



2024/25

Reglement A

Regulation A

JUKSKEI SA

TUGPROSEDURE

DISCIPLINE PROCEDURE

Jukskei : Suid-Afrika se Sport vir Almal / South Africa's Sport for All

INHOUD / INDEX

NR	ARTIKELBESKRYWING	ARTICLE DESCRIPTION	
1	DOEL	PURPOSE	3
2	REIKWYDTE VAN TUGPROSEDURE	RANGE OF DISCIPLINARY PROCEDURE	3
2.1	Algemene Beginsels	General Principles	3
3	DEFINISIES	DEFINITIONS	4
4	WANGEDRAG	MISCONDUCT	5
5	SANKIES	SANCTIONS	6
6	DISSIPLINÊRE PROSEDURES	DISCIPLINARY PROCEDURES	6
7	DISSIPLINÊRE VERHOOR	DISCIPLINARY HEARING	11
8	DISSIPLINÊRE APPEL	DISCIPLINARY APPEAL	14
9	VERGOEDING/BETALING	COMPENSATION/PAYMENT	16
10	WYSIGINGS	AMENDMENTS	17
	BYLAES	APPENDIXES	
A	Rapportering van beweerde wangedrag	Reporting of alleged misconduct	18
B	Klagstaat	Charge Sheet	20
C	Kennisgewing van Verhoor aan Tugkomiteelede	Notice of Trial to Disciplinary Committee	24
D	Besluit van Dissiplinêre Tribunaal	Disciplinary Tribunal Decision	26
E	Appelvorm	Appeal Form	28
F	Kennisgewing van Verhoor deur Appêltribunaal	Notice of Hearing by Tribunal	30
G	Kennisgewing van verhoor aan Lede van Appêltribunaal	Notice of Trial to Members of Tribunal	34
H	Besluit van Appêltribunaal	Decision of Tribunal	36
I	Riglyne vir Sanksies	Guidelines for Sanctions	38

1	DOEL	PURPOSE
	Die doel van die dissiplinêre kode is om ordelike gedrag te bevorder deur die toepassing van billike tugprosedures, ten einde onaanvaarbare gedrag, soos gedefinieer in die reëls van die spel, die Statute en algemeen aanvaarde gedragsnorme, deur toepaslike sanksies te bring tot die standaard soos gestel.	The purpose of the disciplinary code is to promote orderly behaviour by the application of fair judicial procedures in order to bring appropriate sanctions for unacceptable behaviour, as defined by the rules of the game, the Statute and generally accepted norms of behaviour, to the standard as proposed.
	Die sukses van die dissiplinêre proses is afhanklik van die goeie oordeel van die lede van die tribunaal betrokke en die wyse waarop hulle hul diskresie binne die raamwerk en gees van die kode toepas.	The success of the disciplinary process is dependent on the good judgment of the members of the tribunal in question and the way they use their discretion within the framework and spirit of the code.
2	REIKWYDTE VAN DIE TUGPROSEDURES	RANGE OF THE DISCIPLINARY PROCEDURES
	Die dissiplinêre kode en prosedure is van toepassing op alle geregistreerde lede van Jukskei SA.	The disciplinary code and procedure shall apply to all registered members of Jukskei SA.
2.1	Algemene beginsels	General principles
	Dit is noodsaaklik dat die verantwoordelikheid vir dissiplinêre aksie slegs in Bestuur vestig, maar dat 'n lid se reg op 'n regverdigde verhoor nooit benadeel word nie. Dissiplinêre aksie sal toegepas word deur aksie te neem op die laagste moontlike vlak soos van toepassing, dus op Klubvlak, dan Distriksvlak, Provinsiale vlak en dan Nasionale vlak.	It is essential that responsibility for disciplinary action only vest in Management, but that a member's right to a fair trial is never compromised. Disciplinary action will be applied by taking action at the lowest possible level, as applicable, thus, at Club Level, then District Level, Provincial Level and then at National Level.
2.1.1	Die prosedure vorm 'n integrale deel van die Kode om enige onbillike aksies (prosedureel en/of substantief) aan te spreek. Alle beskuldigdes het die reg om tydens sy dissiplinêre verhoor, op eie koste, bygestaan te word. Verhore (insluitende die lewering van getuienis) kan op enige wyse waar moontlik ook elektronies deur middels soos Zoom of Microsoft Teams of soortgelyke platforms plaasvind met dien verstande dat dit nie die aangeklaagde se reg op 'n billike verhoor enigsins benadeel nie.	The procedure is an integral part of the Code to address any unfair actions (procedural and/or substantive). All defendants have the right to be assisted during his disciplinary hearing, at his own expense. Hearings (including the delivery of evidence) may also take place electronically through means such as Zoom or Microsoft Teams or similar platforms in any way possible, provided that they do not in any way prejudice the accused's right to a fair trial.
2.1.2	Dissiplinêre prosedure en aksie sal billik toegepas word om te verseker dat 'n beskuldigde regverdig en konsekwent behandel word.	Disciplinary procedures and action will be fairly applied to ensure that an accused is treated fairly and consistently.
2.1.3	'n Beskuldigde het die reg om te appéleer teen sy skuldigbevinding en/of die sanksie aan hom opgelê.	An accused has the right to appeal against his conviction and/or the sanction imposed on him.
2.1.4	Die bevinding aangaande 'n aanklag sal gebaseer wees op 'n oorwig van waarskynlikhede soos gelê deur getuienis en argumente.	The finding on a charge will be based on a balance of probabilities as submitted by evidence and arguments.
2.1.5	Indien die beskuldigde skuldig bevind word sal 'n gepaste sanksie met inagneming van	If the accused is found guilty an appropriate sanction will be imposed taking into

	die erns van die aanklag die beskuldigde se persoonlike omstandighede en die belang van die jukskeispelende publiek binne die diskresie van die tugtribunaal opgelê word.	account the seriousness of the charge, the accused's personal circumstances and the interest of the jukskei playing public within the discretion of the disciplinary tribunal.
2.1.6	Bestuurslede kan ook aangekla word in welke geval hulle gesamentlik of individueel verantwoordelik gehou kan word. In hierdie geval sal die Voorsitter of President van die beweerde wangedrag aangekla word.	Board members may also be charged in which case they may be held responsible jointly or individually. In this case the Chairman or President will be charged with the alleged misconduct.
2.1.7	Bestuurslede kan slegs persoonlik aanspreeklik gehou word indien die Tribunaal bevind dat hy/sy grof nalatig of roekeloos opgetree het.	Board members can only be personally liable if the Tribunal finds that he/she acted grossly negligently or recklessly.
2.1.8	Die reëls van natuurlike geregtigheid sal toegepas word ten einde bogenoemde beginsels te verseker. (Sien Klousule 7.3 vir besonderhede).	The rules of natural justice will be applied in order to ensure the above principles. (See Clause 7.3 for details).
3	DEFINISIES	DEFINITIONS
	Tensy andersins duidelik, beteken:	Unless otherwise clear, the following means:
3.1	Dissipline: die gedrag volgens die reëls van die spel en Statute van Jukskei SA met die strewe om op 'n aanvaarbare, ordelike en wettige wyse, met respek vir mense en eiendom die doelwitte van Jukskei SA te handhaaf.	Discipline: the behaviour according to the rules of the game and Statute of Jukskei SA with the pursuit to maintain the objectives of Jukskei SA in an acceptable, orderly and legal manner with respect for people and property.
3.2	Dissiplinêre aksie: stappe geneem deur 'n Tribunaal in reaksie op 'n klage van wangedrag deur 'n lid.	Disciplinary action: action taken by a Tribunal in response to a complaint of misconduct by a member.
3.3	Bestuur: die Bestuur van die Klub, Distrik, Provinsie, Komitee en/of die Direksie van Jukskei SA, soos van toepassing.	Management: the Management of the Club, District, Province, Committee and/or the Board of Jukskei SA, as applicable.
3.4	Georganiseerde spel: amptelike oefeninge, vergadering of toekenningsgeleenthede of prysuitdelings of wedstryde, Toernooi of Kampioenskappe, wat onder die beheer van Jukskei SA en/of Distrik/Provinsie of Streek of 'n Klub of Assosiaatliggaam gespeel of aangebied word.	Organised play: official exercises, meeting or awards events or prizegiving ceremonies or matches, Tournament or Championships, played or hosted under the control of Jukskei SA and/or District/Province or Region or a Club or Associate Body.
3.5	Grondwet/Konstitusie: Grondwet/Konstitusie van die Klub, Distrik en/of Provinsiale betrokke, komitees van Jukskei SA.	Constitution: Constitution of the Club, District and/or Provincial committees concerned, of Jukskei SA.
3.6	Lid: 'n persoon geaffilieer/geregistreer by Jukskei SA as 'n speler, skeidsregter, afrigter en/of administrateur.	Member: a person affiliated/registered with Jukskei SA as a player, umpire, coach and/or administrator.
3.7	Aanklaer: die persoon wat in terme van Klousule 6.2 aangestel word om die tugprosedure te voer.	Prosecutor: the person appointed in terms of Clause 6.2 to conduct the disciplinary procedure.
3.8	Verteenwoordiger: 'n medespeler of enige persoon van die beskuldigde se keuse.	Representative: a fellow player or any person of the accused's choice.

