

As at 26 November 2025

Scottish Women's Premier League

Disciplinary, Inquiries, Adjudications and Appeals Rules

("Disciplinary etc. Rules")

Powers of the Board and Section J Tribunals

J1 The Board shall have the power to deal with any suspected or alleged breach of these Rules by:

J1.1 making a Determination in accordance with Rule J9;

J1.2 offering a sanction in accordance with Rule J25;

J1.3 concluding a Sanction Agreement, provided that agreement has been ratified in accordance with Rule J30; and/or

J1.4 referring the matter to a Section J Tribunal appointed under Rule J3.

J2 In this Section J of the Rules reference to the Board includes reference to any committee of the Board or person or persons exercising any delegated authority of the Board, whether in terms of the Articles or otherwise, and/or appointed by the Board to discharge any function of the Board.

J3 The Board may appoint a Section J Tribunal to deal with any matter in respect of which the Board has the power of inquiry in terms of Rule J7 and/or Determination in terms of Rule J9.

J4 Upon determining that a breach of or failure to fulfil the Rules or Regulations has been established, the Board or a Section J Tribunal may:-

J4.1 issue a warning as to future conduct;

J4.2 issue a reprimand;

J4.3 impose a fine;

J4.4 annul the result of an Official Match or Matches;

J4.5 order that an Official Match or Matches be replayed;

J4.6 impose a deduction of points;

J4.7 award an Official Match or Matches (with such deemed score as it thinks appropriate) to a Club;

J4.8 order the playing of an Official Match or Matches behind closed doors;

- J4.9** order the closure of all or part of a Stadium for such period and for such purposes as it thinks appropriate;
 - J4.10** order the playing of an Official Match or Matches at such Stadium as it thinks appropriate;
 - J4.11** order the relegation of a Club to a lower Division and make such consequent orders as to promotion as it shall think appropriate;
 - J4.12** subject to Rule J6, order that a Club be expelled from the League;
 - J4.13** withdraw or withhold the award of a title or award;
 - J4.14** order any Club, Official or Player to pay compensation to any Club, Player, person or party;
 - J4.15** order any Club, Official or Player to comply with any obligation or direction;
 - J4.16** cancel or refuse the League Registration of any Player League Registered or attempted to be League Registered;
 - J4.17** order that a Club concerned be debarred from Registering Players for such period as it thinks appropriate;
 - J4.18** order that any person, persons or group of persons be prohibited from attending at such Official Match or Matches and for such period as it thinks appropriate;
 - J4.19** make such other direction, sanction or disposal, not expressly provided for in these Rules, as it shall think appropriate; and/or
 - J4.20** make such order as to expenses, including the expenses of the Company and/or Section J Tribunal and/or other party, as it thinks appropriate.
- J5** When imposing a direction, sanction or disposal the Board or a Section J Tribunal may apply such number and combination of the directions, sanctions and/or disposals provided for in Rule J4 as it thinks appropriate, may make such provision for time to comply with any one or more of same as it thinks appropriate, may defer for such period or until such event as it shall think appropriate the decision on or imposition of a sanction or sanctions and shall be entitled to suspend the effect of any such direction, sanction or disposal for such period and/or on such conditions as it thinks appropriate.
- J6** The termination of the entitlement of a Club from participation in the League in terms of Rule J4.12 shall not take effect unless and until it is sanctioned by resolutions to that effect passed by simple majorities at: (i) a meeting of the Board; and (ii) at a General Meeting of the Company. In the event that any one or both of such resolutions shall fail to achieve the requisite majorities the matter of the appropriate sanction shall be automatically remitted back to be reconsidered and

applied by the same body or person which imposed the original expulsion or, if the Board so determines, such alternative body or person as the Board shall think appropriate (including the Board itself) to determine which other sanction or sanctions are appropriate in circumstances where termination from participation in the League shall not take effect.

Power of Inquiry

J7 The Board and Section J Tribunals shall have the power of inquiry into:

J7.1 all financial, contractual and other arrangements within, between and/or amongst Clubs and Players;

J7.2 all matters constituting or pertaining to any suspected or alleged breach of or failure to fulfil the Rules or Regulations by any Club, Official and/or Player; and

J7.3 any matter considered by the Board or Section J Tribunal to be relevant to a Determination or an Appeal.

