant to explain/produce any mitigating factors. A Panel may also consider a plea for leniency, however, this carries less weight than mitigating factors.
- Whether it is a first offence or a repeat offender.
- If there are two or more defendants, discriminating factors between them may be considered with regards to sentencing.
- Is the defendant in a position where a higher standard of behaviour can be legitimately expected, for example, a Club Official or an experienced player. Consequently, a higher level of penalty may be considered to be appropriate.
- Where a defendant has admitted to the offence – legitimate credit should be given to such honesty.
- Where a defendant has failed to respond to a charge of misconduct, a higher level of penalty may be considered appropriate.

GUIDELINES ON PENALTIES

In consideration of the wide range of potential offences and the varying degree of seriousness that applies to any incident, a comprehensive list cannot be created. The guidelines set out the Standard Minimum Penalty. When considering the appropriate level of a fine, a Disciplinary Panel may give consideration to the player's contractual

status and the Club's level within the national structure of the game. Under exceptional circumstances, variations to the Standard Minimum Penalty may be considered.

For this purpose, the levels referred to in this document will refer to the following leagues/divisions:

Level 1	The Cymru Premier The Welsh Premier Women's League
Level 2	The Cymru North The Cymru South
Level 3	The Ardal League South East The Ardal League South West The Ardal League North East The Ardal League North West
Level 3R	The FAW Reserve Leagues
Level 3Y	The Cymru Premier Development League The FAW Youth Leagues
Level 3F	The FAW Futsal League The FAW Futsal Cup
Academy	FAW Accredited Academy
Level 4	All Adult Football at Tier 4 in the Men's Welsh Football Pyramid & below and Tier 2 in the Women's Football Pyramid & below
AA Youth	All Youth Leagues/Divisions managed by Area Associations.
Junior	All Junior Leagues

If the individual is a match official, then it is recommended that the sanction should be based on the level that they officiate at.

Previous Disciplinary Records will be considered by a Disciplinary Panel.

Where a Disciplinary Panel considers and accepts any mitigating factors in their decision, the Panel may reduce the fine and/or suspension imposed as recommended by the Standard Minimum Penalties. Likewise, where a Disciplinary Panel considers and accepts any aggravating factors in their decision, the Panel may increase the fine and/or suspension imposed as recommended by the Standard Minimum Penalties.

Please note, Assaults on Match Officials, Discriminatory and Doping Offences have been omitted from these guidelines as these are currently covered under separate Regulations contained within the FAW Handbook.

DISCIPLINARY OFFENCES

FAW Rule 38.1.1 or AA Standard Rule 24.1.1 – Violate the Laws / Rules / Regulations

1 Breach by Club

Standard Minimum Penalty: *Warning as to future conduct; and*

Level 1 & 2	-	<i>£180.00 fine + costs</i>
Level 3, 3R, 3Y, 3F & Academy	-	<i>£150.00 fine + costs</i>
Level 4	-	<i>£105.00 fine + costs</i>
AA Youth	-	<i>£90.00 fine + costs</i>
Junior	-	<i>£75.00 fine + costs</i>

2. Breach by Participant

Standard Minimum Penalty: *One (1) Match; and*

Level 1 & 2	-	<i>£120.00 fine + costs</i>
Level 3, 3R & 3F	-	<i>£90.00 fine + costs</i>
Level 3Y & Academy Club Official	-	<i>£60.00 fine + costs</i>
Level 4	-	<i>£60.00 fine + costs</i>
AA Youth Player	-	<i>£30.00 fine + costs</i>
AA Youth & Junior Club Official	-	<i>£45.00 fine + costs</i>
Academy & Junior Player	-	<i>No fine or costs order</i>

3. Breach of FAW's Regulations on the Use of Social Media by Participant

Standard Minimum Penalty: *Three (3) Matches; and*

Level 1 & 2	-	<i>£150.00 fine + costs</i>
Level 3, 3R & 3F	-	<i>£120.00 fine + costs</i>
Level 3Y & Academy Club Official	-	<i>£75.00 fine + costs</i>
Level 4	-	<i>£75.00 fine + costs</i>
AA Youth Player	-	<i>£45.00 fine + costs</i>
AA Youth & Junior Club Official	-	<i>£60.00 fine + costs</i>
Academy & Junior Player	-	<i>No fine or costs order</i>