3.9	Reëls van die spel: soos uiteengesit in die Statute van Jukskei SA, Kleredragkode ingesluit.	Rules of the game: as set out in the Statute of Jukskei SA, including Dress Code.
3.10	Statute van Jukskei SA: die Statute van Jukskei SA (Suid-Afrikaanse Jukskei Raad) (registrasienuommer 2004/000166/08).	Statute of Jukskei SA: the Statute of Jukskei SA (South African Jukskei Council) (registration number 2004/000166/08).
3.11	Tribunaal: die Tribunaal wat optree as Disiplinêre- of Appèltribunaal.	Tribunal: The Tribunal acting as Disciplinary- or Appeal Tribunal.
4	WANGEDRAG	MISCONDUCT
4.1	Elke lid moet hom/haarself vertrouwd maak met die Statute van Jukskei SA en kan aangekla en skuldig bevind word van wangedrag indien hy:	Each member must familiarize him/herself with the Statute of Jukskei SA and may be charged and convicted of misconduct if he:
4.1.1	opsetlik die reëls van die spel verbreek of nie nakom nie; of	willfully breaks the rules of the game or do not comply; or
4.1.2	hom/haar op 'n skandelige, onbehoorlike, onwettige of oneerlike manier gedra gedurende enige georganiseerde spel; of	behave in a disgraceful, improper, abusive or fraudulent manner during any organized game; or
4.1.3	enige lid of toeskouer gedurende enige georganiseerde spel aanrand, beledig of intimideer, en/of kru en/of offensiewe taal of handtekens gebruik; of	assault, insult or intimidate any member or spectator during any organized game, and/or use vulgar and/or offensive language or hand signals; or
4.1.4	enige verbode medisyne, alkohol, stimulant, verdowingsmiddels en/of dwelms (verwys na Reglement G) gedurende enige georganiseerde spel/wedstryde gebruik; of onder die invloed van sodanige middel of stof is tydens amptelike spel, of versuim om in aangewese rook areas te rook, of	use any prohibited medicines, alcohol, stimulants, narcotics and/or drugs (refer to Regulation G) during any organized game/matches; or is under the influence of such a substance or drug during official games, or failure to smoke in designated smoking areas, or
4.1.5	weier of versuim om sonder enige geldige redes amptelike verpligtinge tydens georganiseerde spel by die Klub, Provinsiale en/of Nasionale vlak na te kom; of	refuses or fails to meet official duties during organized game at the Club, Provincial and/or National level without any valid reasons; or
4.1.6	homself nie onderwerp aan die Statute van Jukskei SA en/of die Statute en/of huishoudelike reëls van die Klub, Distrik, Provinsiale of Streek betrokke nie; of	does not subject himself to the Statute of Jukskei SA and/or the Statute and/or domestic rules of the Club, District, Provincial or Region concerned; or
4.1.7	homself verryk, korrupsie pleeg en/of diefstal pleeg en/of omkoopgeld aanvaar, of enige poging daartoe tot die nadeel van jukskei in die algemeen of ten einde die uitslag van enige amptelike wedstryd te manipuleer; of	enriches himself, commits corruption and/or theft and/or accepts bribes, or any attempt thereof to the detriment of jukskei in general or in order to manipulate the outcome of any official match; or
4.1.8	doelbewus teenstrydige, onware of valse verklarings maak, of die waarheid verberg tot sy eie voordeel, of om 'n lid in die jukskei gemeenskap te benadeel; of	deliberately making contradictory, untrue or false statements or concealing the truth for his own benefit, or to harm a member of the jukskei community; or
4.1.9	doelbewus jukskei as 'n sport benadeel, en/of diskrediteer en/of enige poging daartoe; of	deliberately harms jukskei as a sport, and/or discredits it and/or any attempt thereof; or
4.1.10	persverklarings maak sonder die goedkeuring van die Bestuur betrokke; of	make press releases without the approval of the Management involved; or

4.1.11	doelbewus enigiets doen of versuim om te doen tot nadeel van Jukskei SA, sy dissipline of effektiwiteit, of dit laat doen, of iemand toelaat om dit te doen; of	deliberately does anything or fails to do to the detriment of Jukskei SA, its discipline or efficiency, or causes or allows someone to do it; or
4.1.12	doelbewus 'n lid teister of poog om dit te doen.	deliberately harasses a member or attempts to do so.
5		
5	SANKSIES (Sien Bylae I vir riglyne)	SANCTIONS (see Appendix I for guidelines)
5.1	Na die Tribunaal al die bepalings van Klousule 7.4.4 wat mutatis mutandis (met die nodige aanpassings) van toepassing is toegepas het en oortuig is dat die beskuldigde wel skuldig is aan die wangedrag, het die Tribunaal die gesag om enige van die sanksies gemeld in die subklousule hiervan toe te pas:	After the Tribunal has applied all the provisions of Clause 7.4.4 applicable to mutatis mutandis (with the necessary changes) and is satisfied that the accused actually committed the misconduct, the Tribunal has the authority to apply any of the sanctions mentioned in the sub-clause hereof:
5.1.1	berispe en of mondelingse waarskuwing; of	reprimand and or verbal warning; or
5.1.2	skriftelike waarskuwing; of	written warning; or
5.1.3	finale skriftelike waarskuwing; of	final written warning; or
5.1.4	boetes oplê; of	impose fines; or
5.1.5	tydelike skorsing; of	temporary suspension; or
5.1.6	permanente skorsing.	permanent expulsion.
6		
6	DISSIPLINÊRE PROSEDURES	DISCIPLINARY PROCEDURES
6.1	By ontvangs van 'n skriftelike klagte sal die toepaslike Bestuur besluit of formele dissiplinêre verrigtinge ingestel behoort te word.	Upon receipt of a written complaint, the appropriate Management will decide if formal disciplinary proceedings should be instituted.
6.2	Indien daar besluit word op formele dissiplinêre stappe sal die klaer en getuies die beweerde wangedrag formuleer deur die rapportering van Beweerde Wangedrag (Bylae A) vorm te voltooi.	If it is decided to take formal disciplinary action, the complainant and witnesses will formulate the alleged misconduct by completing the Reporting Alleged Misconduct (Appendix A) form.
6.3	Aanmelding van die beweerde wangedrag moet per voltooide Bylae A binne een-en-twintig (21) kalenderdae dae by die betrokke Klub, Distrik, Provinsie of JSA waar die oortreder as 'n jukskeispeler of 'n beampte geregistreer is, ingehandig word.	Reporting the alleged misconduct should be by completing Appendix A and submitting it within twenty one (21) calendar days to the relevant Club, District, Province or JSA where the offender is registered as a jukskei player or official.
6.4	Die aard van die klagte sal bepaal op watter vlak, synde op Klub-, Distrik-, Provinsiaal of Nasionale vlak, die klag hanteer sal word.	The nature of the complaint will determine at what level, being at Club, District, Provincial or National level, the complaint will be handled.
6.5	Die betrokke Bestuur moet binne 72 (twee-en-sewentig) uur na ontvangs van Bylae A 'n aanklaer skriftelik aanstel.	The relevant Management must appoint a prosecutor in writing within 72 (seventy two) hours after receipt of Appendix A.
6.6	Die aanklaer moet onmiddellik 'n klagstaat (Bylae B) opstel wat die beweerde wangedrag (Bylae A) uiteensit.	The prosecutor should immediately draw up a charge sheet (Appendix B) stating the alleged misconduct (Appendix A) .
6.7	Voldoende inligting om behoorlik voor te berei vir die verhoor moet verskaf word.	Sufficient information to prepare adequately for the trial should be provided.
6.8	Die aanklaer moet Bylae B binne veertien (14) kalenderdae na sy/haar aanstelling op	The prosecutor must serve Appendix B within fourteen (14) calendar days after his/her appointment on the accused

	die beskuldigde beteken (beskuldigde moet bewys van ontvangs skriftelik teken).	(accused must sign proof of receipt in writing.)
6.9	Indien die beskuldigde minderjarig is moet 'n ouer, voog of ander volwassene ontvangs van die betekening skriftelik teken.	If the accused is a minor, a parent, guardian or other adult must sign the receipt of the document served.
6.10	Die lede van die dissiplinêre Tribunaal asook getuies moet ingelig word van die datum, tyd en plek waar die verhoor sal plaasvind (Bylae C).	The members of the disciplinary Tribunal as well as witnesses must be informed of the date, time and place where the hearing will take place (Appendix C).
6.11	Die beskuldigde moet voldoende tyd gegun word vir behoorlike voorbereiding.	The accused must be given adequate time for proper preparation.
6.12	Reëlings vir 'n tolk (indien nodig) asook alle hulpmiddels nodig om die verhoor te dokumenteer moet getref word.	Arrangements for an interpreter (if necessary) and all resources must be made to document the hearing.
6.13	Die versuim van getuies om die verhoor by te woon sal nie die verhoor ongeldig maak nie.	Failure of witnesses to attend the hearing will not render the hearing invalid.
6.14	Die voorsittende beampte het geen insae in die verklaring van getuies nie.	The presiding officer has no access to the statement of witnesses.
6.15	Indien 'n getuie(s) nie geroep is nie sal die saak beslis moet word op die getuienis wat wel mondelings gegee is.	If a witness (es) is not called the case must be decided on the evidence that was given orally.
6.16	Indien die klaer, beskuldigde of getuie 'n minderjarige is, moet hy/sy ingelig word dat hy/sy deur 'n ouer, voog of enige ander persoon bygestaan moet word.	If the complainant, accused or a witness is a minor, he / she must be informed that he/she must be assisted by a parent, guardian or any other person.
6.17	Indien die minderjarige nie 'n ouer/voog het wat bereid is om hom/haar by te staan nie of nie iemand wil of kan bekom om hom/haar by te staan nie, behou die die tribunaal die reg om 'n bevoegde persoon, hetsy lid al dan nie, te benoem om die minderjarige lid by te staan.	If the minor does not have a parent/guardian who is willing to support him/her or does not want or cannot find someone to assist him/her, the tribunal retains the right to appoint a competent person, whether member or not to assist the minor member.
6.18	Tydens 'n dissiplinêre verhoor sal 'n dissiplinêre tribunaal verkieslik uit die geledere van die sport aangewys word (nie familie of naby vriende van die betrokkenes nie, sien Klousule 7.3.2), maar in uitsonderlike gevalle en by ooreenkoms mag onafhanklike, eksterne lede van die tribunaal aangewys word.	At a disciplinary hearing a disciplinary tribunal will be appointed preferably from the ranks of the sport (no family or close friends of those involved, see Clause 7.3.2), but in exceptional cases and by agreement independent external members of the tribunal may be appointed.
6.19	Bestuur sal verantwoordelik wees vir die koste van die eksterne lede van die tribunaal indien dit hulle keuse is. Indien die aanstelling van eksterne lede van die tribunaal egter op aandrang van die beskuldigde geskied sal die tribunaal besluit wie se verantwoordelikheid die betrokke koste sal wees.	Management will be responsible for the cost of the external members of the tribunal if it is their choice. If the appointment of external members of the tribunal, however, is insisted on by the accused, the tribunal will decide whose responsibility the relative costs will be.
6.20	By ontvangs van 'n skriftelike klagte word die klaer en die beskuldigde onmiddelik tydelik onthef van alle pligte op enige bestuur van die sport tot na afhandeling van die proses.	Upon receipt of a written complaint, the complainant and the accused are immediately temporarily suspended from all duties on any management of the sport until after completion of the process.