J8 Every Club, Official and Player shall be liable to and shall afford every assistance to the Board or Section J Tribunal, as may be requested or required of it or them, including producing any documents or records whatsoever and howsoever kept relating to or concerning any matter in relation to which the Board or a Section J Tribunal has the power of inquiry and/or Determination.

Power of Determination

J9 The Board and Section J Tribunals: (i) shall have the power to determine whether there has been a breach of and/or failure to fulfil the Rules or Regulations in Determinations and Appeals; and (ii) may exercise such of the powers set out in Rules J4 and J5 as they shall think appropriate.

J10 The Board and Section J Tribunals may require the attendance of any Official, Player and/or other person at any meeting of the Board or Section J Tribunal and/or the production of any documents or records whatsoever and howsoever kept relating to or concerning any matter in relation to which the Board or Section J Tribunal has the power of inquiry or Determination in terms of Rules J7 and J9 respectively.

J11 Any Official, Player and/or Club who fails to appear before the Board or a Section J Tribunal or who fails to produce documents when required to do so pursuant to Rule J10, shall be in breach of these Rules.

Determination of Disputes

J12 If any dispute or difference, the method of resolution of which is not otherwise expressly provided for in these Rules, shall arise between: (i) a Club and a Player or (ii) two or more Clubs, a party to that dispute or difference may apply to the Board to have the dispute determined. The Board shall have the discretion to decide

whether the matter will be determined by the Board or a Section J Tribunal. The Board or Section J Tribunal shall then consider and make a Determination on the matter. The Determination of such dispute or difference and any award made by the Board or a Section J Tribunal, shall be binding on the Club(s) and (if relevant) the Player, subject to any appeal to the Judicial Panel in terms of Section J of these Rules.

J13 A Club or Player may request a personal hearing prior to Determination of a dispute, in which case the Player may be represented by a person of her choice. The Club and/or the Player may also be legally represented at any such hearing.

J14 A Club or the Player may appeal to the Judicial Panel in terms of this Section J of these Rules against the Determination and any award made by the Board or a Section J Tribunal.

The Panel

J15 The Board shall establish and maintain a Panel of such persons as it may consider appropriate to appoint to be a member of a Section J Tribunal.

J16 The Panel:-

J16.1 may include members of the Board, who shall not be conflicted solely because they are members of the Board and/or members of the Company's executive; and

J16.2 shall include such number of legally qualified persons whom the Board may appoint to sit on a Section J Tribunal and other persons as the Board shall consider appropriate.

J17 A Section J Tribunal shall comprise not less than three members and any decision of a majority of them, subject to the rights of appeal to the Judicial Panel in terms of this Section J of these Rules, shall be final and binding. Where the Board appoints a Section J Tribunal, it shall also appoint one of the Section J Tribunal members to be the chair of the Section J Tribunal.

J18 The Chair of a Section J Tribunal must be independent of the parties involved.

J19 The Board may, in its absolute discretion, when appointing a Section J Tribunal, appoint on an ad-hoc basis individuals who are not members of the Panel but whom they consider would be suitable for the particular appointment.

Advice

J20 The Board and any Section J Tribunal may seek and obtain such legal and/or other advice and assistance as the Board or the Section J Tribunal shall consider appropriate in relation to or concerning any matter in which the Board or any Section J Tribunal has the power of inquiry in terms of Rule J7 and/or concerning any matter in which the Board or Section J Tribunal has a power of Determination in terms of Rule J9.

Representation

- J21** A Club, Official or Player appearing before the Board or a Section J Tribunal may be represented by a solicitor or counsel or by such other representative as it or they may determine.

Rules of Procedure

- J22** The Board may from time to time approve Rules of Procedure governing the conduct of proceedings prior to, of and before the Board or a Section J Tribunal.
- J23** Every Section J Tribunal, Club, Official and Player shall comply with any Rules of Procedure approved by the Board.
- J24** The Rules of Procedure shall be deemed to be additions to these Rules and to which Rules B4, B5 and B6 shall apply.

