



Disciplinary Policy & Procedures

17 August 2025 Version

NCR Disciplinary Policy

1. Preamble

"It is through discipline, control, and mutual respect that the spirit of the game of rugby flourishes and, in the context of a game as physically challenging as rugby, these are the qualities which forge the fellowship and sense of fair play so essential to the game's ongoing success and survival."

– [*World Rugby Playing Charter*](#)

NCR and its member conferences have a responsibility to ensure that all participants respect and uphold the spirit of the game at all times. To ensure that this is maintained, NCR requires that its conferences adopt and maintain its disciplinary policies, which are in accordance with World Rugby Regulations.

2. Guiding Principles

NCR's approach to discipline places education ahead of punishment. While acts of Foul Play and Misconduct need to be sanctioned to protect the integrity of the game, we must remember that many of our players are new to the sport and unfamiliar with its ethos. Every action taken by NCR's Disciplinary and Judicial Officers provides the opportunity to help our student athletes better understand their role in protecting the game in all its aspects.

3. Jurisdiction Over Disciplinary Matters

Jurisdiction over disciplinary matters lies at either the Conference, Regional, or National level depending on the nature of the competition.

Where an NCR team is playing against a non-NCR program, disciplinary matters come under the jurisdiction of the cited player's team's rugby association. In the event that the cited player's team is a member of NCR, the corresponding Disciplinary Chair from the opponent's rugby association shall be invited to be one of the members of the Disciplinary Committee that hears the case. The final written report shall be forwarded to the opponent's rugby association's Disciplinary Chair.

There is one exception. All allegations of match official abuse involving an NCR player, coach, or program are to be reported to NCR's Chief Disciplinary Officer for action at the national level.

4. Reciprocity

NCR recognizes all disciplinary actions, sanctions, or suspensions imposed on any individual, club, or other entity by any other governing body within the sport of Rugby Union Football.

NCR Disciplinary Procedures

1. Overview

NCR's Disciplinary Policies and Procedures accord with the following World Rugby Regulations:

- ◇ **REGULATION 17. DISCIPLINE - FOUL PLAY**
 - Maintain and promote fair play, protect the safety and welfare of Players, ensure that acts of foul play are dealt with expeditiously and appropriately, and protect the image and reputation of the Game.
- ◇ **REGULATION 18. MISCONDUCT AND CODE OF CONDUCT**
 - Adhere to the [Laws of the Game](#), [Regulations Relating to the Game](#), and the spirit of fair play. Uphold the integrity of the Game and address Misconduct matters to ensure that discipline, control, honesty and mutual respect are preserved.
- ◇ **REGULATION 20. DISCIPLINARY AND JUDICIAL MATTERS**
 - The functions and powers related to Judicial Officers, Disciplinary Committees, Judicial Committees, Appeal Officers, and Appeal Committees (each a "Judicial Tribunal").

The following is a summary of NCR's procedures for implementing our Disciplinary Policy. For a copy of the complete NCR Disciplinary Procedures, which include details regarding NCR's citing, investigation, adjudication, and reporting processes, send your request by email to disciplineofficer@ncr.rugby.

2. Jurisdiction Over Disciplinary Matters

2.1. Conferences

Conference Disciplinary Officers and their Disciplinary Committees have jurisdiction over Conference and friendly matches (i.e., matches not affecting conference or tournament ranking). In games between programs from different NCR conferences, the cited player's team's Conference Disciplinary Committee shall conduct the investigation and hold the hearing. The Conference Disciplinary Chair of the non-offending team shall be invited to be one of the members of the Disciplinary Committee that hears the case.

2.2. NCR Regions

NCR's Regional Disciplinary Officers and Judicial Officers have jurisdiction over all NCR national competition play-in tournaments. This includes qualification tournaments for Men's and Women's Nationals (XVs) and the Collegiate Rugby Championship (Men's and Women's 7s). The governing region corresponds to the location of the event.

2.3. National Organization

All national competitions, including Men's and Women's Nationals (XVs), Collegiate Rugby Championship (Men's and Women's 7s), Men's and Women's All Stars, and Men's and Women's All Americans, fall under the jurisdiction of NCR's Chief Disciplinary and Judicial Officers.