6.21	Die betrokke bestuur in samewerking met die aanklaer sal verseker dat die dissiplinêre verhoor binne 30 (dertig) kalenderdae na die aanstelling van die aanklaer afgehandel word.	The relevant management in cooperation with the prosecutor will ensure that the disciplinary hearing will be completed within 30 (thirty) calendar days after the appointment of the prosecutor.
6.22	Indien die dissiplinêre verhoor nie binne 30 (dertig) kalenderdae afgehandel kan word nie moet die aanklaer skriftelik 'n volledig gemotiveerde verslag aan die Bestuur verstrek met redes hoekom die verhoor nie afgehandel is nie en steeds voortgaan om die verhoor so gou as moontlik af te handel.	If the hearing cannot be completed within 30 (thirty) calendar days , the prosecutor must submit in writing a fully substantiated report to the Management furnished with reasons why the trial has not been completed and must still continue to complete the trial as soon as possible.
6.23	Die verhoor kan selfs in die afwesigheid van die beskuldigde geskied veral waar dit blyk dat hy/sy sonder enige aanvaarbare rede die proses vertraag.	The trial can even take place in the absence of the accused especially where it seems that he/she delays the process without any acceptable reason.
6.24	Dissiplinêre Tribunaal	Disciplinary Tribunal
	Elke vlak van bestuur binne die jukskei hiërargie is verantwoordelik vir die skriftelike aanstelling van 'n Dissiplinêre Tribunaal bestaande uit ten minste 3 (drie) lede , waarvan een die Voorsittende Beamppte en een die Sekretaris sal wees.	Each level of management within the jukskei hierarchy is responsible for the written appointment of a Disciplinary Tribunal consisting of at least three (3) members , of which one will be the Presiding Officer and one the Secretary.
6.25	Stemreg van die Tribunaal	Voting rights of the Tribunal
	Die lede van die tribunaal het elkeen een stem en die voorsittende beamppte het ook 'n beslissende stem.	The members of the tribunal each have one vote and the presiding officer has a casting vote.
6.26	Uitspraak van die Tribunaal	Judgment of the Tribunal
	Die voorsittende beamppte sal die uitspraak namens die Tribunaal lewer.	The presiding officer will deliver the statement on behalf of the Tribunal.
6.27	Appéltribunaal	Appeal Tribunal
6.27.1	'n Appéltribunaal bestaan uit drie lede, aangestel deur Jukskei SA se Direksie of die Bestuur van die betrokke Distrik/Provinsie. Klousules 6.5 tot 6.8 geld ook vir die Appéltribunaal.	An Appeal Tribunal consists of three members appointed by the Jukskei SA Board or the Management of the relevant District / Province. Clauses 6.5 to 6.8 also apply to the Appeal Tribunal.
6.27.2	Die Appéltribunaal het die reg om enige bekwame persoon in 'n adviserende hoedanigheid te koöpteer. Elke Appéltribunaal stel sy eie Voorsittende Beamppte asook Sekretaris aan.	The Appeal Tribunal has the right to co-opt any skilled person in an advisory capacity. Each Appeal Tribunal appoints his own Presiding Officer and Secretary.
6.28	Voorsittende Beamppte van die verhoor	Presiding Officer of the hearing
6.28.1	Die dissiplinêre verhoor sal hanteer word in ooreenstemming met die algemene beginsels soos uiteengesit in die kode.	The disciplinary hearing will be handled in accordance with the general principles set out in the code.
6.28.2	Die Voorsittende Beamppte sal verseker dat:	The Presiding Officer shall ensure that:
	a) Bylae C volledig en korrek voltooi is	a) Appendix C is complete and correct
	b) die beskuldigde die aantygings teen hom/haar gemaak, verstaan	b) the accused understands allegations made against him / her
	c) getuienis ter bewys van die beweerde oortreding gelewer word	c) evidence as proof of the alleged offense is delivered
	d) die beskuldigde of sy/haar verteenwoordiger 'n regverdige geleentheid kry om sy saak te stel, om	d) the accused or his/her representative is given a fair opportunity to present his case, to cross-examine all

alle getuies te kruisondervra; getuies te roep, te ondervra en na kruisverhoor deur die aanklaer, te herondervra	witnesses; call witnesses, examine and re-examine after cross-examination by the prosecutor,
e) 'n tolk beskikbaar is indien nodig;	e) an interpreter is available if needed;
f) nie hy/sy of enige lid van die Tribunaal die regter sowel as aanklaer in die beweerde oortreding is nie	f) neither he/she or any member of the Tribunal is the judge as well as the prosecutor in the alleged offense
g) die verhoor op 'n regverdige en onpartydige wyse sal geskied en dat hy/sy en die ander lede van die Dissiplinêre Tribunaal hulle self op 'n onpartydige wyse sal gedra	g) the trial will prevail in a fair and impartial manner and that he/she and the other members of the Disciplinary Tribunal will behave themselves in an unbiased manner
h) lede van die Dissiplinêre Tribunaal vrae mag vra vir duidelikheid op enige aspek wat tydens getuienis genoem word	h) members of the Disciplinary Tribunal may ask questions for clarification on any aspect mentioned during testimony
i) dat alle getuies (insluitende die beskuldigde se getuies) buite sig en hoorafstand bly totdat hy/sy getuig het	i) that all witnesses (including the accused's witnesses) stay out of sight and earshot until he/she has testified
j) die aanklaer die reg het om die getuienis te lei, na kruisverhoor deur die verdediging te herverhoor en die beskuldigde en sy getuies te kruisverhoor	j) the prosecutor has the right to lead evidence, to re-trial after cross-examination by the defense and to cross-examine the accused and his witnesses
k) na afsluiting van die aanklaer en die verdediging se sake kan die voorsittende beampte die reg hê om 'n getuie te roep of te herroep indien dit noodsaaklik blyk te wees in die regverdige beregting van die saak	k) after the conclusion of the prosecutor's and the defense's cases, the presiding officer has the right to call or recall a witness if it seems necessary in the just decision of the case
l) volledige notule van die verhoor gehou word (elektroniese stem opnemer asook skriftelike kopie) en indien die verhoor se notule skriftelik bygehou word, al die lede van die dissiplinêre Tribunaal die notule teken	l) complete record of the trial is held (electronic voice recorder as well as written copy) and if the hearing's minutes be kept in writing, all the members of the disciplinary Tribunal have to sign the minutes
m) die Dissiplinêre Tribunaal hulle besluit oor die beweerde klagte op 'n oorweg van waarskynlikhede baseer	m) the Disciplinary Tribunal base their decision on the alleged charges on a balance of probabilities
n) redes vir die bevindings voorsien word	n) provide reasons for the findings
o) versagte/verswarende faktore voorgehou word, ten einde die aard van die dissiplinêre sanksie wat geneem moet word te bepaal, indien enige, (in konsultasie met die Tribunaal)	o) mitigating/aggravating factors are presented in order to determine the nature of the disciplinary sanction to be taken, if any, (in consultation with the Tribunal)
p) na afsluiting van die saak, die verrigtinge verdaag om sy/haar uitspraak te oorweeg	p) after the conclusion of the case, adjourn the proceedings to consider his/her judgment
q) die gepaste sanksie toegepas sal word na gelang van die erns van die oortreding, en sal die beskuldigde na	q) the appropriate sanction will be applied depending on the seriousness of the offense, and will after the trial

	afloop van die verhoor mondelings van die sanksie in kennis stel. Hierdie verrigtinge sal in Bylae D genotuleer word	notify the accused orally of the sanction. These proceedings will be recorded in Appendix D
	r) die beskuldigde in kennis gestel word van sy/haar reg tot appèl	r) the accused be informed of his/her right to appeal
	s) indien die beskuldigde wel in kennis gestel was van die verhoor en sonder 'n geldige rede nie teenwoordig is nie, en indien omstandighede dit regverdig die verhoor in die afwesigheid van die beskuldigde en of getuies kan voortgaan; en	s) if the accused was given notice of the trial and is not present without a valid reason, and if circumstances warrant it, the trial may continue in the absence of the accused and or witnesses; and
	t) indien die beskuldigde skuldig pleit, met of sonder versagende omstandighede, die verhoor verdaag sal word ten einde op 'n gepaste sanksie te besluit, waarna die verhoor voortgesit sal word en die beskuldigde in kennis gestel sal word van welke sanksie aan hom/haar opgelê word	t) if the accused pleads guilty, with or without mitigating circumstances, the trial will be adjourned in order to decide on the appropriate sanction, after which the trial will be continued and the accused will be notified of any sanction imposed on him/her
6.29	Die Sekretaris van die Tribunaal	The Secretary of the Tribunal
	Die Sekretaris sal verseker dat:	The Secretary shall ensure that:
	a) dokumente volledig en korrek voltooi is;	a) documents are complete and correct;
	b) volledige notule van die verhoor gehou word (elektroniese stem opnemer asook skriftelike kopie)	b) complete record of the trial. is held (electronic voice recorders and written copy)
	c) al die lede van die dissiplinêre Tribunaal die notule teken;	c) all members of the Tribunal sign the minutes;
	d) die verrigtinge in Bylae D genotuleer word;	d) the proceedings in Appendix D are recorded;
	e) die beskuldigde in kennis gestel word van sy/haar reg tot appèl;	e) the accused be informed of his/her right to appeal;
6.30	Die Klagstaat	The Charge Sheet
	Die klagstaat (Bylae B) sal 'n verduideliking van die beweerde Wangedrag insluitende die volgende insluit:	The charge sheet (Appendix B) will include an explanation of the alleged Misconduct including the following:
	a) dag, datum en tyd van beweerde wangedrag;	a) day, date and time of alleged misconduct;
	b) omstandighede;	b) circumstances;
	c) watter artikels van die Statute moontlik oortree is;	c) what sections of the Statute may have been contravened;
	d) name van moontlike getuies	d) names of possible witnesses
	e) alternatiewe wangedrag aanklagtes (indien nodig)	e) alternative misconduct charges (if necessary)
f) 'n aanduiding dat, indien die beskuldigde 'n minderjarige is, sodanige persoon geregtig is om bygestaan te word deur 'n ouer, voog of enige ander persoon	f) an indication that, if the accused is a minor, such a person is entitled to be assisted by a parent, guardian or any other person	
6.31	Kennisgewing van verhoor	Notice of the hearing
	Die kennisgewing van die verhoor (Bylae C) sal die volgende inligting bevat:	The notice of the hearing (Appendix C) will contain the following information:

