



# PENALTY OVERVIEW

The Penalties Matrix defines consequences associated with physical and non-physical offenses against Referees.

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

NON-PHYSICAL *	MIN. GAMES	TIME
Insulting, Belittling, Insinuating or Taunting Behavior Undermining Referee Authority	2	
Harassment, Intimidation, Retaliation, Abusive, or Threatening (Non Physical) Language	4	
Aggression, Attacking, Derogatory, Cyberbullying, Doxing or Threatening (Physical / Violence) Language	6	6 - 24 Months
Offensive or Discriminatory Act	10	12 - 24 Months

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

PHYSICAL *	MIN. GAMES	TIME
Minor or Slight Deliberate Touching	3	1 - 6 Months
Pushing, Grabbing, Pulling, Squeezing, Pinching, Lightly Slapping, Use of Object in Non Striking Manner, or Physical Property Damage	10	6 - 24 Months
Hitting, Punching, Elbowing, Kicking, Biting, Spiting, Choking, Tackling, Throwing or Use of Object or Any Part of Body (Forearm, Knee, Head) in a Striking Manner		12 Months - Lifetime

### KEY PENALTY FACTORS

- Single offenses are at **minimum the prescribed game penalty or time penalty** for non red zone offenses
- 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**
- Offenses against minors are automatically subject to a **“minor multiplier” resulting in triple punishment**
- **One offense warning per league** to be managed by states and leagues collaboratively
- Game consequences are **inclusive of 1 game penalty for any red cards given**
- Optionality for **50% penalty for first offense from a minor**

Please follow your current reporting structure – updated reporting procedure will be a part of Phase 3.

(\*) **Disclaimer:** These are only a few examples of abuse – other actions or statements may also fall into this category.