IHACT Supplementary Discipline and Suspension Policy

A guide for players, coaches and IHACT Administrators

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Status	For Use
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Policy Owner	IHACT Treasurer

1. Purpose

1.1. This policy explains how IHACT deals with supplementary discipline and suspensions.

1.2. It exists to keep games safe for everyone, and keeps discipline for players that break the rules fair and consistent.

2. Scope

2.1. This policy applies to:

2.1.1. all IHACT sanctioned games - every league, every level and every age group.

2.1.2. Players, team officials (coaches, managers and trainers) and on and off ice officials.

2.2. The policy covers incidents connected to a game, including incidents connected to a game that take place in the locker room or car park.

2.3. This policy does NOT apply to:

2.3.1. Games, tournaments or sessions run by anyone other than IHACT, even if they are held in the ACT, including events run by IHA, AIHL, other Member Associations, OiHAN

2.3.2. General integrity issues like child safeguarding, competition manipulations, sports wagering, misuse of drugs and medicine or general member protection/ player safety issues.

2.3.2.1. These matters are covered by the National Integrity Framework implemented by Sports Integrity Australia and agreed to by Ice Hockey Australia.

2.3.2.2. As an IHA member association, IHACT is bound by that framework. More information is available at iha.org.au/governance/integrity.

2.4. Concerns about integrity issues can be raised under the Member Protection and Complaints Policy.

3. The four principles behind every decision

3.1. **The referee's call is final**. No panel or committee can overturn the referee's decision on the ice.

3.2. **Member safety comes first**. Dangerous or reckless play is dealt with firmly. Abuse is not tolerated.

3.3. **Discipline builds up**. Players who reoffend face tougher suspensions each time.

3.4. **Everything is transparent**. The process is applied the same way every time, and every decision is explained publicly.

4. A few other important points

4.1. This policy follows the IIHF Official Rulebook (the IIHF Rulebook), as updated annually.

4.2. The IHACT Board is the decision-making body (the "Proper Authority") for supplementary discipline, under the IIHF Rulebook. Wherever this document refers to "the IHACT Board", it means the elected directors with voting rights under the IHACT Constitution.

4.3. Everyone is entitled to procedural fairness — in plain terms, that means:

4.3.1. The person being disciplined gets the chance to explain their side

4.3.2. The people deciding the case are unbiased and have no serious conflicts of interest. (We know this is harder in a small community like ACT ice hockey, where most people know each other).

4.3.3. The process is transparent.

4.3.4. Appeals are allowed, but only in limited circumstances.

4.4. IHACT is a volunteer-run competition with limited resources, and supplementary discipline decisions often need to happen fast so players and teams know where they stand for the next game. To balance speed with fairness, this policy works in two parts:

4.4.1. **A streamlined disciplinary process**, set out in section 6, is followed to allow decisions to be made quickly, so our members know the outcome as soon as possible.

4.4.2. **Clear and transparent guidelines**, set out at Attachment A, are used to guide decision-making, so everyone knows the likely outcome with minimal delay.

4.5. To the extent possible, the processes outlined in this policy will be followed at all times.

4.5.1. However, any timeframes in this policy are targets, not guarantees. If a timeframe is missed, this alone does not make the process invalid — but everyone affected must be told as soon as possible if a delay is likely.

4.5.2. For the purposes of timeframes, notices will be regarded as being sent or received as recorded in the IHACT IT system.

4.5.3. Players and members will be communicated with using the email address supplied at the time of registration – it is the member's responsibility to ensure this address is up to date.

4.6. Video footage **cannot** be used as evidence at any stage of the Disciplinary Process, including appeals. This is because IHACT games are not filmed professionally. Footage taken by spectators may be poor quality, may not show the whole incident, and could be edited or altered.

5. Serving a suspension

General Rules

5.1. If a Player incurs a "Game Misconduct" penalty at any point in the Game, except for the last 10 minutes of period 3, they must serve the Game Misconduct penalty in that game (that is they will not play any further part in the game).