	a) die datum tyd en plek van die verhoor;	a) the date, time and place of the hearing;
	b) die aanklagte teen die beskuldigde;	b) the charges against the accused;
	c) dat die beskuldigde die reg het tot verteenwoordiging, die roep van getuies en die gebruik van 'n tolk;	c) that the accused has the right to representation, the calling of witnesses and the use of an interpreter;
	d) dat indien die beskuldigde/getuies sou versuim om persoonlik die verhoor by te woon, dit nie die verhoor ongeldig sal maak nie, maar dat die Dissiplinêre Tribunaal die verhoor kan uitstel indien die beskuldigde redes aan die Tribunaal kan verskaf wat in hulle opinie die uitstel van die verhoor regverdig	d) that, if the accused/witnesses would fail to personally attend the hearing, the trial will not be invalidated, but that the Disciplinary Tribunal may postpone the hearing if the accused can provide the Tribunal with reasons that, in their opinion justify the postponement of the trial
	e) dat indien die beskuldigde 'n verteenwoordiger het hy/sy moet verseker dat sy/haar verteenwoordiger teenwoordig is en bly vir die duur van die verhoor; en	e) that, if the accused has a representative, he/she must ensure that his/her representative is present and must remain present for the duration of the trial; and
	f) dat indien die beskuldigde/getuie 'n minderjarige is sodanige persoon bygestaan <u>moet</u> word deur 'n ouer, voog of enige ander persoon.	f) that, if the accused/witness is a minor such person <u>must</u> be assisted by a parent, guardian or any other person.
7	DISSIPLINÊRE VERHOOR	DISCIPLINARY HEARING
7.1	Geen persoon wat bewerings van wangedrag aanhangig gemaak het, die bewerings ondersoek het, as aanklaer opgetree het betreffende die beweerde wangedrag of getuig het of op enige wyse betrokke was tydens 'n vorige dissiplinêre verhoor ten aansien van dieselfde persoon mag optree as lid van die Dissiplinêre Tribunaal of Appéltribunaal nie. <i>[Dit is nouliks denkbaar dat 'n persoon meer as een maal vir dieselfde oortreding aangekla sal word alhoewel dit 'n soortgelyke klagte teen dieselfde persoon mag wees en word hierdie verbod geplaas ten einde enige oënskylike vooroordeel by lede van 'n tribunaal te voorkom. 'Justice must not only be done, but must be seen to be done.']</i>	No person who filed allegations of misconduct, investigated the allegations, acted as prosecutor on the alleged misconduct or gave witness or was in any way involved during a previous disciplinary hearing in respect of the same person may act as a member of the Disciplinary Tribunal or Appeal Tribunal. <i>[It is hardly conceivable that a person will be charged more than once for the same offense although it may be a similar complaint against the same person and this ban is put in order to avoid any apparent bias among members of a tribunal. 'Justice must not only be done, but must be seen to be done.']</i>
7.2	Tydens die dissiplinêre verhoor sal getuies getuig sonder om 'n eed af te lê, of bevestiging dat hulle die waarheid sal praat.	During the disciplinary hearing witnesses will testify without taking an oath or affirmation that they will tell the truth.
7.3	Die getuies sal egter versoek word om te getuig omtrent wat hulle weet van die voorval.	The witnesses will, however, be asked to testify about what they know of the incident.
7.4	Indien die Voorsittende Beamppte in ooreenstemming met die Wet op Kommissarisse van Ede of Vrederegters	If the Presiding Officer has been appointed in accordance with the Commissioners of Oaths or Justices of the Peace Act, the

	aangestel is, mag die getuies 'n eed aflê of bevestig dat hulle die waarheid sal vertel.	witnesses may take an oath or confirm that they will tell the truth.
7.5	Getuienis moet volledig genotuleer word.	Testimony must be minuted in full.
7.6	Die reëls van natuurlike geregtigheid	The rules of natural justice :
7.6.1	Tydens 'n verhoor sal die basiese beginsels van reg en geregtigheid gehandhaaf word.	During a hearing the basic principles of law and justice will be maintained.
7.6.2	Dit is van uiterste belang dat beide partye dieselfde geleentheid gegun word om bewerings te maak en te weerlê (behoorlik beredenering van feite).	It is imperative that both parties be given the same opportunities to make allegations and to refute (proper discussion of facts).
7.6.3	Nemo iudex in sau causa - geen persoon kan regter wees in sy eie saak of regter en aanklaer wees in sy/haar eie saak nie.	Nemo iudex in sau causa - no person can be judge in his own case or be judge and prosecutor in his/her own case.
7.6.4	Hierdie reël beteken die Voorsittende Beamppte en lede van die Tribunaal sal geensins partydig optree nie (onpartydigheid).	This rule means the Presiding Officer and members of the Tribunal will in no way act biased (impartiality).
7.7	Audi alterim partem reël	Audi alterim partem rule
7.7.1	Hierdie reël stipuleer dat:	This rule stipulates that:
	a) daar voldoende kennis gegee sal word aangaande die voorgestelde aksie;	a) sufficient notice will be given concerning the proposed action;
	b) partye tot die dispuut voldoende geleentheid gegun sal word om hulle saak te stel; en	b) parties to the dispute be given sufficient opportunity to present their case; and
	c) redes vir die bevinding gegee sal word.	c) reasons will be given for the finding.
7.7.2	Kennisgewing	Notice
7.7.2.1	Die Tribunaal sal verplig wees om enige party wat moontlik geaffekteer kan word deur 'n bevinding van die Tribunaal daarvan in kennis te stel.	The Tribunal will be obliged to notify any party that might be affected by the finding of the Tribunal.
7.7.2.2	Benewens die datum, tyd en plek van die verhoor sal die klagstaat voldoende inligting bevat om belanghebbende partye in staat te stel om getuienis te bekom en ten einde behoorlik voor te berei vir die verhoor.	In addition to the date, time and place of the hearing, the indictment will contain sufficient information to enable interested parties to obtain evidence and in order to properly prepare for the trial.
7.7.3	Die reg om aangehoor te word	The right to be heard
7.7.3.1	Die grondslag van die reëls van natuurlike geregtigheid (administratief regtelik) is dat partye 'n regverdige geleentheid sal kry om hul saak te stel voor enige besluit geneem sal word.	The basis of the rules of natural justice (administrative judicially) is that parties have a fair opportunity to present their case before any decision be taken.
7.7.3.2	Daar moet verseker word dat alle partye tot die dispuut voldoende geleentheid gegun word om enige bewerings gemaak te weerlê of ten minste geleentheid kry om daarop te reageer.	It must be ensured that all parties to the dispute be given ample opportunity to refute any allegations made or at least get an opportunity to respond.
7.7.4	Redes vir bevindings	Reasons for findings
7.7.4.1	Die bewyslas sal gebaseer wees op die oorwig van waarskynlikheid. Die Tribunaal tree in eie diskresie op (gewig geheg aan feite) en is verplig om redes te gee vir sy bevindings.	The burden of proof will be based on the balance of probabilities. The Tribunal comes into its own discretion (weight attached to fact) and is required to give reasons for its findings.

7.7.4.2	Die bevinding sal gebaseer wees op bewese feite.	The findings will be based on proven facts.
7.7.4.3	Die howe het beslis dat die versuim om redes te gee vir bevindings, die aanname dat die Tribunaal mala vide (in slegte trou) of willekeurig en sonder inagneming van die feite opgetree het, regverdig.	The courts have ruled that the failure to give reasons for findings, justify the assumption that the Tribunal acted mala fide (in bad faith) or randomly and without considering the facts.
7.5	Getuienis, hetsy mondeling of dokumentêr, aangaande die beweerde wangedrag en argumente ter ondersteuning van getuienis word deur die aanklaer aangebied.	Evidence, whether oral or documentary, about the alleged misconduct and arguments in support of evidence are presented by the prosecutor.
7.6	Vir hierdie doel mag hy/sy enige persoon oproep as getuie en het hy/sy die reg om sodanige persoon te ondervra en na kruisondervraging deur die beskuldigde of sy verteenwoordiger weer te herondervra.	For this purpose he/she may summon any person as a witness and he/she has the right to question such person and after cross-examination by the accused or his representative re-examine again.
7.7	Voorts het die aanklaer die reg om die beskuldigde, indien hy/sy sou getuig, of enige getuie wat die beskuldigde sou roep te kruisondervra.	Furthermore, the prosecutor has the right to cross-examine the accused, if he/she would testify, or any witness the accused would call.
7.8	Die aanklaer het die reg om dokumente in te dien ter bewys van die beweerde wangedrag en om enige dokumente deur die beskuldigde ingedien te lees en te weerlê.	The prosecutor has the right to submit documents as proof of the alleged misconduct and to read and to refute any documents filed by the accused.
7.9	Die beskuldigde het die reg om teenwoordig te wees en om aangehoor te word, hetsy persoonlik of deur 'n verteenwoordiger van sy/haar keuse.	The accused has the right to be present and to be heard, either personally or through a representative of his/her choice.
7.10	Die beskuldigde of sy verteenwoordiger het die reg om alle getuies deur die aanklaer geroep om die bewerings te staaf, te kruisondervra, om enige dokumente aangebied as getuienis te lees en te weerlê asook om self te getuig, getuies te roep en dokumente aan te bied as getuienis.	The accused or his representative has the right to cross-examine all witnesses called by the prosecution to substantiate allegations, to read and to refute any documents presented as evidence as well as to testify himself, call witnesses and present documents as evidence.
7.11	Indien die Tribunaal na die aanhoor van alle getuies, argumente en pleidooie ter ondersteuning van die klagtes en verdediging van die beskuldigde, van mening is dat die beskuldigde skuldig is aan die beweerde wangedrag, kan die Tribunaal, na aanhoor van versagtende en of verswarende getuienis, een of meer van die voorgeskrewe sanksies oplê.	If the Tribunal, after hearing all witnesses, arguments and pleas in support of the charges and the defense of the accused, is of the opinion that the accused is guilty of the alleged misconduct, the Tribunal may, after hearing mitigating and or aggravating evidence, impose one or more of the prescribed sanctions.
7.12	Die beskuldigde sal onmiddellik na afloop van die verhoor mondelings ingelig word en daarna skriftelik in kennis gestel word van die bevindinge van die Tribunaal. (Bylae D)	The accused will immediately after the trial be informed verbally and then be notified in writing of the findings of the Tribunal. (Appendix D)
7.13	'n Afskrif van die notule van die verrigtinge asook alle dokumentêre getuienis aangebied, sal so spoedig moontlik, maar nie later nie as 14 (veertien) kalenderdae na 'n versoek daarvoor, deur die beskuldigde en teen vooraf betaling van	A copy of the minutes of the proceedings as well as all documentary evidence presented, shall as soon as possible, but no later than fourteen (14) calendar days after a request therefor, be provided to the accused by the secretary and against pre-