3. NCR Disciplinary/Judicial Structure

3.1. Conference Structure

Disciplinary incidents addressed at the Conference level are to be managed entirely by a designated Conference Disciplinary Officer (except in the case of alleged referee abuse). This includes investigation of the incident, the implementation of a Conference Disciplinary Committee to hear and adjudicate the case, and sanctioning in accordance with World Rugby Regulation 17 and 18 guidelines.

3.2. National Disciplinary/Judicial Structure

3.2.1. National Disciplinary Officers

There are four Regional Disciplinary Officers serving under NCR's Chief Disciplinary Officer. Each region comprises between 150 and 180 Clubs and is served by a dedicated Regional Disciplinary Officer.

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| <ul style="list-style-type: none"> ▪ Northeast Region <ul style="list-style-type: none"> ♦ Maine ♦ New Hampshire ♦ Massachusetts ♦ Rhode Island ♦ Connecticut ♦ New York ♦ Pennsylvania ♦ New Jersey | <ul style="list-style-type: none"> ♦ Tennessee ♦ Alabama ♦ Florida | <ul style="list-style-type: none"> ♦ Nebraska ♦ Kansas ♦ Oklahoma ♦ Texas ♦ New Mexico ♦ Colorado ♦ Wyoming ♦ Montana ♦ Idaho ♦ Utah ♦ Arizona ♦ California ♦ Oregon ♦ Washington |
| <ul style="list-style-type: none"> ▪ Southeast Region <ul style="list-style-type: none"> ♦ Delaware ♦ Maryland ♦ District of Columbia ♦ West Virginia ♦ Virginia ♦ North Carolina ♦ South Carolina ♦ Georgia | <ul style="list-style-type: none"> ▪ Midwest Region <ul style="list-style-type: none"> ♦ Ohio ♦ Michigan ♦ Indiana ♦ Illinois ♦ Wisconsin ♦ Minnesota ♦ Missouri ♦ Kentucky ♦ Arkansas ♦ Mississippi ♦ Louisiana | |
| | <ul style="list-style-type: none"> ▪ Southwest and West Region <ul style="list-style-type: none"> ♦ North Dakota ♦ South Dakota | |

The role of the Regional Disciplinary Officers is investigative only.

Disciplinary Officer Contact Information:

- **National:** [Dean Jorgensen](#)

- **Northeast:** [Nicole Bure](#)
- **Southeast:** [Jason Buschman](#)
- **Midwest:** [John Fox](#)
- **Southwest & West:** [Randall Johnson](#)

3.2.2. National Judicial Officers

NCR has three Judicial Officers to hear, resolve, and adjudicate on all matters of a) foul play that results in a player being sent off by the match referee and/or b) misconduct on and off the field considered to be detrimental to the game of rugby that occurs at NCR national competitions including play-in tournaments.

4. Citing Process

It is imperative that all actions—citing, reviews, judicial hearings, appeals—occur in a timely manner in order to protect the rights of all parties both to appropriate disciplinary review and sanctions and to the integrity of the disciplinary process.

The timing of notifications and hearings is summarized in **APPENDIX A – Disciplinary Actions Timetable**. Every effort should be made to adhere to this timetable, recognizing that it might not always be possible given the nature of university and college calendars and the demands placed on individuals by their other professional obligations. Minor deviations from this calendar shall not be an allowable reason for dismissing a case.

All citing reports must be filed with the Disciplinary Officer having jurisdiction over the match in a timely manner. At a minimum, the incident must be reported at first by telephone, text message, or email **within 24 hours** of the incident, with a detailed written report by email or approved disciplinary reporting app **within 48 hours**.

5. Investigation Process

The responsible Disciplinary Officer will lead the investigation into cited foul play or alleged misconduct.

5.1.1. Interim Sanction

Any player who is sent off for the remaining duration of a match for any reason is suspended for seven days or one match, whichever is longer, pending Disciplinary Officer/Committee review. The player shall be afforded the opportunity to lodge a timely appeal.