Offer of Sanction

- J25** The Board may offer a sanction to a Club, Player and/or Official for any suspected or alleged breach of these Rules and Regulations which in its absolute discretion the Board considers should not be referred to a Section J Tribunal.
- J26** In exercising the power to offer a sanction, the Board shall be entitled to impose a warning as to future conduct pursuant to Rule J4.1, a reprimand pursuant to Rule J4.2 and/or a fine not exceeding:
- J26.1** For Clubs entitled in any Season to participate in the SWPL1 and the SWPL1/SWPL2 Play-Off Competition, the sum of £5,000; and
- J26.2** For Clubs entitled in any Season to participate in the SWPL2 and the League Play-Off, the sum of £3,000,
- and the Board shall also be entitled to suspend any portion of any fine imposed in accordance with Rule J5.
- J27** Within 7 days of the date of the offer of a sanction, the Club, Player and/or Official to whom it is addressed must either:
- J27.1** notify the Board that the offer of sanction is accepted and comply with the terms of such offer of sanction; or
- J27.2** notify the Board that the offer of sanction is not accepted and the matter should be dealt with by a Section J Tribunal.
- J28** If a Club, Player and/or Official fails to provide a response within the timescales in Rule J27, it shall be presumed that the Board has been notified that the offer of sanction is not accepted and the matter should be dealt with by a Section J Tribunal. Failure to comply with the timescales in Rule J27 shall constitute a breach of these Rules.

Sanction Agreement

- J29** The Board may conclude a Sanction Agreement with a Club, Player and/or Official for any suspected or alleged breach of these Rules and Regulations which in its absolute discretion the Board considers should not be referred to a Section J Tribunal.
- J30** Where the Board wishes to conclude a Sanction Agreement with a Club, Player and/or Official, it must provide a copy of the proposed Sanction Agreement to three members of the Panel who will be required, within five clear days of receipt, either:
- J30.1** to ratify the sanction set out in the proposed Sanction Agreement, in which case the Sanction Agreement can be concluded immediately by the parties and take immediate effect thereafter; or
 - J30.2** to refuse to ratify the sanction set out in the proposed Sanction Agreement on the basis that it is unduly lenient, in light of the breach(es) of the Rules agreed. In such cases, either:
 - J30.2.1** the parties may revise the sanction set out in the proposed Sanction Agreement and re-submit it to the same three members of the Panel within 7 days of receipt of the written reason provided in terms of Rule J31; or
 - J30.2.2** the Board may refer the matter to a Section J Tribunal.
- J31** Where the three members of the Panel intend to refuse to ratify the sanction set out in the proposed Sanction Agreement, pursuant to Rule J30.2, they must: (a) first provide both parties to the proposed Sanction Agreement with an opportunity to make any representations and consider those representations prior to taking their final decision; and (b) if the decision remains that they will refuse to ratify the proposed Sanction Agreement, they must provide a joint written reason for their decision.
- J32** A decision taken pursuant to Rule J30 need not be unanimous and may be taken by simple majority.

Decisions

- J33** The Board or Section J Tribunal determining that there has been a breach of or failure to fulfil the Rules, imposing any penalty on any Club, Official or Player, or issuing a Determination or Appeal decision shall inform in writing each party of any such decision as soon as is reasonably practicable thereafter.
- J34** The Board may decide what, if any, publicity is to be given to a decision of the Board or a Section J Tribunal.

- J35** Decisions of the Board or Section J Tribunal when or in connection with inquiring into and/or determining a matter in terms of Rules J7 and/or J9 shall, subject to any right of appeal to the Judicial Panel in terms of Section J of these Rules, be final and binding.

Appeal to the Judicial Panel

- J36** Any Club or person who or which is the subject of an adverse decision by the Board or a Section J Tribunal, and the Company in the case of a decision by a Section J Tribunal may, unless the Rules expressly state otherwise and provided the Judicial Panel Protocol provides for a right of appeal to the Judicial Panel, appeal against such decision in accordance with the Judicial Panel Protocol.
- J37** The procedures for lodging an appeal to the Judicial Panel and the powers of the Judicial Panel in relation to such appeals shall be as set out in the Judicial Panel Protocol.
- J38** Where a right of appeal is validly exercised to the Judicial Panel the Board or a Tribunal shall provide the appellant and the Judicial Panel with written reasons for the decision appealed against.

