

## **Toowoomba Hockey Association**

### **CLUB LED INTERVENTION PROGRAM (CLIP)**

#### **Summary**

The CLIP aims to provide an opportunity for a club, and by extension a player's team, to address problematic behaviour in an individual, before external action is taken.

Similar to other community-based intervention programs such as the Murri Court model, the CLIP allows clubs to be directly involved in addressing problematic behaviour by their players in an attempt to prevent the need for Judiciary involvement.

The action taken by a Club as part of the CLIP will be considered by the Judiciary, should their involvement be required.

#### **Background**

In August 2025, a group of THA club executives, THC, and Board members sat together and decided to take action against poor behaviour in our association. They acknowledged that problematic behaviour is not being adequately addressed, and that clubs should have a greater role in addressing poor behaviour before it is sanctioned by the Association. Achieving this would increase positive experiences in the Association by decreasing exposure to problematic behaviour.

#### **Targeted behaviour**

A club will be invited to intervene as part of the CLIP to address poor behaviour. This behaviour will be classed (as per the Hockey Queensland Judiciary Policy Sanction Table) as:

- Using language, or gesture(s) that is obscene, offensive or of an insulting nature
- Showing dissent to an Umpire's decision or Technical Official
- Charging or advancing towards and Umpire, Technical Official or Opponent in an aggressive manner
- Excessive appealing or crowding of an Umpire or Technical Official
- Equipment throwing, misuse, or breaches
- Feigning injury
- Deliberate Contact
- Public criticism
- Failure to comply with directions from a Match Official
- Prejudicial conduct

## PROCESS

### 1. Card Log received by THA Admin

Every Monday, THA Admin will note any cards that have occurred over the previous fixture round. Any cards that have been awarded where an Umpire or Technical Official has noted that the player exhibited one of the targeted behaviours will initiate a letter being sent to that club and relevant individual.

### 2. Invitation to initiate CLIP

A club will be invited to address the targeted behaviour through the CLIP when one of the following **3 card scenarios** occur.

CLIP INITIATED - REFERRAL LETTER SENT TO CLUBS & INDIVIDUAL(S)		
Scenario 1	Scenario 2	Scenario 3
<b>INDIVIDUAL</b>	<b>INDIVIDUAL</b>	<b>TEAM</b>
Any Yellow Card for targeted behaviour	Accumulating 2 green cards for targeted behaviour	2 players from the same team, receiving green/yellow cards for targeted behaviour in the one game

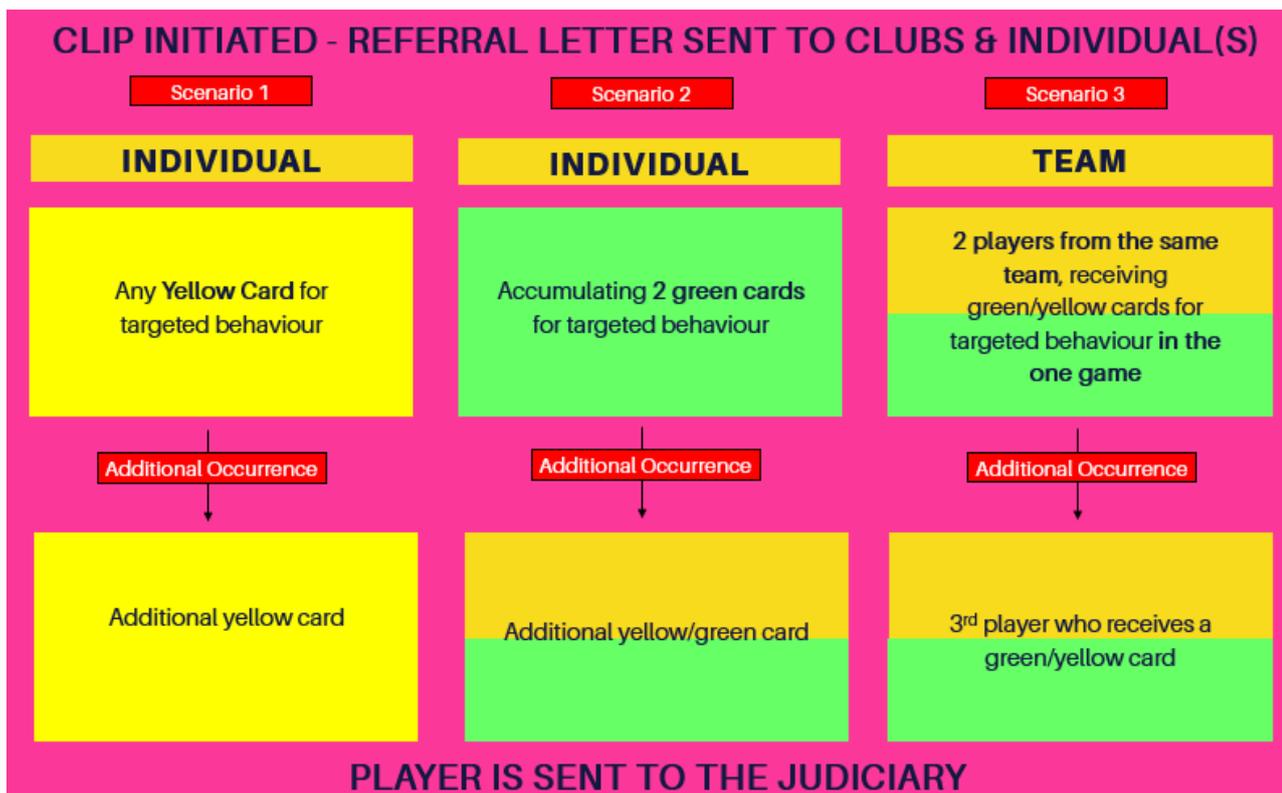
The player's club will be notified in writing that this behaviour will not be tolerated and will invite the club to address the behaviour with the individual or team. The individual or Team Manager of the team in question will also be notified that the club has been invited to address the behaviour through CLIP.