5.1.2. Undetected Foul Play

When foul play occurs but is undetected by the match officials, it is the responsibility of the witness(es) to report it to the referee as soon as practical.

If it is not practical to report the incident to a match official, it is the responsibility of the witness(es) to send a written report of the alleged act of foul play to the Conference Disciplinary Officer of which the player's club is a member **within 48 hours** after the incident by telephone or text message, with a written follow-up by text message or email **within 72 hours**. It is the witness's responsibility to ensure receipt of any text message or email.

In situations where a Conference Disciplinary Officer is unwilling or unable to take action regarding unreported foul play, a witness may forward their report to the corresponding NCR Chief Disciplinary

Officer, who may elect at their discretion to appoint a Citing Commissioner to review the evidence and develop a Citing Report or Warning as appropriate.

5.1.3. Unreported Misconduct

Off-field behavior that is detrimental to the image of the game of rugby should be reported to the Disciplinary Officer with jurisdiction in the same timely manner as described above.

6. Disciplinary Hearing

Disciplinary hearings shall be conducted in accordance with World Rugby Regulation 20. The respondent shall be entitled to representation by his or her coach at the hearing and may invite other witnesses with direct knowledge of the incident to attend in support.

The hearing shall ordinarily take place in private. This can be in person or via video conference based on the practicalities surrounding the competition. The hearing should be scheduled as soon as practicable following completion of the investigation.

At the Conference level, the Disciplinary Officer shall chair the hearing. At the Regional and National Level, the assigned Judicial Officer shall chair the hearing.

7. Sanctions

Conference Disciplinary Officers and NCR Judicial Officers shall ensure that any sanctions rendered conform to World Rugby Regulations.

7.1. Sanctions for Foul Play

NCR has adapted Regulation 17 in a manner that accounts for the fact that University and College rugby seasons are typically considerably shorter than Senior Club seasons. Specifically, NCR has reduced by one half the [sanctions for foul play](#) found in Appendix 1 of Regulation 17. See **APPENDIX B – Sanctions for Foul Play**.

7.2. Sanctions for Misconduct

Sanctions for misconduct under Regulation 18, other than referee abuse, are at the sole discretion of the Disciplinary/Judicial Officer with jurisdiction over the matter. With regard to sanctions for referee abuse, NCR has developed the sanctions in **APPENDIX C – Sanctions for Referee Abuse**. [Again, all cases of alleged referee abuse are to be addressed at the national level.]

8. Appeal Process

The Conference Disciplinary Officer shall advise the sanctioned player/club of their right to appeal any decision to the Conference Appeal Officer **within three days** after receiving their disciplinary sanction.

Should an appeal be lodged and the Conference Appeal Officer uphold the sanction, the respondent may make a final appeal to NCR's Chief Disciplinary Officer who, with the Chief Judicial Officer, will empanel an Appeal Committee to hear the respondent's argument.

This decision of the national Appeal Committee is binding and not eligible for further appeal. **NOTE THAT SANCTIONS IMPOSED BY NCR JUDICIAL OFFICERS ARE NOT SUBJECT TO APPEAL.**

APPENDIX A – Disciplinary Actions Timetable

The table below defines the timeframe for disciplinary actions. Roles are as defined in the body of this procedure.