4. Breach of FAW's Regulations on the Use of Social Media by Club

Standard Minimum Penalty:

Level 1 & 2	-	<i>£180.00 fine + costs</i>
Level 3, 3R, 3F, 3Y & Academy	-	<i>£150.00 fine + costs</i>
Level 4	-	<i>£105.00 fine + costs</i>
AA Youth	-	<i>£90.00 fine + costs</i>
Junior	-	<i>£75.00 fine + costs</i>

Where a comment or post on social media is:

- **threatening or intimidating or violent in nature; and/or**
- **depicts an act of violence or harm; and/or**
- **grossly offensive; and/or**
- **any other comment that any reasonable person may determine to be extreme in its nature.**

Panels have the absolute discretion to impose severe sanctions against the Subordinate or Member concerned.

5. Breach of the FAW's Disciplinary Procedures for a Football Club's players and team officials receiving six (6) or more cards in a single match*

Standard Minimum Penalty:

- (i) For six (6) red & yellow cards in the same match:
- | | | |
|---------------|---|-----------------------------|
| Level 1 | - | <i>£180.00 fine + costs</i> |
| Level 2 | - | <i>£150.00 fine + costs</i> |
| Level 3 | - | <i>£120.00 fine + costs</i> |
| Level 3R & 3Y | - | <i>£90.00 fine + costs</i> |
| Academy | - | <i>£75.00 fine + costs</i> |
- (ii) For seven (7) red & yellow cards in the same match:
- | | | |
|---------------|---|-----------------------------|
| Level 1 | - | <i>£210.00 fine + costs</i> |
| Level 2 | - | <i>£180.00 fine + costs</i> |
| Level 3 | - | <i>£150.00 fine + costs</i> |
| Level 3R & 3Y | - | <i>£105.00 fine + costs</i> |
| Academy | - | <i>£90.00 fine + costs</i> |
- (iii) For eight (8) red & yellow cards in the same match:
- | | | |
|---------------|---|-----------------------------|
| Level 1 | - | <i>£240.00 fine + costs</i> |
| Level 2 | - | <i>£210.00 fine + costs</i> |
| Level 3 | - | <i>£180.00 fine + costs</i> |
| Level 3R & 3Y | - | <i>£120.00 fine + costs</i> |
| Academy | - | <i>£105.00 fine + costs</i> |
- (iv) For nine (9) or more red & yellow cards in the same match:
- | | | |
|---------------|---|-----------------------------|
| Level 1 | - | <i>£270.00 fine + costs</i> |
| Level 2 | - | <i>£240.00 fine + costs</i> |
| Level 3 | - | <i>£210.00 fine + costs</i> |
| Level 3R & 3Y | - | <i>£135.00 fine + costs</i> |
| Academy | - | <i>£120.00 fine + costs</i> |

For repeat offenders in the same season, an additional 50% shall be added to the minimum fine. The Panel will also have the discretion to increase the standard Minimum Penalty fine where a club receives two (2) or more red cards in the same match.

6. Breach of the FAW's Disciplinary Procedures for a Futsal Club's players and team officials receiving four (4) or more cards in a single match*

Standard Minimum Penalty:

- (i) For four (4) red & yellow cards in the same match:
- | | | |
|----------|---|----------------------------|
| Level 3F | - | <i>£90.00 fine + costs</i> |
|----------|---|----------------------------|
- (ii) For five (5) red & yellow cards in the same match:
- | | | |
|----------|---|-----------------------------|
| Level 3F | - | <i>£120.00 fine + costs</i> |
|----------|---|-----------------------------|
- (iii) For six (6) red & yellow cards in the same match:

Level 3F - £150.00 fine + costs

(iv) For seven (7) or more red & yellow cards in the same match:

Level 3F - £180.00 fine + costs

For repeat offenders in the same season, an additional 50% shall be added to the minimum fine. The Panel will also have the discretion to increase the standard Minimum Penalty fine where a club receives two (2) or more red cards in the same match.