5.2. If a Player incurs a "Game Misconduct" penalty in the last 10 minutes of period 3, they may not take any further part in the game and must also serve the Game Misconduct penalty in the next game.

5.2.1. Serving the Game Misconduct in a subsequent game does not count towards any suspensions or other discipline that may be applied.

5.2.2. For the avoidance of doubt, any supplementary discipline will be applied AFTER the game misconduct penalty has been served.

5.3. For the purposes of serving suspensions, all games missed count as one game, regardless of the point value of the game. Exhibition Games do not count as a missed game.

5.4. Suspensions must be served in the competition equivalent to the one in which the Incident occurred, or in a higher competition.

5.5. Until the full suspension is served, the Player cannot take part in any IHACT sanctioned game, including as a goalie or substitute skater in another grade or competition.

5.6. A suspended player may seek the prior written approval of the IHACT Board to participate in a tournament or exhibition as part of an IHACT team (or other state's representative team).

5.7. A suspended player cannot sit on the team bench and must be removed from the team sheet for the length of the suspension.

5.8. If a suspension is unable to be served in full in the relevant season, it will carry over to the next season.

Substitute Players

5.9. If the Incident occurred in a game in which the Player was filling in as a substitute in a higher grade (for example, playing up from C Grade into B Grade), the suspension must be served in the Player's usual (lower) grade.

5.9.1. However, the Player cannot substitute in the higher grade again until the suspension is fully served.

5.9.2. Any games "missed" as a substitute Player do not count towards serving the suspension.

Winter and summer leagues and mini-league

5.10. If a player is suspended in a winter league, and is eligible to play in a regular summer league competition, or vice versa, the suspension can be served in the next relevant competition. For example, a player suspended after the last game of the season in Senior B or C, may play in a summer season league, if eligible, with the suspension served in that league.

5.11. A player under suspension is not eligible to enrol in any "mini-league" competition.

“Playing Up” Juniors

5.12. This section applies to juniors who regularly “plays up” in a senior competition (for example, Phoenix, Phoenix Women or Senior B) — that is, players named on a senior team sheet on an ongoing basis, not players who filled in once or twice as a substitute or affiliate player (see Substitute players section above).

5.13. If a Junior Player is suspended for an incident that occurred in a Senior League, they cannot play in any lower grade until the suspension is served in full in the higher grade.

5.14. If a Junior Player is suspended as a result of an Incident that occurred in a Junior League, they shall serve that suspension in accordance with Section 5.5.

5.15. For the avoidance of doubt, a junior suspended in a Junior League must not play in any Senior League games while suspended, however, any games missed will count towards the suspension.

Part-time players

5.16. If a part-time player is suspended, only the games they have left to play in the season (including any finals their team plays) count towards the suspension.

Example: a part-time player is only rostered to play 11 games (plus finals). After their 9th game, they are suspended for 3 games. They have 2 games left in the season, so those 2 games count towards the suspension, plus the first of any final games their team plays.

5.17. If a part-time player’s suspension would result in them not being eligible to play finals because they did not play the minimum number of games required in the regular season, any finals games their team plays will not count towards their suspension.

Example: if a player must play 8 games to be eligible to play finals, and is suspended for 2 games after their game 7, with one game remaining in the season, the player would not be eligible to play finals with their team, and any finals games played by their team would not count towards the suspension.

Special rules for tournaments and exhibition games

5.18. A suspended player seeking to play in a league not sanctioned other than that run by IHACT, for example, an IHNSW league, the AIHL, a National Tournament, or an exhibition game should seek advice from the relevant governing body as to whether they are allowed to play in while suspended, or whether they must serve the suspension first.

5.19. If the relevant governing body advices that the player does not allow the player to play while suspended, the suspended player must seek written approval from the IHACT Board as to whether any games missed can count towards the suspension.

5.20. A suspension from a tournament is served within that tournament. If there aren't enough games left in the tournament to serve the full suspension, the IHACT Board will discuss with the tournament organiser about where the remaining suspension is to be served.

6. The disciplinary process, step by step

This is the process that runs from the moment an incident happens through to a final decision. Indicative timeframes are shown next to each step.