Action	Within	From	To
Foul Play or Misconduct			
Initial notification of an incident of Foul Play or misconduct	24 hours after match	Citing Officer	Disciplinary Officer
Detailed written notification of an incident of Foul Play or Misconduct	48 hours after match	Citing Officer	Disciplinary Officer
Report investigation into Foul Play	48 hours after match	Disciplinary Officer	Player's Coach
Unreported Foul Play			
Initial notification of an <i>unreported</i> incident of Foul Play	48 hours after match	Eyewitness	Match Official or Disciplinary Officer
Detailed written notification of an <i>unreported</i> incident of Foul Play	72 hours after match	Eyewitness	Match Official or Disciplinary Officer
Appeal			
Informed sanctioned party of right to appeal decision	72 hours after sanctioning	Disciplinary Officer	Sanctioned party
File appeal	72 hours after being informed of right to appeal	Appellant	Appeal Officer
Forward all evidence and reports	24 hours after request for appeal	Disciplinary Officer	Appeal Officer
Hold <i>de novo</i> hearing if required	7 days after request for appeal	Appeal Committee	
Transmit Appeal Committee's written decision	48 hours after Appeal Hearing	Appeal Officer	Appellant, Conference Commissioner, NCR Chief Disciplinary Officer
In the special case of six yellow cards in a year, file appeal of a yellow card	14 days after receiving the yellow card being appealed	Appellant	Appeal Officer
National Appeal			
Determine if <i>de novo hearing</i> is required	48 hours after request for appeal	Appeal Officer	Appellant
Hold <i>de novo hearing</i> is required	7 days after request for appeal	Appeal Committee	
Transmit Appeal Committee's written decision	48 hours after request for appeal	Appeal Officer	Appellant, NCR Chief Disciplinary Officer

APPENDIX B – Sanctions for Foul Play

Note: Any act of foul play where the person committing the act of foul play makes contact with an opponent's head and/or neck, and that contact with the head and/or neck warrants a red card, shall result in at least a mid-range sanction.¹

Note: Where a Player receives a mid-range or top end sanction, a Disciplinary Committee/Judicial Officer/Appeal Committee/Appeal Officer may, at its discretion, agree that one week of the sanction may be replaced by a "Coaching Intervention" that complies with the World Rugby Coaching Intervention Program.²

9.11 Players must not do anything that is reckless or dangerous to others including leading with the elbow or forearm, or jumping into, or over, a tackler.

Low-end:	Mid-range:	Top-end:	Max:
1 week/match	3 weeks/matches	5+ weeks/matches	26 weeks/matches

9.12 A player must not physically abuse anyone. Physical abuse includes, but is not limited to:

Biting	Low-end: 6 weeks/matches	Mid-range: 9 weeks/matches	Top-end: 12+ weeks/matches	Max: 104 weeks/matches
Intentional Contact with Eye(s) ³	Low-end: 6 weeks/matches	Mid-range: 9 weeks/matches	Top-end: 12+ weeks/matches	Max: 104 weeks/matches
Reckless Contact with Eye(s)	Low-end: 3 weeks/matches	Mid-range: 6 weeks/matches	Top-end: 9+ weeks/matches	Max: 104 weeks/matches
Contact with Eye Area	Low-end: 2 weeks/matches	Mid-range: 4 weeks/matches	Top-end: 6+ weeks/matches	Max: 26 weeks/matches
Punching or striking with hand, arm, elbow or shoulder	Low-end: 1 week/match	Mid-range: 3 weeks/matches	Top-end: 5+ weeks/matches	Max: 26 weeks/matches
Striking with head ⁴	Low-end: 3 weeks/matches	Mid-range: 5 weeks/matches	Top-end: 8+ weeks/matches	Max: 52 weeks/matches

¹ The note does not apply to:

- (i) Laws 9.12 (biting, contact with eye(s)/eye area and striking with head), 9.18 and 9.27 (hair pulling) where the relevant entry points reflect the specific nature of the foul play.
- (ii) Where the Disciplinary Committee or Judicial Officer having completed steps 1-3 of Regulation 17.17-17.20 inclusive, and having taken into account the application of the Coaching Intervention Program where relevant, considers that the sanction would be wholly disproportionate to the offending player's fault and the consequences thereof.

² The World Rugby Coaching Intervention Program is only available for foul play offences occurring under the "Head Contact Process."

³ The "eye" involves all tissues including the eye lids within and covering the orbital cavity and the "eye area" is anywhere in close proximity to the eye.

⁴ Head-on-head contact arising out of a tackle situation should ordinarily be sanctioned under Law 9.13.