*Not currently applicable at AA level

FAW Rule 38.1.1 / 38.1.6 or AA Standard Rule 24.1.1 / 24.1.6 – Breach of suspension imposed

1. A participant participating whilst under suspension

Standard Minimum Penalty: *For every match participated in whilst under suspension, the participant must serve the original suspension plus two (2) additional matches per match played under suspension.*

2. A club permitting the participation of a participant

Standard Minimum Penalty:

Level 1 & 2 - £180.00 fine + costs
Level 3, 3R, 3F, 3Y & Academy - £120.00 fine + costs
Level 4, AA Youth & Junior - £75.00 fine + costs

FAW Rule 38.1.3 or AA Standard Rule 24.1.3 – Play with/against suspended club

1. Breach by Club

Standard Minimum Penalty: *Warning as to future conduct; and*

Level 1 - £1,000.00 fine + costs
Level 2 - £750.00 fine + costs
Level 3, 3R, 3F, 3Y & Academy - £450.00 fine + costs
Level 4 - £225.00 fine + costs
AA Youth - £150.00 fine + costs
Junior - £120.00 fine + costs

2. Breach by Participant

Standard Minimum Penalty: *Three (3) Matches; and*

Level 1 & 2 - £180.00 fine + costs
Level 3, 3R & 3F - £120.00 fine + costs
Level 3Y & Academy Club Official - £90.00 fine + costs
Level 4 - £75.00 fine + costs
AA Youth Player - £45.00 fine + costs
AA Youth & Junior Club Official - £60.00 fine + costs
Academy & Junior Player - No fine or costs order

FAW Rule 38.1.9 or AA Standard Rule 24.1.9 – Likely to bring the game into disrepute

1. Improper Conduct by Participant (excluding offensive/abusive/insulting language)

Standard Minimum Penalty: *One (1) Match*; and

Level 1 & 2	-	£120.00 fine + costs
Level 3, 3R & 3F	-	£90.00 fine + costs
Level 3Y and Academy, AA Youth & Junior Club Official	-	£60.00 fine + costs
Level 4	-	£60.00 fine + costs
AA Youth Player	-	£45.00 fine + costs
Academy & Junior Player	-	No fine or costs order

2. Participant's use of offensive/abusive/insulting language and / or threatening behaviour before, during and after a match

Standard Minimum Penalty: *Three (3) Matches*; and

Levels 1 & 2	-	£150.00 fine + costs
Level 3, 3R & 3F	-	£120.00 fine + costs
Level 3Y and Academy, AA Youth & Junior Club Official	-	£75.00 fine + costs
Level 4	-	£75.00 fine + costs
AA Youth Player	-	£60.00 fine + costs
Academy & Junior Player	-	No fine or costs order

For repeat offenders, an extra match suspension should be added to the minimum as well as an additional 50% to the minimum fine. A Panel may consider increasing the matches if the participant is persistent in the incident of misconduct being considered.

3. Violent Conduct before, during or after a match:-

- Participant towards another individual:-

Standard Minimum Penalty: *Four (4) Matches*; and

Levels 1 & 2	-	£225.00 fine + costs
Level 3, 3R & 3F	-	£150.00 fine + costs
Level 3Y and Academy, AA Youth & Junior Club Official	-	£120.00 fine + costs
Level 4	-	£120.00 fine + costs
AA Youth Player	-	£105.00 fine + costs
Academy & Junior Player	-	No fine or costs order

For repeat offenders, an extra match suspension should be added to the minimum as well as an additional 50% to the minimum fine. A Panel may consider increasing the matches if the participant is persistent in the incident of misconduct being considered.

