



NETBAL NEDERLAND DISCIPLINARY REGULATIONS

1.0 INTRODUCTION

- 1.1 Netbal Nederland is committed to maintaining fairness, respect, and safety in the game of netball. To uphold these values, these Disciplinary Regulations outlines the structured consequences for violations of the sport's Code of Conduct and ethical standards. This policy ensures consistency in managing player, team, and official behavior while reinforcing the principles of teamwork, respect, and sportsmanship.
- 1.2 These Disciplinary Regulations apply to all members of Netbal Nederland, including athletes, coaches, umpires, managers, volunteers, and spectators. It covers behavior both on and off the court at all Netbal Nederland sanctioned events, including workshops, training sessions, and league games. This policy protects the integrity of the sport while fostering an inclusive and socially safe environment for all participants.

2.0 DEFINITION OF A MEMBER

- 2.1 A member falls into one of three distinct categories:
 1. **Member Clubs:** Affiliated regional netball clubs legally admitted by the Board.
 2. **Registered Participants:** Individual natural persons registered through an affiliated Member Club, including players, coaches, managers, umpires and other volunteers.
 3. **Independent Members:** Natural persons directly affiliated with NNL without a club connection, including volunteers, committee members, or life members.

3.0 GROUNDS FOR SUSPENSION AND SPLIT JURISDICTION

- 3.1 Suspensions may be initiated for violations of Netbal Nederland's Code of Conduct and Integrity Policies. However, jurisdiction over the offense is strictly divided by law:
 - A. **Internal Jurisdiction (NNL Disciplinary Committee / NNL Tuchtcommissie):** This independent internal committee retains sole authority to investigate, rule upon, and issue sanctions for general on-court infractions. This includes competition rule violations, unsportsmanlike conduct, foul language or disrespect toward officials.
 - B. **External Safe Sports Jurisdiction (ISR):** Any severe infractions concerning physical violence, verbal abuse, bullying, sexual



harassment, match-fixing, or sexual intimidation fall under the exclusive jurisdiction of the Institute for Sports Justice (ISR).

- C. **Anti-Doping Jurisdiction (Dopingautoriteit):** Any infractions regarding substance abuse, being under the influence of drugs, or possessing prohibited substances during sports activities fall under the exclusive jurisdiction of the Dutch Doping Authority.

- 3.2 In strict accordance with Artikel 17 and 17a of the NNL Statuten, any report, allegation, or suspicion received by NNL involving match-fixing, sexual intimidation, or cross-border behavior must be forwarded directly to the ISR Integrity Desk within **twenty-four (24) hours** of receipt. NNL, its Board, and its member clubs are constitutionally barred from performing any localized preliminary investigations, interviews, or collection of forensic evidence. Reports can also be sent to ISR directly, it does not need to go via NNL if that is preferred.
- 3.3 If at any point during any localized preliminary investigations before the NNL Disciplinary Committee, there emerges a reasonable suspicion or objective evidence that the infraction touches upon match-fixing, sexual harassment, or severe cross-border behavioral violations, the disciplinary process shall be suspended pending referral to ISR.

4.0 SUSPENSION AND DISCIPLINARY PROCESS

- 4.1 When an infraction occurs, the NNL Board shall act strictly as an administrative fact-finding body to log reports, and establish if immediate safety hazards exist. This review does not constitute a disciplinary trial and serves solely to determine proper jurisdictional referral.
- 4.2 Incidents or alleged violations of the Code of Conduct must be reported in writing to the NNL Board within fourteen (14) days of the occurrence, except for matters falling under ISR jurisdiction, which are governed by statutory national integrity reporting protocols.
- 4.2 The steps are as follows:
- A. **First Offense – Warning from the Board:**
 - i. For minor, undisputed, first-time internal infractions that violate the Code of Conduct, the Board may issue a formal warning proposal to the Defendant in writing. If accepted by the member, it becomes a binding settlement.
 - ii. If contested, the Board holds no unilateral power to issue the warning and must refer the file to the independent NNL Disciplinary Committee for evaluation and adjudication.
 - B. **Second or repeat Offense - Board-Issued Temporary Measure:**