Striking with knee	Low-end: 2 weeks/matches	Mid-range: 4 weeks/matches	Top-end: 6+ weeks/matches	Max: 26 weeks/matches
Stamping or Trampling	Low-end: 1 week/match	Mid-range: 3 weeks/matches	Top-end: 6+ weeks/matches	Max: 26 weeks/matches
Tripping	Low-end: 1 week/match	Mid-range: 2 weeks/matches	Top-end: 4+ weeks/matches	Max: 26 weeks/matches
Kicking	Low-end: 2 weeks/matches	Mid-range: 4 weeks/matches	Top-end: 6+ weeks/matches	Max: 26 weeks/matches

9.12 A player must not verbally abuse anyone. Verbal abuse includes, but is not limited to, abuse based on: religion, color, national or ethnic origin, sexual orientation.

Low-end:	Mid-range:	Top-end:	Max:
3 weeks/matches	6 weeks/matches	9+ weeks/matches	26 weeks/matches

9.13 A player must not tackle an opponent early, late or dangerously. Dangerous tackling includes, but is not limited to, tackling or attempting to tackle an opponent above the line of the shoulders even if the tackle starts below the line of the shoulders.

Low-end:	Mid-range:	Top-end:	Max:
1 week/match	3 weeks/matches	5+ weeks/matches	26 weeks/matches

9.14 A player must not tackle an opponent who is not in possession of the ball.

Low-end:	Mid-range:	Top-end:	Max:
1 week/match	3 weeks/matches	5+ weeks/matches	26 weeks/matches

9.15 Except in a scrum, ruck or maul, a player who is not in possession of the ball must not hold, push, charge or obstruct an opponent not in possession of the ball.

Low-end:	Mid-range:	Top-end:	Max:
1 week/match	2 weeks/matches	3+ weeks/matches	26 weeks/matches

9.16 A player must not charge or knock down an opponent carrying the ball without attempting to grasp that player.

Low-end:	Mid-range:	Top-end:	Max:
1 week/match	3 weeks/matches	5+ weeks/matches	26 weeks/matches

9.17 A player must not tackle, charge, pull, push or grasp an opponent whose feet are off the ground.

Low-end:	Mid-range:	Top-end:	Max:
2 weeks/matches	4 weeks/matches	6+ weeks/matches	26 weeks/matches

9.18 A player must not lift an opponent off the ground and drop or drive that player so that their head and/or upper body make contact with the ground.

Low-end:	Mid-range:	Top-end:	Max:
3 matches/matches	5 weeks/matches	7+ weeks/matches	26 weeks/matches

9.19 Dangerous play in a scrum.

- a. The front row of a scrum must not form at a distance from its opponents and rush against them.
- b. A front-row player must not pull an opponent.
- c. A front-row player must not intentionally lift an opponent off their feet or force the opponent upwards out of the scrum.
- d. A front-row player must not intentionally collapse a scrum.

Low-end:	Mid-range:	Top-end:	Max:
1 week/match	2 weeks/matches	4+ weeks/matches	26 weeks/matches

9.20 Dangerous play in a ruck or maul.

- a. A player must not charge into a ruck or maul. Charging includes any contact made without binding onto another player in the ruck or maul.

Low-end:	Mid-range:	Top-end:	Max:
1 week/match	3 weeks/matches	5+ weeks/matches	26 weeks/matches

- b. A player must not make contact with an opponent above the line of the shoulders.
- c. A player must not intentionally collapse a ruck or a maul.

Low-end:	Mid-range:	Top-end:	Max:
1 week/match	2 weeks/matches	4+ weeks/matches	26 weeks/matches

- d. A player may remove the jackler from the tackle area by pushing/driving them backwards (including by grabbing the knee/leg), but must not roll, pull or twist an opponent.

Low-end:	Mid-range:	Top-end:	Max:
1 week/match	3 weeks/matches	15+ weeks/matches	26 weeks/matches

- e. A player must not drop their weight onto an opponent or target the lower limbs.