### 3. Club Intervention

**What actions a club takes as part of the CLIP is at the club's discretion.** Some examples of actions a club may take could include:

- Discussing with the player/team the impact of the behaviour, the culture of the club and association, and the individual's reputation.
- A player may be required to complete additional volunteering or tasks within the club.
- The club could direct a player to undertake E-Learning or another form of education and/or mentoring.
- The club could elect to stand a player down for a period of time.
- The club may elect to do nothing.

#### 4. Additional occurrence of card scenario



If a player receives an additional card in the above card scenario, they will be referred to the Judiciary.

The offending player's club will be asked to complete a CLIP Report for the Judiciary, which will entail what actions (if any) the club and player have taken to improve the individual's behaviour. This will be considered when determining an appropriate outcome.

If, in the opinion of the Judiciary, the CLIP has altered the players behaviour in a meaningful way the Judiciary may use this to justify/mitigate any punishment they deem to be appropriate. Conversely if the CLIP has not altered the players behaviour, then the Judiciary may use this to justify an increase in any punishment they deem to be appropriate.

#### FAQ

##### **Q: Who determines whether a matter initiates a CLIP**

A: The Hockey Manager, or other relevant person in their absence, will sign off on any CLIP letters that are initiated. These letters will be determined after receipt of the Weekend Feedback from the previous weekend's matches.

##### **Q: For the Individual Card scenarios in the CLIP, what happens if a player receives an additional card after they attend the Judiciary?**

A: If a player receives an additional card through the CLIP after attending Judiciary, that player will be required to attend the Judiciary again.

**Q: For the team card scenario, what happens if a 4<sup>th</sup> player receives a card from that team?**

A: The 4<sup>th</sup> player, and every subsequent player, from that team who receives a card through the CLIP will be required to attend the Judiciary.

**Q: Does the Early Plea apply in the CLIP?**

A: No, the Early Plea is not an instrument used in the CLIP. CLIP is an early intervention tool in instances of observed targeted behaviour. With CLIP, the club intervention takes the place of an Early Plea, so a secondary instance of poor behaviour would be sent to the Judiciary and bypass the Early Plea.

**Q: In the third Card Scenario, for the team to come under CLIP do the offending players need to be registered in that team? (ie an A4 player playing up into A3 gets a green card in A3).**

A: No. If any 2 players playing in a particular team receive cards in the one match, that team will come under CLIP. The player's do not have to be registered in that grade for it to implicate the team.

Moreover, under Card Scenario 3, if a player plays for a team they are not registered and receives a card for a targeted behaviour, and that team is under CLIP, that player will be referred to the Judiciary.