- i. For severe or subsequent offenses, the Board is authorized to issue an immediate temporary suspension as an administrative management measure. This is a preventative safety measure to protect the sporting environment and is not a finalised disciplinary punishment.
 - b. **Board-Issued Temporary Measure Duration:**
 - i. A Board-issued temporary suspension is strictly limited to a maximum duration of three (3) consecutive months.
 - ii. If the Board does not follow the suspension with an official termination proposal or formally escalate the case to the NNL Disciplinary Committee or ISR or Dopingautoriteit within these three (3) months, the suspension automatically expires.
 - c. **Final Disciplinary Notification:**
 - i. Long-term suspensions, season bans, or permanent expulsions can only be formally executed following a fair hearing and ruling by:
 - a. Internally; the independent NNL Disciplinary Committee
 - b. externally; ISR
 - c. Externally; Doping Authority sports tribunals.
- 4.3 The Board must immediately issue a formal written notice detailing the reasons and the suspension length.
 - 4.4 Suspended individuals are strictly prohibited from participating in, or attending, any Netbal Nederland-related matches, training sessions, pathways, or events during their suspension period.
 - 4.5 Prior to any final disciplinary ruling by the NNL Disciplinary Committee, the Defendant is guaranteed the right to a fair trial. The Defendant must be provided with:
 - (a) a formal written statement of charges within 7 days of the log,
 - (b) complete unredacted access to all witness statements and evidence files,
 - (c) a minimum of 14 days to submit a formal written defense statement, and
 - (d) the right to be accompanied and assisted by legal counsel or an advisor at their own expense.

5.0 APPEALS PROCESS

- 5.1 Suspended members possess a legal right to appeal any internal disciplinary action or board-issued suspension.



- 5.2 A written appeal must be submitted within six (6) weeks of receiving the formal suspension notification.
- 5.3 Appeals must be routed strictly based on the originating jurisdiction of the decisions:
- A. Appeals against internal NNL Disciplinary Committee decisions must be directed to the independent NNL Appeals Committee (as authorised under Artikel 33 of the Statuten).
 - B. Appeals against decisions rendered by ISR or the Dopingautoriteit must be filed directly with their respective independent tribunals.
- 5.4 Throughout the duration of an active, pending appeal process, the member shall remain fully suspended from all netball operations.
- 5.5 Rulings issued by the NNL Appeals Committee (*Commissie van Beroep*) or the external ISR/Doping Authority tribunals are final and legally binding upon the individual, their club, and NNL.

6.0 REINSTATEMENT CONDITIONS

- 6.1 Suspended members may be required to meet specific conditions before reinstatement. Depending on the jurisdiction of the case, these conditions are determined as follows:
- A. For Board-issued temporary measures, conditions are set by the NNL Board.
 - B. For final disciplinary sanctions, conditions are set exclusively by the ruling tribunal (NNL Disciplinary Committee, ISR, or Dopingautoriteit)
- 6.2 Reinstatement criteria could include, but are not limited to:
- A. Submitting a formal written apology to the parties.
 - B. Attending a mandatory behavioural review meeting with the NNL Board.
 - C. Completing relevant educational courses (e.g., sportsmanship, umpiring or integrity modules)
 - D. Fulfilling all outstanding financial penalties of club restitution.
- 6.3 Upon expiration of the suspension period and verified fulfillment of all designated conditions, reinstatement will be officially executed. If a member disputed whether



they have met the criteria set by a tribunal, the matter must be referred back to that specific tribunal for final clearance.

- 6.4 Terminating, resigning membership or letting a membership lapse while a disciplinary investigation or suspension is active does not remove an individual from sports tribunal jurisdiction. They remain fully subject to the case protocols until it is finalised, should the individual attempt to reapply for membership NNL or any affiliated club in the future.

7.0 RECORD KEEPING AND GDPR

- 7.1 All suspension records, incident logs, and warning files will be securely maintained by the NNL Board and will be accessible only to authorized club officials.
- 7.2 The handling, processing, and archiving of disciplinary cases must adhere strictly to the Dutch General Data Protection Regulation (*Algemene Verordening Gegevensbescherming* - AVG). Case details shall never be shared with third parties without consent, unless required by legal or sports-governance obligations. All disciplinary matters shall remain confidential except where disclosure is required by law or by an authorised sporting body.
- 7.3 Disciplinary records shall be stored securely by Netbal Nederland and access shall be limited to those persons who require access to perform their official duties. Any person with an actual, potential or perceived conflict of interest must not access or participate in the handling of the case. Records shall be retained and disposed of in accordance with applicable privacy legislation and Netbal Nederland's record retention practices.

8.0 LIABILITY AND GOVERNANCE RESTRICTIONS

- 8.1 Any individual under active suspension, or any designated delegate representing a suspended Member Club, is strictly barred from entering, attending, or voting within the General Meeting.
- 8.2 Suspended members have no right to partial or full restitution of paid annual membership, team registration, or competition fees.
- 8.3 No member or third party can claim financial compensation, damages, indemnification, a modified match result, or the rescheduling of an event against NNL or its Board officers resulting from an authorised suspension or external tribunal ruling.

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9.0 POLICY REVIEW AND AMENDMENTS

- 9.1 This policy will be reviewed annually by the Board to ensure it reflects international best practices in sports conduct management and safety frameworks.
- 9.2 Any permanent structural updates, additions, or modifications to this policy must be formally approved by a simple majority vote of the Bond Council, provided the proposed changes were included with an explanation in the meeting's notice.

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