Step 1 — The incident is reported (within 24 hours of the game)

6.1. Referees must prepare and send a written Game Report to the Referee in Chief (RIC) for any game in which a Game Misconduct penalty is issued, or any game in which the referees refer an incident for potential supplementary discipline.

6.1.1. The game referee should send the Game Report to the RIC within 24 hours of giving a Game Misconduct penalty, or referring an incident for potential supplementary discipline (as allowed under IIHF rules).

6.2. On receipt of a Game Report containing a GM penalty or incident referral for potential supplementary discipline, the RIC must initiate an Incident Review.

6.3. The RIC may also initiate an Incident Review where the RIC is concerned about player behaviour (eg repeated minor penalties for the same offence).

6.4. Incident Reviews may not be initiated by any person other than the RIC or Game Referees.

6.5. For the avoidance of doubt, in accordance with the scope of this document outlined in section 2, if a Player, team manager, coach, general IHACT member or parent of an IHACT member wishes to complain about the on-ice conduct of a Player or game official, a complaint may be lodged in accordance with the Member Protection and Complaints Policy.

6.6. In the event that the RIC is playing or coaching in the relevant grade or officiating in a game in which an incident takes place, the IHACT Board will appoint a qualified referee who has no significant conflicts of interest to undertake the role of RIC for the purposes of the disciplinary process. This appointment may be once off or for a longer period.

Step 2 — The RIC conducts an Incident Review and prepares an Incident Review Report (IRR) and draft Notice of Decision (within 48 hours of receiving the Game Report)

6.7. The RIC will review the incident based on:

6.7.1. The Game Report

6.7.2. The player's history, as recorded in game sheets and/or previous game reports, including across seasons

6.7.3. Any discussion the RIC has with the game officials, including referee(s), linespeople and scorers to assist in understanding the circumstances and context of the incident

6.8. The RIC must not interview players, coaches, managers or spectators.

6.9. The RIC will assess the incident and make a recommendation. It will be one of the following:

6.9.1. No further action required (that is, the penalties issued by the referee during the game are sufficient to deal with the rule infraction); OR

6.9.2. Player will be assessed the Presumptive Suspension set out in the Presumptive Suspension Guidelines at Appendix A; OR

6.9.3. Player will be referred to the IHACT Board (the Proper Authority) for supplementary discipline, other than in accordance with the Presumptive Suspension Guidelines.

6.9.3.1. The RIC may include a recommendation for appropriate supplementary discipline.

6.10. The RIC will prepare two documents: an Incident Review Report (IRR), and a draft Notice of Decision (NoD).

6.11. The IRR will include

6.11.1. The Referee's Game Report.

6.11.2. Details of any discussions held with any game officials, including any additional information about the incident

6.11.3. A recommendation regarding the appropriate disciplinary action, with reasons, if any, for departing from the guidance at Appendix A.

6.12. In most cases, it is expected that the Presumptive Suspension Guidelines at Appendix A will apply. The RIC needs to demonstrate extenuating circumstances for recommending no further action, or supplementary discipline that departs from the Guidelines.

6.13. The RIC should complete this step within 48 hours. If the RIC is unable to meet this timeframe, they must advise all parties and provide a revised timeframe for completing the step.

Step 3 — The Player is Notified (within 24 hours of the IRR being received)

6.14. After the RIC has completed their review, the Assistant Secretary, or the relevant Senior or Junior Delegate (if the Assistant Secretary is unavailable), will send the Player a Player Notification. This Player Notification will include:

6.14.1. The IRR

6.14.2. The draft Notice of Decision

6.14.3. A link to the current version of this policy

6.14.4. Details of the Disciplinary Assessment — how, where and when it will happen

6.14.5. Information on how the player can submit a written Player Response, how to send it, and the deadline

6.15. A copy of the Player Notification is also sent to the player's team manager and the opposing team's manager, at the same time.

Step 4 — The player can submit a Player Response (within 48 hours of the Player Notification)

6.16. The Player may submit a Player Response to the draft Notice of Decision, to be considered as part of the Disciplinary Assessment process.