**Q: How will the Judiciary rule on sanctions for instances that have gone through the CLIP:**

A: The **starting place** for a sanction at Judiciary level for an item referred through the CLIP will be the Maximum penalty as outlined in the Hockey Queensland Judiciary Policy Sanction Table:

*Example*

Sanction Number	Offence Title	Offence Description	Notes, Examples	Conditions / Proofs	Early Acceptance / Minimum Penalty	Maximum Penalty
1.01	Obscene / Offensive Behaviour	Using language, or gesture(s) that is obscene, offensive or of an insulting nature.	a. Excessively audible or repetitious swearing. b. Obscene gestures which are not directed at another person, such as swearing in frustration at one's own poor play or misfortune.	1. A participant at the time of offence, eg game card, team roster. 2. Dealt with by an Official, eg Umpire Card, or record on game card. Or; 3. Reasonable proof from witnesses; video evidence, or multiple witness statements.	Official Warning, or 1 Round Suspension	2 Round Suspension
1.02	Dissent	Showing dissent to an Umpire's decision or Technical Official	a. Dissent will include disputing / protesting, reacting in a provocative or disapproving manner in an inappropriate way towards any decision made by an Umpire or other official. b. This may include arguing or entering into a prolonged discussion with an Umpire or a Technical Official about the decision.	1. A participant at the time of offence, eg game card, team roster. 2. Dealt with by an Official, eg Umpire Card, or record on game card.	Official Warning, or 1 Match Suspension	2 Round Suspension

The resulting sanction will depend on the evident efficacy of the club intervention (i.e. evidence of effort and endeavour to improve the behaviour on the CLIP Report from club, number of rounds between Invitation to CLIP and offence that leads to Judiciary referral).

**Q: What if a club refuses to engage in the CLIP?**

A: Whether or not a club acts upon a CLIP invitation is a choice each club has the right to make. If the club has been invited to act but declines the invitation or believes the best course of action for the player is not to act, then the Judiciary will note that the club has not engaged in the CLIP process and will award their sanction accordingly.

**Q: Is the CLIP applicable during Club Glenvale Challenge?**

A: As club's are not responsible for the behaviour of their members during CGC (or any other non-club related program), the CLIP will not be utilised. All instances of poor behaviour can still be dealt with through the Hockey Australia Code of Conduct and Hockey Queensland Judiciary Policy and Sanction Table.

**Q: If a player exhibits a targeted behaviour and a CLIP is initiated, do they have to exhibit a subsequent instance of the same behaviour to receive a referral to the Judiciary?**

A: No, a player does not need to have exhibited the same targeted behaviour to be referred to the Judiciary through CLIP.

**Q: In the instance of CLIP, are findings by the Judiciary still subject to appeal?**

A: Yes. Under the Hockey Queensland Judiciary Policy, after any judicial process the Respondent has the right to appeal if:

- there is a belief that conditions of Hockey Queensland Judiciary Policy 9.1 have not been met
- the appeal has been received within 7 days from the date of the outcome letter
- the fee of \$500 has been received upon lodgement of the appeal

**Q: Can a Coach or Team Manager undergo CLIP for poor sideline behaviour?**

A: No. As per FIH rules, there is no reference that Umpires can directly award cards to Coaches and/or Team Managers. Instances of poor behaviour on the sidelines can be noted on a Game Card and acted upon by the THC. This may include referral to the Judiciary as per the THA Playing Rules.

**Q: Under Card Scenario 3, what happens if more than 2 players receive cards in the one game?**

A: If more than 2 players receive a card for a targeted behaviour in the one game, the matter is treated the same if it were only 2 players. No matter the number of players in Card Scenario 3 that received cards in a singular game, the next player to receive a card in a subsequent game would be the player sent to the Judiciary.

**Q: What happens if a club receives a CLIP invitation on a Monday or Tuesday, but is unable to discuss the matter with the player in time before the player's game the next weekend (where that player may receive a secondary card for poor behaviour)?**

A: The expectation is that the player is notified that a CLIP letter has been sent, and that player's behaviour is on notice immediately. If the player is then referred to the Judiciary through CLIP, the Club can outline in the CLIP Report that the timeframe has not allowed a reasonable time for intervention (for example, if a club trains on a Monday and they don't receive the letter until Tuesday).

In the instance of a player receiving cards across two games on the same weekend (effectively a first instance followed by a second instance), the club/player would receive their CLIP letter during the next week with the cards from both games being counted as the 'first instance' in a card scenario. This is due to the fact the Club may have had no time to intervene or determine a course of action under CLIP for the player.