Appendix

Rules of Procedure

1. General Rules

- 1.1** These Rules of Procedure have been made by the Board under and in terms of these Rules and they apply to pre and post hearing procedures and hearings in relation to:-
- 1.1.1** an alleged breach of or failure to fulfil the Rules;
 - 1.1.2** Appeals;
 - 1.1.3** Determinations;
 - 1.1.4** a Compensation Tribunal hearing an application for Compensation;
 - 1.1.5** an appeal to an Appeal Tribunal in terms of Rule E7;
 - 1.1.6** any other proceedings or process where the Board considers it appropriate that they should apply.
- 1.2** Definitions of words and phrases in the Definitions Rules apply in these Rules of Procedure. In these Rules of Procedure, the Board, including any Committee of the Board, any Section J Tribunal and other body appointed in terms of the Rules to enquire into and/or determine any matter is referred to as a “**Tribunal**”.
- 1.3** Any deviation from any provision of these Rules of Procedure and/or any other irregularity, omission, technicality or other defect in the procedures followed shall not invalidate any finding, procedure or decision of a Tribunal unless it is shown to render the proceedings unreliable or to have caused a miscarriage of justice.
- 1.4** Notwithstanding these Rules of Procedure, a Tribunal shall have the power to regulate the hearing procedures adopted by it and in so doing any may deviate from the hearing procedures in part 3 of these Rules of Procedure as it considers appropriate and expedient so as to dispose of any matter before it justly and expeditiously.
- 1.5** The Board may offer a sanction to, or seek to conclude a Sanction Agreement with, a Club, Player and/or Official for any suspected or alleged breach of the Rules and Regulations, as provided for in Rules J25 to J32 inclusive where it, in its absolute discretion, considers the matter should not be referred to a Tribunal. If an offer of sanction is not accepted or a Sanction Agreement is not concluded, the dispute may then be referred to a Tribunal as provided for in Rules J27.2 and J30.2.2.
- 1.6** A Tribunal may be assisted by the Secretary (or their substitute), clerk, legal adviser and/or technical expert as shall be considered expedient by the chair of the Tribunal. The Secretary (or their substitute), legal adviser and/or technical expert shall be entitled to take such part in the proceedings, except that they shall not have a vote, prior to and at any hearing as the chair shall think appropriate and shall be entitled, with the permission of the chair, to be present and give advice to the Tribunal when the Tribunal undertakes its deliberations on any matter before it. Any advice given by

any technical expert appointed to assist the Tribunal shall be disclosed to parties in advance of any determination being made by a Tribunal which takes account of such advice and parties shall be afforded a reasonable opportunity to make representations on such advice before any such determination is made.

- 1.7** Except as otherwise provided in the Rules or in these Rules of Procedure the chair of a Tribunal shall be entitled to determine any issue or matter of procedure arising prior to, during or in connection with any hearing.
- 1.8** The chair of a Tribunal shall be entitled to make such order or orders as they may think appropriate and/or expedient in advance of any hearing or adjourned hearing requiring any person or party to attend at a hearing, to produce any document or provide any information to any hearing, to provide in advance of any hearing a written submission or outline of case or the like, to provide details of any witnesses who may be called at any hearing, to provide in advance, by such time or times as the chair may think appropriate, written statements of such witnesses and any documents or other materials as may be in the possession of such person or party, to disclose any or all of such to any other parties with an interest in the proceedings and any other order as the chair considers will assist in securing a just and expeditious disposal of any matter or issue before or which may be before the Tribunal.
- 1.9** The chair of the Tribunal may make such enquiries or direct that such enquiries be made as regards the facts related any matter for consideration by the Tribunal and adduce such evidence secured by such enquiries to the Tribunal as the chair shall consider appropriate and expedient for the purpose of securing a just and expeditious disposal of any matter or issue before or which may be before the Tribunal.
- 1.10** In the event that a party to any proceedings before a Tribunal shall fail to comply with any order or requirement of the chair of the Tribunal then the chair shall be entitled to impose such sanction and/or make such default order, including an order granting any remedy or relief sought or dismissal of any claim made as shall seem appropriate to the chair.
- 1.11** All hearings shall be conducted in private.
- 1.12** A Tribunal shall be entitled to adjourn or postpone a hearing as it sees fit.
- 1.13** Except with the express approval of the Board or the chair, no member of a Tribunal or any person or party appearing or attending, in any capacity, at a hearing before a Tribunal shall make any statement or disclosure to any third party concerning any event which took place at and any statement made, or document or other materials considered during or in connection with such a hearing, the decision of the Tribunal or the composition and/or identity of the Tribunal members.