6.17. The Player Response must be submitted within 48 hours of the Player Notification being sent.

6.17.1. A player may make a request to the RIC for more time to prepare their Player Response. The RIC will decide whether to grant additional time, based on how much extra time is requested and the reasons given.

6.17.2. If the Player Response is late or does not meet any requirements set out in the Player Notification, the IHACT Board may decide not to consider it as part of the Disciplinary Assessment.

6.18. The Player Response may include a Player Statement providing any context or circumstances about the Incident that the Player considers relevant.

6.19. The Player Response may include early acceptance of the proposed supplementary discipline.

6.20. The IHACT Board may take early acceptance into account at the Disciplinary Assessment. This could result in lower discipline, or the discipline being suspended (put on hold), with or without conditions.

Step 5 — The IHACT Board conducts a Disciplinary Assessment (DA) and makes its decision (within 48 hours of receiving the Player Statement)

6.21. The elected members of the IHACT Board will conduct a Disciplinary Assessment (DA).

6.21.1. At least three members of the IHACT Board must participate for a quorum to exist.

6.21.2. Board members must not participate in the DA if they have any significant conflicts of interest (eg they play or coach in the relevant grade, the incident involves themselves or a close family member, they were an official, including scorer, at the game)

6.22. The DA may take place in writing (eg over email or any other messaging service), online, or in person, so long as everyone can take part equally and a record of participation and decisions made are kept.

6.23. The Board may invite, but is not obliged to do so, the Player and/or affected parties and/ or witnesses to the incident to attend the DA, if appropriate.

6.24. There is no requirement for any invited parties to attend or speak, and not attending or choosing not to speak will never be held against someone.

6.25. At the DA, the IHACT Board will consider the IRR, the draft Notice of Decision, any Player Response, any evidence provided by witnesses, and the Presumptive Suspensions Guidelines at Appendix A.

6.26. The IHACT Board will decide the final supplementary discipline to apply.

6.27. The IHACT Board must explain its decision in writing in a Final Notice of Decision.

Step 6 — The IHACT Board issues a Final Notice of Decision

6.28. The IHACT Assistant Secretary, or other authorised representative of the IHACT Board, will issue a written Final Notice of Decision (NoD), to the Player and both team managers, within 24 hours of the decision being made.

6.29. The Final Notice of Decision must include reasons, including reasons for departing from any draft Notice of Decision, if applicable.

6.30. The Final NoD and reasons will be published on the IHACT website within 15 calendar days of the decision being made.

7. The Appeals Process, step by step

7.1. A Player may appeal a Notice of Decision.

7.2. **A one game suspension CANNOT be appealed.**

Step 1 — The Player lodges a Notice of Appeal (within 48 hours of receiving the Final Notice of Decision)

7.3. Any player subject to disciplinary action resulting in more than one game suspension, may lodge a written Notice of Appeal.

7.4. A Player may appeal on one or more of these grounds only:

7.4.1. **Significant procedural error** — a major error occurred in how the Disciplinary Process was run, and that error could reasonably have materially changed the decision. Minor procedural errors, typographical errors, or timing delays don't count.

7.4.2. **Unreasonable decision** – The supplementary discipline given is so excessive that no reasonable disciplinary panel could have reached it based on the evidence presented.

7.5. For clarity, a Player cannot appeal for any of the following reasons.

7.5.1. A one game suspension

7.5.2. Disagreeing with the referee's on-ice call regarding the nature of the penalty and/or the severity of the original penalty

7.5.3. Disagreeing with the Presumptive Suspensions Guidelines at Appendix A

7.5.4. Personal circumstances, such as good character or unfair impact (eg you would miss out on playing enough games to be eligible to play in finals)

7.5.5. Claims of bias or discriminatory treatment by the game officials, the RIC or the IHACT Board (any such claims should be dealt with under the separate Member Protection and Complaints policy)

7.6. The NoA should be submitted within 2 business days of the Player receiving the Final Notice of Decision. Any NoA received after this time may not be considered.