Low-end:	Mid-range:	Top-end:	Max:
1 week/match	3 weeks/matches	5+ weeks/matches	26 weeks/matches

9.25 A player must not intentionally charge or obstruct an opponent who has just kicked the ball.

Low-end:	Mid-range:	Top-end:	Max:
1 week/match	3 weeks/matches	5+ weeks/matches	26 weeks/matches

9.27 A player must not do anything that is against the spirit of good sportsmanship including but not limited to:

Hair pulling or grabbing	Low-end:	Mid-range:	Top-end:	Max:
	1 week/match	2 weeks/matches	3+ weeks/matches	26 weeks/matches

Spitting at anyone	Low-end:	Mid-range:	Top-end:	Max:
	2 weeks/matches	4 weeks/matches	6+ weeks/matches	26 weeks/matches

Grabbing, twisting or squeezing the genitals (and/or breasts in the case of female players)	Low-end:	Mid-range:	Top-end:	Max:
	6 weeks/matches	9 weeks/matches	12+ weeks/matches	104 weeks/matches

Other	Low-end: 2 weeks/matches	Mid-range: 4 weeks/matches	Top-end: 6+ weeks/matches	Max: 26 weeks/matches
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9.28 A player must not disrespect the authority of a Match Official.

Low-end: 1 week/match	Mid-range: 2 weeks/matches	Top-end: 3+ weeks/matches	Max: 26 weeks/matches
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9.28 A player must not verbally abuse a Match Official. Verbal abuse includes, but is not limited to, abuse based on: religion, color, national or ethnic origin, sexual orientation.

Low-end: 3 weeks/matches	Mid-range: 6 weeks/matches	Top-end: 9+ weeks/matches	Max: 26 weeks/matches
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9.28 A player must not make physical contact with Match Officials.

Low-end: 3 weeks/matches	Mid-range: 6 weeks/matches	Top-end: 9+ weeks/matches	Max: 26 weeks/matches
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9.28 A player must not use threatening actions or words towards Match Officials.

Low-end: 6 weeks/matches	Mid-range: 12 weeks/matches	Top-end: 24+ weeks/matches	Max: 130 weeks/matches
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9.28 A player must not physically abuse Match Officials.

Low-end: 12 weeks/matches	Mid-range: 24 weeks/matches	Top-end: 48+ weeks/matches	Max: Life
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In respect of offences not referred to above, appropriate sanctions may be imposed at the discretion of the relevant Judicial Officer, Disciplinary Committee, Appeal Officer and/or Appeal Committee (as the case may be).

Notwithstanding these Sanctions and/or the provisions of Regulation 17.17 through 17.21 in cases where the player's actions constitute mid-range or top end offending for any type of offence which had the potential to result and, in fact, did result in serious/gross consequences to the health of the victim, the Judicial Officers and/or Disciplinary Committees may impose any period of suspension including a suspension for life.

APPENDIX C – Sanctions for Referee Abuse

NON-PHYSICAL OFFENSES of gross misconduct, abuse, and/or assault

NON-PHYSICAL*	SUSPENSION
Insulting, belittling, insinuating, or taunting behavior undermining referee authority	At least 2 Matches
Harassment, intimidation, retaliation, abusive, or threatening (non-physical) language	At Least 4 Matches
Aggression, attacking, derogatory, cyberbullying, doxing, or threatening (physical/violence) language	6 – 24 Months
Offensive or discriminatory act	12 – 24 Months

PHYSICAL OFFENSES of gross misconduct, abuse, and/or assault

PHYSICAL*	SUSPENSION
Minor or slight deliberate touching	1 – 6 Months <u>and</u> at Least 3 Matches
Pushing, grabbing, pulling, squeezing, pinching, lightly slapping, use of object in non-striking manner, or physical property damage	6 – 24 Months <u>and</u> at Least 10 Matches
Hitting, punching, elbowing, kicking, biting, spitting, choking, tackling, throwing, or use of object or any part of body (forearm, knee, head) in a striking manner	12 Months – Lifetime

* These are only a few examples of abuse — other actions or statements may also fall into this category.

KEY PENALTY FACTORS

- Penalties can be both game and time depending on severity/circumstances
- Second time offenders receive double punishment
- Third time offenders receive a lifetime ban
- More than one offense at the same time is at least the punishment for the most serious offense