



## Notes of the USNZ Disciplinary Committee Hearing

Held at 6.45pm on Wednesday 11 April 2007

At the NZU Games Headquarters, UCSA Building, Christchurch

<b>Committee:</b>	Jim Ellis	-	Executive Director (Chair)
	Joey Randall	-	USNZ Board
	Brent Hayward	-	Team Manager (Victoria)
<b>Participant:</b>	Andrew James	-	Waikato Competitor
<b>Observers:</b>	Matangaro Paerau	-	Team Manager (Waikato)
	Phil Gilbert	-	Asst Team Manager (Waikato)

### 1. DISCIPLINARY MATTER

- 1.1 USNZ had charged Andrew James, a Waikato competitor at the 2007 NZU Games, with breaching the Games Code of Behaviour rule 4.1(g) – “acting in a manner which brings the event, USNZ, and/or hosts or partners into disrepute”.
- 1.2 The charge related to an incident at the opening night of the Games social programme on Tuesday 10 April in the UCSA Building. As a result of the incident, Mr James was removed from the social programme event by venue security and subsequently was charged by USNZ.
- 1.3 The incident involved the removal of an item of UCSA property from their premises without their permission.
- 1.4 The hearing was held under the rules of the USNZ Disciplinary Policy adopted by the USNZ Board on 11 February 2006.
- 1.5 USNZ had been informed of the incident by UCSA staff.

### 2. PARTICIPANT REPRESENTATION

- 2.1 The participant and his University observers were introduced to the panel and informed of the processes under which the hearing would be held.

- 2.2 The charge was explained to the participant and it was noted that USNZ had a closed circuit television recording which it was believed identified the participant.
- 2.3 The participant admitted responsibility and acknowledged that he had broken rule 4.1(g). He noted he was heavily intoxicated and had no memory of the incident. He also noted that the incident was out of character.
- 2.4 The participant and his observers were thanked for attending the hearing and left the meeting at this stage.

### **3. COMMITTEE DECISION**

- 3.1 The Disciplinary Committee considered Rule 4.1(g) and found the participant guilty of breaching the Code of Behaviouras charged.
- 3.2 The Committee considered the available sanctions and noted that these would set precedent for similar offences in future. Following discussion, the following sanctions were applied:
  - a) That the participant be fined \$300 which would be reduced to \$150 on receipt of an appropriate letter of apology. The letter would be addressed to UCSA and received at the Games Headquarters no later than 12 noon on Friday 13 April 2007.
  - b) That the participant be barred from the official social programme events on last three evenings of the Games. He was warned that attempting to breach this sanction would be considered another disciplinary offence.
- 3.3 The Committee decided that USNZ would not formally report the matter to the Police or to the participant's University and that he would not be prevented from completing his Games sporting programme.
- 3.4 The participant was informed of his rights to an appeal as laid out in USNZ's disciplinary policy.

### **4. CLOSE OF MEETING**

There being no further business the Chair thanked the members for their attendance and closed the meeting at 7.45pm.