Step 2 — Appeals Director considers the Notice of Appeal and advises a Player if it will proceed (within 48 hours of receiving the Notice of Appeal)

7.7. The IHACT Board will appoint an Appeals Director, either on an ongoing basis, or to hear a specific appeal.

7.8. The Appeals Director will consider the Notice of Appeal and determines if the appeal is allowable.

7.9. The Appeals Director provides their decision, with reasons, in writing to the Player.

7.9.1. This decision cannot itself be appealed. It will be published on the IHACT website.

Step 3 – If the Appeal is proceeding, the Appeals Director convenes a Panel and notifies the Player

7.10. If the Appeals Director determines that an appeal is allowable, the Appeals Director will appoint an Appeals Panel, and will act as Secretary to that Panel.

7.10.1. The Panel must consist of at least three IHACT members each with at least 3 years' experience playing, officiating or coaching at a grade equal to or higher than the grade in which the incident happened.

7.10.2. The Appeals Panel should be appointed within 5 working days.

7.11. The Appeals Director will also appoint one of the panel members as Chair.

7.11.1. The Chair must be a current accredited official who was not involved in the game and has no connection to either team (ie not a player, manager, coach, or close family member of a Player).

7.12. The Appeals Director notifies the Player about the composition of the Panel and the date and place the Appeal will be held.

7.13. The Appeals Director will provide the Appeals Panel with all relevant documentation, including:

7.13.1. The Game Report

7.13.2. The IRR

7.13.3. The draft Notice of Decision

7.13.4. The Player Response

7.13.5. The minutes or records of the Disciplinary Assessment

7.13.6. The Final Notice of Decision, including any reasons for departing from the draft Notice of Decision

7.13.7. The Notice of Appeal

Step 4 — The Appeals Panel conducts the Appeal Hearing (no later than 15 calendar days after the Notice of Appeal is received) and makes its decision.

7.14. The Appeals Panel will conduct an Appeal Hearing in person (this can include virtually by way of online meeting technology that allows all participants to be heard in real time).

7.15. The Player appealing the decision must attend the hearing and must be prepared to give evidence and be subjected to questioning by the Appeals Panel, before and after other evidence is heard.

7.16. The Appeals Panel may invite witnesses to attend the Hearing to give evidence or to submit statements in writing. Only people who were present at the time of the Incident may give evidence.

7.17. After considering the evidence presented, the Appeals Panel will convene in camera to make its decision.

7.18. The Appeals Panel may decide to:

7.18.1. **Uphold the original decision**

7.18.2. **Suspend part or all of the discipline for a period**, including applying new or different conditions to it

7.18.3. **Reduce the discipline** — though never below whatever suspension has already been served

7.18.4. **Increase the discipline**

7.19. The Appeals Panel cannot:

7.19.1. overturn a referee's on ice decision – it cannot decide that the wrong penalty was given or that the penalty should not have resulted in a Game Misconduct decision.

7.19.2. apply fines or other monetary penalties

7.20. Any decision by the Appeals Panel must be consistent with the IHACT Constitution.

Step 5 — The Appeals Panel issues its Final Decision (within 24 hours).

7.21. Within 24 hours of making its decision, the Appeals Panel will issue its Final Decision to the Appeals Director to the Player and the IHACT Board.

7.22. The decision will be published on the IHACT website.

7.23. The decisions of the Appeals Panel are final. They cannot be appealed.

Appendix A —Presumptive Suspensions Guidelines

This table sets out the presumptive suspensions that may apply after an Incident Review.

These guidelines provide guidance to the decision makers, they are not binding. The Prescribed Authority may impose Supplementary Discipline at its discretion. Fines and monetary penalties may not be applied.

Any decision to depart from the Presumptive Suspensions Guidelines must be explained in writing.