	R150 (eenhonderd en vyftig rand) deur die sekretaris aan die beskuldigde verskaf word.	payment of R150 (one hundred and fifty rand) .
7.14	Die sekretaris van die Tribunaal sal binne 7 (sewe) kalenderdae na die datum waarop die beskuldigde se geleentheid tot appèl in terme van Klousule 8.3.1 verstryk het sonder dat hy/sy 'n appèl ingedien het, Jukskei SA, die Provinsie, die Distrik en Klub betrokke in kennis stel van die uitslag van die verhoor.	The secretary of the Tribunal shall, within 7 (seven) calendar days after the date on which the accused's opportunity to appeal has expired in terms of Clause 8.3.1 without an appeal being filed by him/her, notify Jukskei SA, the relevant Province, the District and Club of the outcome of the trial.
7.15	Die skuldigbevinding of ontslag van 'n beskuldigde deur 'n Geregshof op 'n kriminele oortreding beteken nie dat geen stappe op 'n klagte van wangedrag teen hom/haar geneem kan word kragtens hierdie kode nie, nie teenstaande die feit dat sou die bewerings in die klagte van wangedrag bewys word, dit bewys van die kriminele klag waarop hy/sy ontslaan is of enige ander klag waaraan hy/sy tydens sy strafverhoor skuldig bevind kon word, daarstel.	The conviction or discharge of an accused by a Criminal Court in a criminal offense does not mean that no action on a complaint of misconduct against him/her can be taken under this code, notwithstanding the fact that if the allegations in the complaint of misconduct are proved, evidence of the criminal charges on which he/she is dismissed or any other charges to which he/she was convicted at his criminal trial are established.
7.16	Indien die beskuldigde se wangedrag 'n misdryf daarstel waaraan 'n Geregshof hom/haar skuldig bevind het, sal 'n gesertifiseerde afskrif van die notule van sy/haar verhoor en veroordeling deur daardie hof, na verifiëring van die identiteit van die beskuldigde, dien as voldoende bewys dat die beskuldigde skuldig is aan sodanige wangedrag, tensy die veroordeling deur 'n Hoër Hof tersyde gestel was, of 'n appèl na 'n Hoër Hof hangende is.	If the accused's misconduct is an offense, and a Criminal Court has convicted him/her, a certified copy of the minutes of his/her trial and conviction by that court, after verifying the identity of the accused, will serve as sufficient proof that the accused is guilty of such misconduct, unless the conviction was set aside by a High Court, or an appeal to a Higher Court is pending.
7.17	Indien die wangedrag 'n misdryf daarstel waarin 'n Geregshof hom kan skuldig bevind en vonnis moet die tugprosedure uitgestel word tot na afhandeling van die strafsak in die Geregshof.	If the misconduct is an offense, where a Court of Law may convict and sentence him, the disciplinary procedure should be postponed until after completion of the criminal case in the Court of Law.
7.18	Hierdie bepaling is ook van krag waar 'n betrokke handeling sowel strafregtelike of sivilregtelike aanspreeklikheid meebring.	This provision is also effective where a relevant act brings criminal as well as civil liability.
7.19	Die Tribunaal moet notule hou van die verrigtinge tydens die verhoor en van alle getuienis aangehoor. 'n Geskrewe afskrif van die notule moet bewaar word vir 5 (vyf) jaar .	The Tribunal shall keep minutes of the proceedings heard during the trial and of all the witnesses. A written copy of the record must be kept for five (5) years .
8	DISSIPLINÊRE APPÉL	DISCIPLINARY APPEAL
8.1	Reg tot appèl	Right to Appeal
	Elke beskuldigde het die reg om te appèleer teen die bevinding van 'n Dissiplinêre Tribunaal. Indien 'n beskuldigde deur 'n Klub in 'n dissiplinêre verhoor skuldig	Every accused has the right to appeal against the finding of a Disciplinary Tribunal. If an accused has been convicted by a Club in a disciplinary hearing and he/she wants

	<p>bevind is en hy/sy wil appéleer moet hy/sy eers na die Distrik/Provinsie appéleer en indien hy/sy dan nie tevrede is met die Distrik/Provinsie se bevinding nie kan hy/sy eers na die Uitvoerende Bestuur van Jukskei SA appéleer. Word hy egter deur sy Distrik/Provinsie skuldig bevind in 'n dissiplinêre verhoor kan hy direk na die Uitvoerende Bestuur van Jukskei SA appéleer.</p>	<p>to appeal he/she first has to appeal to the District/Province and if he/she is not satisfied with the District/Province's findings he/she may then appeal to the Executive Committee of Jukskei SA. If he is, however, convicted by his District/Province in a disciplinary hearing he may appeal directly to the Executive Committee of Jukskei SA.</p>
8.2	<p>Appéltribunaal</p> <p>Vir die Appéltribunaalgeld dieselfde bepalings soos uiteengesit in Klousule 7 van die dissiplinêre verhoorprosedure, met die duidelike verstandhouding dat tensy duidelik uit die samehang anders blyk die dissiplinêre stappe vervang word deur appèlprosedure.</p>	<p>Appeal Tribunal</p> <p>For the Appeal Tribunal the same conditions apply as set out in Clause 7 of the disciplinary hearing procedure, with the explicit understanding that unless clear from the context there are contrary indications, disciplinary action will be replaced by appeal procedure.</p>
8.3	<p>Prosedure vir appèl</p>	<p>Procedure for Appeal</p>
8.3.1	<p>Kennisgewing van en redes vir die appèl sal skriftelik binne 14 (veertien) kalenderdae na die beskuldigde mondelings in kennis gestel is van die bevinding van die Dissiplinêre Tribunaal by die Sekretaris van die Tribunaal ingedien word deur Bylae E te voltooi - Bylae E moet persoonlik deur die beskuldigde onderteken wees.</p>	<p>Notice of and reasons for the appeal shall be submitted to the Secretary of the Tribunal in writing within fourteen (14) calendar days after the accused has been orally informed of the findings of the Disciplinary Tribunal by completing Appendix E – Appendix E must be personally signed by the accused.</p>
8.3.2	<p>By die ontvangs van Bylae E sal die sekretaris van die Tribunaal die voltooide Bylae E sowel as die notule van die verhoor en alle relevante dokumente van die verhoor aan die Uitvoerende Bestuur van Jukskei SA voorsien.</p>	<p>Upon receipt of Appendix E the secretary of the Tribunal will provide the Executive Committee of Jukskei SA with the completed Appendix E as well as the minutes of the hearing and all relevant documents from the hearing.</p>
8.3.3	<p>Die Uitvoerende Bestuur van Jukskei SA sal binne 7 (sewe) kalenderdae na die datum van ontvangs van Bylae E drie (3) lede skriftelik aanstel as die Appéltribunaal, asook 'n aanklaer.</p>	<p>Within seven (7) calendar days after the date of receipt of Appendix E the Executive Committee of Jukskei SA will appoint three (3) members in writing as the Appeal Tribunal, as well as a prosecutor.</p>
8.3.4	<p>Die Appéltribunaal stel sy eie Voorsittende Beampte en sekretaris aan.</p>	<p>The Appeal Tribunal appoints its own Presiding Officer and secretary.</p>
8.3.5	<p>Die Appéltribunaalkan enige bekwame persoon koopteer, maar slegs in 'n adviserende hoedanigheid.</p>	<p>The Appeal Tribunal may co-opt any competent person, but only in an advisory capacity.</p>
8.3.6	<p>Die Appéltribunaal sal die Appèlverhoor binne 30 (dertig) kalenderdae na ontvangs van die appèl (Bylae E) teen 'n Dissiplinêre Tribunaal se bevinding skeduleer.</p>	<p>The Appeal Tribunal will schedule the Appeal hearing within 30 (thirty) calendar days after receipt of the appeal (Appendix E) against a Disciplinary Tribunal's finding.</p>
8.3.7	<p>Die aanklaer moet ten minste 14 (veertien) kalenderdae voor die Appèlverhoor die kennisgewing van die verhoor (Bylae F) op die-beskuldigde en (Bylae G) op die lede van die Appéltribunaal beteken.</p>	<p>The prosecutor must serve notice of the hearing (Appendix F) at least 14 (fourteen) calendar days before the Appeal Hearing on the accused and (Appendix G) on the members of the Appeal Tribunal.</p>
8.3.8	<p>Die Appéltribunaal wat 'n hoër gesag is as die Dissiplinêre Tribunaal teen wie se bevinding die appèl ingedien is, verhoor die</p>	<p>The Appeal Tribunal, who is a higher authority than the Disciplinary Tribunal against whose verdict the appeal is lodged,</p>