- Participant towards Match Official(s):-

See FAW Guidelines on Assaults on Match Officials

- Participant using a discriminatory comment and/or action

See FAW's Non-Discrimination Regulations

FAW Rule 38.1.13 or AA Standard Rule 24.1.11 - Failure to conduct themselves

1. Failure of a player or club official to conduct himself/herself in an orderly fashion or refrain from violence, threatening, abusive obscene or provocative behaviour, conduct or language before, during or after a match:-

Standard Minimum Penalty: *Three (3) Matches*; and

Level 1 & 2	-	<i>£150.00 fine + costs</i>
Level 3, 3R & 3F	-	<i>£120.00 fine + costs</i>
Level 3Y and Academy, AA Youth & Junior Club Official	-	<i>£75.00 fine + costs</i>
Level 4	-	<i>£75.00 fine + costs</i>
AA Youth Player	-	<i>£60.00 fine + costs</i>
Academy & Junior Player	-	<i>No fine or costs order</i>

2. Failure of a Club's PLAYERS to conduct themselves in an orderly fashion or refrain from violence, threatening, abusive obscene or provocative behaviour, conduct or language before, during or after a match:-

Standard Minimum Penalty:

Level 1	-	<i>£600.00 fine + costs</i>
Level 2	-	<i>£450.00 fine + costs</i>
Level 3, 3R, 3F, 3Y & Academy	-	<i>£300.00 fine + costs</i>
Level 4 and AA Youth	-	<i>£150.00 fine + costs</i>
Junior	-	<i>£105.00 fine + costs</i>

3. Failure of a Club's OFFICIALS to conduct themselves in an orderly fashion or refrain from violence, threatening, abusive obscene or provocative behaviour, conduct or language before, during or after a match:-

Standard Minimum Penalty:

Level 1	-	<i>£750.00 fine + costs</i>
Level 2	-	<i>£600.00 fine + costs</i>
Level 3, 3R, 3F, 3Y & Academy	-	<i>£450.00 fine + costs</i>
Level 4 and AA Youth	-	<i>£225.00 fine + costs</i>
Junior	-	<i>£150.00 fine + costs</i>

4. Failure of a Club's SUPPORTERS to conduct themselves in an orderly fashion or refrain from violence, threatening, abusive obscene or provocative behaviour, conduct or language before, during or after a match:-

Standard Minimum Penalty:

Level 1	-	<i>£300.00 fine + costs</i>
Level 2	-	<i>£240.00 fine + costs</i>
Level 3, 3R, 3F, 3Y & Academy	-	<i>£180.00 fine + costs</i>
Level 4	-	<i>£120.00 fine + costs</i>
Junior	-	<i>£75.00 fine + costs</i>

Consideration should be given to the level within the Pyramid System the Club plays, the number of spectators involved and the severity of the offence. Repeat offending Clubs should have an additional amount added to the fine.

FAW Rule 38.1.14 or AA Standard Rule 24.1.12 – Encroachment

1. Encroachment on to the pitch:-

Standard Minimum Penalty:

Level 1	-	<i>£150.00 fine + costs</i>
Level 2	-	<i>£120.00 fine + costs</i>
Level 3, 3R, 3F, 3Y & Academy	-	<i>£75.00 fine + costs</i>
Level 4, AA Youth and Junior	-	<i>£60.00 fine + costs</i>

FAW Rule 38.1.15 or AA Standard Rule 24.1.13 – Missiles

1. The throwing of missiles or other potentially harmful or dangerous objects at or on to the pitch or at any person on the pitch or elsewhere in the ground:-

Standard Minimum Penalty:

Level 1	-	<i>£450.00 fine + costs</i>
Level 2	-	<i>£360.00 fine + costs</i>
Level 3, 3R, 3F, 3Y & Academy	-	<i>£225.00 fine + costs</i>
Level 4, AA Youth and Junior	-	<i>£150.00 fine + costs</i>

FAW Rule 38.1.16 or AA Standard Rule 24.1.14 – Private way

1. Failure to ensure a private way (safe passage) is provided for players and match officials from the playing area to the dressing room:-

Standard Minimum Penalty:

Level 1	-	<i>£300.00 fine + costs</i>
Level 2	-	<i>£240.00 fine + costs</i>
Level 3, 3R, 3F, 3Y & Academy	-	<i>£150.00 fine + costs</i>
Level 4, AA Youth and Junior	-	<i>£120.00 fine + costs</i>

END