Extra rules that apply on top of the Guidelines

- **Late penalties:** a Game Misconduct penalty given in the last 10 minutes of period 3, must be served in the following game. This is to ensure late penalties carry the same weight as earlier ones. Because this situation is simply serving the original penalty, it cannot be reversed and does not count as Supplementary Discipline, and does not count for the purposes of serving any Suspension.
- **Multiple offences in one incident** (for example, cross-checking that leads to a fight): If a player receives multiple penalties for an incident, each offence is considered separately, and supplementary discipline imposed may be served consecutively or concurrently as determined by the IHACT Board (or Appeals Panel).
- **Two Game Misconducts in a season:** if a player receives supplementary discipline as a result of a Game Misconduct for the second time in a season, including multiple offences in one incident, the Presumptive Suspensions set out in these Guidelines will be increased for the second Game Misconduct by whichever is greater — one extra game, or 50% of the presumptive suspension (rounded up), as a minimum.
- **Three Game Misconducts in a season:** if a player receives supplementary discipline as a result of a Game Misconduct for the third time in a season, including multiple offences in one incident, they will be immediately suspended from playing for the balance of the membership year and will not be eligible to be a member of IHACT for the next membership year, as a minimum.

Source		
IIHF Official Rule Book 2026/27, Appendix IV, Table 8 – Rule 23 (Game Misconduct Penalties)		IHACT Board, applying from 1 October 2026, reviewed annually
Description	**Rule**	**Presumptive Suspension**
Abuse of Officials – all offences, not elsewhere listed	39.5 (I)	1 Game
Biting an opponent	23.8	2 Games
Biting a spectator	23.8	Balance of season, not less than 10 games
Boarding – non contact league	41.4	3 Games
Boarding – contact league	41.4	1 Game
Butt-ending	58.3	2 Games
Charging – non contact league	42.4	3 Games
Charing – contact league	42.4	1 Game
Checking from behind – non contact league	42.4	3 Games
Checking from behind – contact league	43.3	1 Game
Clipping	44.3	1 Game
Continues or attempts to continue a fight or altercation	46.5	5 Games
Cross-checking	59.3	1 Game
Dangerous actions	21.1	2 Games
Elbowing	45.4	1 Game
Fighting – Willing to fight and/or actively participate in a fight	46.12	3 Games
Fighting (Dangerous punch – “Sucker punch”)	46.13	5 Games
Fighting - First to intervene in an altercation (third Player in)	46.14	5 Games
Fighting off the playing surface	46.7	Balance of season, not less than 10 games
Fighting other than during the periods of the game	46.9	Balance of season, not less than 10 games
Fighting prior to the drop of the puck	46.9	5 Games
Goalkeeper who uses their blocking glove to punch an opponent (Roughing)	51.3	2 Games
Head-butting	47.3	2 Games
High-sticking	60	1 Game
Hooking	55.3	1 Game
Illegal Check to the Head or Neck- non contact league	48.3	5 Games
Illegal Check to the Head or Neck – contact league	48.3	2 Games
Interference	56.5	1 Game
Interfering with or striking a spectator	23.8	Balance of season, not less than 10 games
Kicking an opponent	49.3	2 Games
Kneeing	50.3	2 Games
Obscene language or gesture	39.5 (II)	1 Game
Persists to challenge or dispute Official’s ruling	39.5 (I)	1 Game

Description	Rule	Presumptive Suspension
Physical abuse of an Official	39.5 (III), 40.1	Membership revoked, Banned from Leagues
Player leaves the Players' bench or penalty box during or to start an altercation	70.3,39.5(v), 70.4, 70.6	Balance of season, not less than 10 games
Racial taunts or slurs or sexual remarks	23.8	Balance of season, not less than 10 games
Second Major Penalty in a game	20.4, 27.2	2 Games
Slashing	61.3	1 Game
Slew-footing	52.2	2 Games
Spearing	62.3	2 Games
Spitting, smearing blood on or at an opponent or spectator	23.8	Balance of season, not less than 10 games
Tripping	57.4	1 Game
Refusing to Start Play	73	1 Game
Throwing Stick or Equipment outside the playing area	39.5 (VI), 53.2 (IV), 53.5, 53.6	1 Game
Unsportsmanlike Conduct – all offences	75	2 Games
Any other action subject to a Game Misconduct or referred by referees for supplementary discipline, not listed above	28.1	1 Game