	appél deur die bestudering van die notule van die dissiplinêre verhoor en die appél van die beskuldigde.	will hear the appeal by examining the minutes of the disciplinary hearing and the appeal of the accused.
8.3.9	Die Appéltribunaal kan na gelang van omstandighede ten einde meer duidelikheid te kry vrae aan die appèllant stel.	The Appeal Tribunal may, depending on circumstances in order to get more clarity set questions to the appellant.
8.3.10	Indien die Appéltribunaal van mening is dat daar enige onreëlmatighede was tydens die dissiplinêre verhoor kan hulle 'n de novo (nuwe, van die begin af) verhoor toestaan of besluit om die appél te handhaaf of van die hand te wys en die sanksie te verhoog, verminder, tersyde te stel of enige ander toepaslike sanksie toe te pas.	If the Appeal Tribunal believes that there were any irregularities during the disciplinary hearing, they may grant a de novo (new, from the beginning) trial or decide to uphold or turn down the appeal and to increase the sanction, reduce, set aside or apply any other appropriate sanction.
8.3.11	Indien geen onreëlmatighede voorgekom het nie, moet die Appéltribunaal besluit om die appél te handhaaf of van die hand te wys en die sanksie te verhoog, te verminder, tersyde te stel of enige ander toepaslike sanksie toe te pas.	If no irregularities have occurred, the Appeal Tribunal must decide whether to uphold or turn down the appeal and to increase the sanction, reduce, set aside or apply any other appropriate sanction.
8.3.12	Indien die appèllant nie die verhoor bywoon nie (behalwe weens redes buite sy beheer), moet die Appéltribunaal besluit om die appél te handhaaf of van die hand te wys en die sanksie handhaaf, verhoog, verminder, tersyde stel of enige ander toepaslike sanksie toepas.	If the appellant fails to attend the hearing (except for reasons beyond his control), the Appeal Tribunal must decide whether to uphold or turn down the appeal and to uphold the sanction, increase, reduce, reverse or apply any other appropriate sanction.
8.3.13	Die bevinding van die Appéltribunaal sal binne 14 (veertien) kalenderdae na afhandeling van die appélverhoor skriftelik deur die sekretaris van die Appéltribunaal aan Jukskei SA, die beskuldigde, sy Distrik/Provinsie en Klub bekend gemaak word.	Within 14 (fourteen) calendar days after completion of the appeal hearing the finding of the Appeal Tribunal shall be made known in writing by the secretary of the Appeal Tribunal to Jukskei SA, the accused, his District/Province and Club.
8.3.14	Die bevinding van die Appéltribunaal sal finaal en bindend op die beskuldigde wees.	The finding of the Appeal Tribunal shall be final and binding on the accused.
8.4	Kondonasie van laat appèlle	Condonations of late appeals
	Die Appéltribunaal benoem om 'n appél teen 'n dissiplinêre besluit te hanteer is by magte om die laat indiening van 'n appél te kondoneer, indien daar redelike gronde is vir die laat indiening. <i>[’n Individuele lid van die tribunaal is nie by magte om sodanige kondonasie te verleen nie.]</i>	The Appeal Tribunal appointed to hear an appeal against a disciplinary decision is entitled to condone the late submission of an appeal, if there are reasonable grounds for the late filing. <i>[An individual member of the tribunal is not empowered to grant such condonation.]</i>
9	VERGOEDING/BETALING	COMPENSATION/PAYMENT
9.1	Indien 'n beskuldigde, getuie of verteenwoordiger die verhoor moet bywoon om te getuig of die beskuldigde by te staan sal die beskuldigde dit self reël en ook self die koste vir hulle bywoning moet betaal.	If an accused, witness or representative has to attend the hearing to testify or to assist the accused, the accused has to arrange it himself and also has to pay the expenses for their attendance.

9.2	Indien die beskuldige onskuldig bevind word kan die tribunaal in sy diskresie besluit oor wie vir watter koste aanspreeklik sal wees.	If the accused is acquitted, the tribunal may decide in its discretion who is liable for which costs.
9.3	Die basis van vergoeding sal as volg wees: Reis en/of getuiefooie soos van tyd tot tyd deur die Uitvoerende Bestuur van Jukskei SA bepaal.	The basis of compensation shall be as follows: Travel and/or witness fees as determined from time to time by the Executive Committee of Jukskei SA.
9.4	Tribunaallede sal in 'n verhoor voorsit as deel van hul pligte en verantwoordelikhede deur Bestuur opgedra.	Tribunal members will preside in a trial as part of their duties and responsibilities assigned by Management.
9.5	Afskrifte van die skriftelike aanstellings van die lede van die tribunaal en aanklaer moet by aanvang van die verhoor ingehandig word as bewysstukke en dit moet in die notule aangeteken word. Die beskuldigde kan egter mondelings aan die verhoorhof meedeel wie sy/haar verteenwoordiger is.	Copies of the written appointments of the members of the tribunal and prosecutor should be submitted at the start of the trial as evidence and it should be recorded in the minutes. The accused, however, can tell the court orally who is his/her representative.
10	WYSIGINGS	AMENDMENTS
10.1	Wysigings tot hierdie Reglement word deur middel van 'n Beskrywingspunt voor 'n datum soos bepaal deur die UB van Jukskei SA by die Direkteur Administrasie ingedien sodat die voorstel op die Sakelyst van die Algemene Jaarvergadering geplaas kan word.	Amendments to this Regulation shall be submitted through a Motion before a date set by the EC of Jukskei SA to the Director of Administration so that the proposal can be placed on the Agenda of the Annual General Meeting.
10.2	Na aanvaarding deur die AJV sal die wysigings geïmplementeer word.	After acceptance by the AGM the changes will be implemented.
10.3	Hierdie Reglement is aanvaar op die Algemene Jaarvergadering van Jukskei SA soos gehou op 20 Julie 2024 te Kroonstad.	This Code was adopted at the Annual General Meeting of Jukskei SA that was held in Kroonstad on 20 July 2024 .

JN NEL
PRESIDENT JSA

D SMIT
DIREKTEUR/DIRECTOR
ADMINISTRASIE/ADMINISTRATION

JUKSKEI SARAPPORTERING VAN BEWEERDE WANGEDRAGKLAER/GETUIE SE INLIGTING

Ek, _____, _____
 (Volle Name en Van) ID Nr

woonagtig te _____

 (Adres)

van _____, verklaar as volg:
 (Klub / Distrik / Provinsie)

BESKULDIGDE SE INLIGTING

Op _____ om ongeveer _____ het
 (Dag bv Saterdag) (Datum) (Tyd)

 (Volle Name en Van van Beskuldigde)

woonagtig te _____
 _____ van _____
 (Adres van Beskuldigde) (Klub)

homself skuldig gemaak aan wangedrag deurdat hy:

 (Die volledige besonderhede van die insident asook alle dokumentêre bewysstukke of enige ander bewyse moet aangeheg word. Alle getuies van die beweerde insident moet in Bylae A volledig voltooi word.)

Ek versoek die Bestuur om dissiplinêre stappe teen die beskuldigde te oorweeg.

Voltooi en geteken te _____ op hierdie _____ dag van _____ 20____

 Handtekening van Klaer/Getuie

 Datum

Indien beskuldigde/klaer 'n minderjarige is, mag hy/sy bygestaan word deur 'n ouer, voog of enige ander persoon.

 Handtekening van Ouer/Voog of enige ander persoon

 Datum

JUKSKEI SA

REPORTING ALLEGED MISCONDUCT

<u>COMPLAINANT/WITNESS' INFORMATION</u>	
I, _____ <i>(Full Names and Surname)</i>	_____ ID No
Residing at _____ _____ <i>(Address)</i>	
from _____, declares as follows: <i>(Club/District/Province)</i>	
<u>ACCUSED'S INFORMATION</u>	
On _____ at approximately _____ <i>(Day eg Saturday) (Date) (Time)</i>	
_____ <i>(Full Names and Surname of Accused)</i>	
Residing at _____ _____ from _____ <i>(Address of Accused) (Club)</i>	
Made himself guilty of misconduct by: _____ _____	
<i>(The full details of the incident and all documentary evidence or any other evidence must be attached. All evidence of the alleged incident must be completed in full in Appendix A.)</i>	
I request Management to consider disciplinary actions against the accused.	
Completed and signed at _____ on this _____ day of _____ 20____	
_____ Signature of Complainant/Witness	_____ Date
If accused/complainant is a minor, he/she may be assisted by a parent, guardian or any other person.	
_____ Signature of Parent/Guardian or any other person	_____ Date

JUKSKEI SA

KLAGSTAAT

KLUB / DISTRIK/ PROVINSIE / DIREKSIE: _____

1	<p><u>Besonderhede van beskuldigde</u></p> <p>Naam: _____</p> <p>Adres: _____</p> <p>Klub: _____</p> <p>Distrik / Provinsie: _____</p>
2	<p><u>Kennisgewing</u></p> <p>U word hiermee in kennis gestel om te verskyn op:</p> <p>Dag: _____</p> <p>Datum: _____</p> <p>Tyd: _____</p> <p>Plek: _____</p> <p>waartydens daar 'n dissiplinêre verhoor gehou sal word na aanleiding van die ondergenoemde klagtes teen u.</p> <ul style="list-style-type: none"> • U het die reg om aangehoor te word. • U mag 'n verteenwoordiger van u keuse aanstel om u saak te stel. • U mag self getuig asook getuies van u keuse roep om te kom getuig. • U sowel as al u getuies kan deur die Aanklaer gekruisondervra word. • U of u verteenwoordiger het die reg om die klaer(s) asook alle getuies geroep deur die Aanklaer te kruisondervra. <p>Neem kennis u MOET teenwoordig wees en bly tot die verhoor in geheel afgehandel is. Indien u nie teenwoordig is nie, of die verhoor voortydig verlaat sonder 'n aanvaarbare verskoning, sal die verhoor in u afwesigheid voortgaan en die feit dat u nie teenwoordig is nie, sal nie die verhoor ongeldig/nietig verklaar nie.</p> <p><i>Indien die beskuldigde 'n minderjarige is, moet hy/sy bygestaan word deur 'n ouer / voog of enige ander persoon.</i></p>

3	<p><u>Besonderhede van Klagte(s)</u></p> <p>U word beskuldig van wangedrag deurdat u Artikel(s)/Klousule(s) _____</p> <p>van die Gedragskode op _____ om _____ oortree het deur:</p> <p>1 _____</p>
4	<p><u>Besonderhede van Alternatiewe</u></p> <p>_____</p> <p>_____</p>
<p>_____</p> <p>Handtekening van Aanklaer Datum</p>	
<p>Ontvangserkenning:</p> <p>_____</p> <p>Handtekening van Beskuldigde Datum</p>	

(Versend per geregistreerde pos of lewer af per hand en hou bewys van ontvangserkenning.)

JUKSKEI SA

CHARGE SHEET

CLUB / DISTRICT/ PROVINCE / BOARD: _____

1	<p><u>Details of accused</u></p> <p>Name: _____</p> <p>Address: _____</p> <p>Club: _____</p> <p>District / Province: _____</p>
2	<p><u>Notice</u></p> <p>You are hereby notified to appear at:</p> <p>Day: _____</p> <p>Date: _____</p> <p>Time: _____</p> <p>Place: _____</p> <p>—</p> <p>during which a disciplinary hearing will be held following the charges below against you.</p> <ul style="list-style-type: none"> • You have the right to be heard. • You may appoint a representative of your choice to your case. • You may even witness and call witnesses of your choice to testify. • You and all your witnesses may be cross-examined by the Prosecutor. • You or your representative has the right to cross-examine the complainant (s) and all witnesses called by the Prosecutor. <p>Note you MUST be present and stay until the trial is completed in its entirety. If you are not present, or leave the trial prematurely without an acceptable excuse, the hearing will proceed in your absence and the fact that you are not present, will not declare the trial invalid / void.</p> <p><i>If the accused is a minor, he/she must be assisted by a parent, guardian or any other person.</i></p>

3	<p><u>Details of Complaint(s)</u></p> <p>You are accused of misconduct in that you have violated Article(s) / Clause(s) _____</p> <p>Of the Code of Conduct _____ by:</p> <p style="padding-left: 40px;">1 _____</p>
4	<p><u>Details of Alternatives</u></p> <p>_____</p> <p>_____</p>
<p>_____</p> <p>Signature of Prosecutor Date</p>	
<p>Acknowledgement of receipt:</p> <p>_____</p> <p>Signature of Accused Date</p>	

(Sent by registered mail or hand-delivered and keep proof of acknowledgement of receipt)

JUKSKEI SA

KENNISGEWING VAN VERHOOR AAN TUGKOMITEEDE

Van:	 <hr/> <hr/> <hr/> <i>(Aanklaer)</i>	Aan:	 <hr/> <hr/> <hr/> <i>(Tugkomiteede)</i>
-------------	--	-------------	--

Meneer/Mevrou/Mejuffrou

Kennis van Tugverhoor

Neem kennis dat 'n Tugverhoor belê is om 'n Jukskeispeler wat homself aan beweerde wangedrag skuldig gemaak het, te verhoor en uitspraak daaroor te lewer nadat alle getuies aangehoor is

Die verhoor is gereël en sal plaasvind op:

Dag: _____

Datum: _____

Tyd: _____

Plek: _____

U teenwoordigheid is van kardinale belang.

Die uwe

Handtekening van Aanklaer

Datum

(Versend per geregistreerde pos of lewer af per hand en hou bewys van ontvangserkenning.)

JUKSKEI SA

NOTICE OF HEARING TO DISCIPLINARY COMMITTEE

From:		To:	
	<i>(Prosecutor)</i>		<i>(Members of disciplinary committee)</i>

Mr/Mrs/Miss

Notice of Disciplinary Hearing

Note that a Disciplinary Hearing is convened to hear a Jukskeispeler who has made himself guilty of the alleged misconduct, and deliver a verdict after all witnesses are heard

The hearing is arranged and will take place on:

Day: _____

Date: _____

Time: _____

Place: _____

Your presence is crucial.

Yours truly

Signature of Prosecutor

Date

(Sent by registered mail or hand-delivered and keep acknowledgement of proof of receipt)

JUKSKEI SA

BESLUIT VAN DISSIPLINÊRE TRIBUNAAL

KLUB /DISTRIK / PROVINSIE / DIREKSIE: _____

1	<p><u>Besonderhede van beskuldigde</u></p> <p>Naam: _____</p> <p>Adres: _____</p> <p>Klub: _____</p> <p>Distrik/Provinsie: _____</p>
2	<p><u>Uitslag van Dissiplinêre Verhoor</u></p> <p>gehou op _____ te _____.</p> <p style="text-align: center;">(Datum) (Plek)</p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p>
	<p>_____</p> <p>Handtekening van Voorsittende Beampte _____</p> <p style="text-align: right;">Datum</p>
	<p>Ontvangserkenning:</p> <p>_____</p> <p>Handtekening van beskuldigde _____</p> <p style="text-align: right;">Datum</p>

(Versend met geregisteerde pos of afgelewer in persoon en hou bewys.)

JUKSKEI SA

DECISION OF DISCIPLINARY TRIBUNAL

CLUB /DISTRICT / PROVINCE / BOARD: _____

1	<p><u>Details of accused</u></p> <p>Name: _____</p> <p>Address: _____</p> <p>Club: _____</p> <p>District/Province: _____</p>
2	<p><u>Outcome of Disciplinary Hearing</u></p> <p>Held on _____ at _____.</p> <p style="text-align: center;"><i>(Date)</i> <i>(Place)</i></p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p>
<p>_____</p> <p>Signature of Presiding Official Date</p>	
<p>Acknowledgement of receipt:</p> <p>_____</p> <p>Signature of accused Date</p>	

(Sent by registered mail or delivered in person and keep proof.)

JUKSKEI SA

APPÉLVORM

1	<p><u>Besonderhede van Appellant</u></p> <p>Naam: _____</p> <p>Adres: _____</p> <p>Klub: _____</p> <p>Distrik/Provinsie: _____</p>
2	<p><u>Merk toepaslike blok</u></p> <p>Appél teen strafmaatreëls <input style="float: right; margin-left: 20px;" type="checkbox"/></p> <p>Appél teen prosedurele regverdigheid <input style="float: right; margin-left: 20px;" type="checkbox"/></p> <p>Appél teen substantiewe regverdigheid <input style="float: right; margin-left: 20px;" type="checkbox"/></p>
3	<p><u>Opsomming van Redes</u></p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p>
<p>_____</p> <p>Handtekening van beskuldigde _____</p> <p style="text-align: right;">Datum</p>	

(Versend per geregistreerde pos of lewer af per hand en hou bewys van ontvangserkenning.)

JUKSKEI SA

APPEAL FORM

1	<p><u>Details of Appellant</u></p> <p>Name: _____</p> <p>Address: _____</p> <p>Club: _____</p> <p>District/Province: _____</p>
2	<p><u>Mark applicable block</u></p> <p>Appeal against disciplinary measures <input style="width: 50px; height: 25px; margin-left: 10px;" type="checkbox"/></p> <p>Appeal against procedural fairness <input style="width: 50px; height: 25px; margin-left: 10px;" type="checkbox"/></p> <p>Appeal against substantive fairness <input style="width: 50px; height: 25px; margin-left: 10px;" type="checkbox"/></p>
3	<p><u>Summary of Reasons</u></p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p>
<p>_____</p> <p>Signature of accused _____</p> <p>Date</p>	

(Sent by registered mail or hand-delivered and keep proof of acknowledgement of receipt.)

JUKSKEI SA

KENNISGEWING VAN VERHOOR DEUR APPÈLTRIBUNAAL

KLUB / DISTRIK / PROVINSIE / DIREKSIE: _____

1	<p><u>Besonderhede van beskuldigde</u></p> <p>Naam: _____</p> <p>Adres: _____</p> <p>Klub: _____</p> <p>Distrik/Provinsie: _____</p>
2	<p><u>Kennisgewing</u></p> <p>U word hiermee in kennis gestel om te verskyn op:</p> <p>Dag: _____</p> <p>Datum: _____</p> <p>Tyd: _____</p> <p>Plek: _____</p> <p>waar 'n verhoor gehou sal word om u appél aan te hoor (Bylae E).</p>
3	<p><u>Prosedure om gevolg te word:</u></p> <p><u>Merk toepaslike blok</u></p> <p>De Novo verhoor (herverhoor) <input type="checkbox"/></p> <p>Voorlegging/Argumente <input type="checkbox"/></p> <ul style="list-style-type: none"> • Indien 'n de novo (herverhoor) gehou word, sal u die reg hê om aangehoor te word, in persoon of deur 'n verteenwoordiger van u keuse, die reg om getuies te roep, self getuienis te gee sowel as om alle getuies geroep te kruisondervra. • Indien u of u verteenwoordiger nie persoonlik teenwoordig is by die verhoor nie, sal die appél van die hand gewys word en die bevinding van die Dissiplinêre Tribunaal bekragtig word. • Indien die prosedure slegs 'n voorlegging/argumente is, sal geen verdere mondelings getuienis aangehoor word nie, slegs die voorlegging/argumente van u of u verteenwoordiger sal aangehoor word.

<i>Indien u minderjarig is, moet u bygestaan word deur 'n ouer, voog of enige ander persoon.</i>	
_____	_____
Handtekening van Aanklaer	Datum
Ontvangserkenning:	
_____	_____
Handtekening van beskuldigde	Datum

(Versend per geregistreerde pos of lewer af per hand en hou bewys van ontvangserkenning.)

JUKSKEI SA

NOTICE OF HEARING BY TRIBUNAL

CLUB / DISTRICT / PROVINCE / BOARD: _____

1	<p><u>Details of accused</u></p> <p>Name: _____</p> <p>Address: _____</p> <p>Club: _____</p> <p>District/Province: _____</p>
2	<p><u>Notice</u></p> <p>You are hereby notified to appear at:</p> <p>Day: _____</p> <p>Date: _____</p> <p>Tme: _____</p> <p>Place: _____</p> <p>where a hearing will be held to hear your appeal (Appendix E).</p>
3	<p><u>Procedure to follow:</u></p> <p><u>Mark applicable block</u></p> <p>Novo trial (retrial) <input style="float: right; margin-left: 20px;" type="checkbox"/></p> <p>Presentation / Arguments <input style="float: right; margin-left: 20px;" type="checkbox"/></p> <ul style="list-style-type: none"> • If a de novo (retrial) is held, you will have the right to be heard in person or by a representative of your choice, the right to call witnesses, to give evidence yourself as well as to cross-examine all witnesses. • If you or your representative are not personally present at the hearing, the appeal will be dismissed and the findings of the Disciplinary Tribunal confirmed. • If the procedure is only a presentation / arguments, no further oral testimony will be heard, only the presentation / arguments from you or your representative will be heard <p><i>If you are a minor, you must be assisted by a parent, guardian or any other person.</i></p>

_____	_____
Signature of Prosecutor	Date
Acknowledgement of receipt:	
_____	_____
Signature of accused	Date

(Sent by registered mail or hand-delivered and keep proof of acknowledgement of receipt.)

JUKSKEI SA

KENNISGEWING VAN VERHOOR AAN LEDE VAN APPÈLTRIBUNAAL

Van:	 <hr/> <hr/> <hr/>	Aan:	 <hr/> <hr/> <hr/>
	<i>(Aanklaer)</i>		<i>(Lede van Appèltribunaal)</i>

Meneer/Mevrou/Mejuffrou

Kennisgewing van Appèlverhoor

U word hiermee in kennis gestel dat 'n **Appèlverhoor** geskeduleer is om 'n beskuldigde te verhoor wat geappèlleer het teen 'n Dissiplinêre Tribunaal se besluit.

U word versoek om 'n besluit te neem op die appèl na alle getuies aangehoor is. Die **Appèlverhoor** is geskeduleer as volg:

Dag: _____

Datum: _____

Tyd: _____

Plek: _____

U teenwoordigheid is van belang.

Die uwe

Handtekening van Aanklaer

Datum

(Versend per geregistreerde pos of lewer af per hand en hou bewys van ontvangserkenning.)

JUKSKEI SA

NOTICE OF HEARING TO MEMBERS OF APPEAL TRIBUNAL

From:		To:	
	<i>(Prosecutor)</i>		<i>(Members of Appeal Tribunal)</i>

Mr/Mrs/Miss

Notice of Appeal Hearing

You are hereby notified that an **Appeal Hearing** is scheduled to bring to trial an accused who has appealed against the decision of a Disciplinary Tribunal.

You are requested to take a decision on the appeal after all witnesses have been heard. The **Appeal Hearing** is scheduled as follows:

Day: _____

Date: _____

Time: _____

Place: _____

Your presence is important.

Yours truly

Signature of Prosecutor

Date

(Sent by registered mail or hand-delivered and keep proof of acknowledgement of receipt)

JUKSKEI SA

BESLUIT VAN APPÈLTRIBUNAAL

KLUB / DISTRIK / PROVINSIE / DIREKSIE: _____

1	<p><u>Besonderhede van Beskuldigde</u></p> <p>Naam: _____</p> <p>Adres: _____</p> <p>Klub: _____</p> <p>Distrik/Provinsie: _____</p>
2	<p><u>Uitslag van Appélverhoor</u></p> <p>gehou op _____ te _____.</p> <p style="text-align: center;">(Datum) (Plek)</p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p> <p>_____</p> <p>—</p>
<p>_____</p> <p>Handtekening van Voorsittende Beampte _____</p> <p style="text-align: right;">Datum</p>	
<p>Ontvangserkenning:</p> <p>_____</p> <p>Handtekening van Beskuldigde _____</p> <p style="text-align: right;">Datum</p>	

(Versend per geregisteerde pos of lewer af per hand en hou bewys van ontvangserkenning.)

(Sent by registered mail or hand-delivered and keep proof of acknowledgement of receipt.)

JUKSKEI SA

RIGLYNE VIR SANKSIES

	BEWEERDE WANGEDRAG	1ste oortreding	2e oortreding
1	Opsetlike verbreking van die reëls van die spel of nie nakoming	Skriftelike waarskuwing	Finale skriftelike waarskuwing (12 maande geldig)
2	Hom/haar op 'n skandelige, onbehoorlike, onwelvoeglike of oneerlike manier gedra gedurende enige georganiseerde byeenkoms;	Finale skriftelike waarskuwing (12 maande geldig)	Dissiplinêre verhoor: tydelike of permanente skorsing
3	Lid wat enige lid of toeskouer gedurende enige georganiseerde byeenkoms aanrand, beledig of intimideer, en/of kru en/of offensiewe taal of handtekens gebruik;	Finale skriftelike waarskuwing (12 maande geldig)	Dissiplinêre verhoor: tydelike of permanente skorsing
4	enige verbode medisyne, alkohol, stimulant, verdowingsmiddels en/of dwelms (verwys na Reglement G) gedurende enige georganiseerde byeenkoms/wedstryde gebruik; of onder die invloed van sodanige middel of stof is tydens amptelike spel, of versuim om in aangewese rook areas te rook, of	Skriftelike waarskuwing	Finale skriftelike waarskuwing (12 maande geldig)
5	Weier of versuim om sonder enige geldige redes amptelike verpligtinge tydens georganiseerde byeenkomste by die Klub, distrik, Provinsiale of Uitvoerende Bestuur van Jukskei SA na te kom	Skriftelike waarskuwing	Finale skriftelike waarskuwing (12 maande geldig)
6	Homself nie onderwerp aan die Statute van Jukskei SA en/of die Statute en/of huishoudelik reëls van die Klub, distrik of Provinsiale betrokke nie; of	Skriftelike waarskuwing	Finale skriftelike waarskuwing (12 maande geldig)
7	Homself verryk, korrupsie pleeg en/of diefstal pleeg en/of omkoopgeld aanvaar, of enige poging daartoe in die jukskei gemeenskap; of	Dissiplinêre verhoor: tydelike of permanente skorsing	
8	Doelbewus teenstrydige, onware of valse verklarings maak, of die waarheid verberg tot sy eie voordeel, of om 'n lid in die jukskei gemeenskap te benadeel	Finale skriftelike waarskuwing (12 maande geldig)	
9	Doelbewus jukskei as 'n sport benadeel, en/of diskrediteer en/of enige poging daartoe;	Finale skriftelike waarskuwing (12 maande geldig)	Dissiplinêre verhoor: tydelike of permanente skorsing

10	Mediaverklarings maak sonder die goedkeuring van die Bestuur betrokke	Finale skriftelike waarskuwing (12 maande geldig)	
11	Doelbewus enigiets doen of versuim om te doen tot nadeel van Jukskei SA, sy dissipline of effektiwiteit, of dit laat doen, of iemand toelaat om dit te doen;	Finale skriftelike waarskuwing (12 maande geldig)	Dissiplinêre verhoor: tydelike of permanente skorsing
12	Doelbewus 'n lid teister of poog om dit te doen.	Skriftelike waarskuwing	Finale skriftelike waarskuwing (12 maande geldig)
13	Met buite instansies kommunikeer sonder om deur amptelike strukture te werk en Jukskei daardeur te benadeel.	Finale skriftelike waarskuwing (12 maande geldig)	Dissiplinêre verhoor: tydelike of permanente skorsing

Nota:

Waar daar reeds 'n finale skriftelike waarskuwing gegee is en daar volg 'n volgende of soortgelyke oortreding, word dit opgevolg met 'n dissiplinêre verhoor en skuldig bevinding lei tot tydelike of permanente skorsing.

JUKSKEI SA

GUIDELINES FOR SANCTIONS

	ALLEGED MISCONDUCT	1ST offense	2nd offense
1	Intentional breach of the rules of the game or not compliance	Written warning	Final written warning (valid for 12 months)
2	Behave him/her in a disgraceful, improper, abusive or fraudulent manner during any organized event;	Final written warning (valid for 12 months)	Disciplinary hearing: temporary or permanent expulsion.
3	A member, who assaults, insults or intimidates a spectator and/or uses vulgar and/or offensive language or hand signals during any organized meeting.	Final written warning (valid for 12 months)	Disciplinary hearing: temporary or permanent expulsion
4	using any prohibited medicines, alcohol, stimulants, narcotics and/or drugs (refer to Regulation G) during any organized event / games; or is under the influence of such a substance or drug during official games, or failure to smoke in designated smoking areas, or	Written warning	Final written warning (valid for 12 months)
5	Refuses or fails without any valid reasons to meet official duties during organized events at the Club, District, Provincial or Executive Committee of Jukskei SA	Written warning	Final written warning (valid for 12 months)
6	Does not subject himself to the Statute of Jukskei SA and/or the Rules and/or domestic rules of the Club, District or relevant Province; or	Written warning	Final written warning (valid for 12 months)
7	Enriching himself, committing corruption and/or theft and/or accepting bribes, or any attempt thereat in the jukskei community; or	Disciplinary hearing: temporary or permanent expulsion	
8	Deliberately making contradictory or false statements or concealing the truth for his own benefit or to harm a member of the jukskei community	Final written warning (valid for 12 months)	
9	Deliberately harming and/or discrediting jukskei as a sport, and/or any attempt thereat;	Final written warning (valid for 12 months)	Disciplinary hearing: temporary or permanent expulsion
10	Making press releases without the approval of the Management involved	Final written warning (valid for 12 months)	

11	Deliberately doing anything or fail to do to the detriment of Jukskei SA, its discipline or efficiency, or causes or allows someone to do it;	Final written warning (valid for 12 months)	Disciplinary hearing: temporary or permanent expulsion
12	Deliberately harassing a member or attempting to do so.	Written warning	Final written warning (valid for 12 months)
13	Communicating with outside institutions without going through official structures and harming Jukskei thereby.	Final written warning (valid for 12 months)	Disciplinary hearing: temporary or permanent expulsion

Note:

Where a final written warning has already been issued, and there's a following or similar offense, it is followed by a disciplinary hearing and a guilty verdict will lead to temporary suspension or expulsion.