A Tribunal shall be entitled to determine any matter before it notwithstanding that a party invited or entitled to attend shall fail, decline or shall elect not to attend and/or present any evidence and/or make any representations at or to a hearing.

2. Pre-Hearing Procedures

- 2.1** In the event that the Board, or body or person with delegated authority from the Board, shall decide that it is appropriate that there should, in terms of Rule J9, be a determination as to whether there has been a breach of and/or failure to fulfil the Rules then, subject to Rule of Procedure 2.14, the following pre-hearing procedures should ordinarily be followed.
- 2.2** The Secretary or another person appointed by the Secretary or, in their absence, the Managing Director, should write to the Club and/or other person or party alleged to have breached and/or failed to fulfil the Rules and/or Regulations notifying the breach and/or failure alleged against such Club, person or party ("Notice of Complaint").
- 2.3** A Notice of Complaint should contain a brief description of the alleged breach of and/or failure to comply with the Rules and/or Regulations.
- 2.4** A Tribunal shall not be constrained, limited or confined by any description, provided for in Rule of Procedure 2.3, or by any specification of individual Rules in the Notice of Complaint and shall be entitled to make such factual findings based on the evidence available to it and determinations as regards and in terms of the Rules as it shall think appropriate.
- 2.5** If reasonably practicable, within the Notice of Complaint (and if not, as soon as reasonably practicable following the issuing of the Notice of Complaint), the Board shall appoint a Tribunal to hear the complaint, confirming the identities of the Tribunal members to the parties. Where a party objects to one or more of the appointments made to the Tribunal, it must raise such objection within two Working Days of the date of the Notice of Complaint, which shall be resolved by the Board in such manner as they think fit.
- 2.6** Within 14 days of receipt of the Notice of Complaint (or such shorter time as ordered by the chair of the Tribunal), the Club, person or party receiving the Notice of Complaint shall send to the Secretary (or their substitute as clerk of the Tribunal) a written response to the Notice of Complaint: (a) admitting or denying the complaint; and (b) confirming whether they wish the matter to be determined by a hearing or by written representations alone. If no response is received within such 14-day period, the response will be deemed to have denied the complaint and have requested a hearing.
- 2.7** If the complaint is admitted, the Club, person or party receiving the Notice of Complaint may include in the answer details of any mitigating factors (together with any supporting evidence) that it wishes to be taken into account by the Tribunal.

- 2.8** If the complaint is denied, the Club, person or party receiving the Notice of Complaint shall set out reasons for denying the complaint in their answer and shall enclose copies of any documents on which they intend to rely upon.
- 2.9** The Secretary (or their substitute as clerk of the Tribunal) shall respond in writing to any request that the matter be determined by written representations within 14 days of the communication in Rule of Procedure 2.6 and, if the request is contested by the Board, the chair of the Tribunal shall determine (in accordance with such procedure as they see fit) whether the complaint shall be determined at a hearing or by written representations alone.
- 2.10** If the complaint is to be determined by written representations alone, the chair of the Tribunal shall convene a meeting of the Tribunal members as soon as reasonably practicable after receipt of the answer, at which the complaint shall be determined.
- 2.11** If the complaint is to be determined at a hearing, the chair of the Tribunal may give directions for the future conduct of the complaint addressed in writing to the parties.
- 2.12** Documentary evidence shall be admissible whether or not copies are attached to the Notice of Complaint or the answer as long as such documents: (a) are relevant; and (b) are submitted by a party to the Tribunal in sufficient time before the hearing, such that neither party will be prejudiced by their submission.
- 2.13** Following a Tribunal being fully constituted, the parties may make any application for interim measures, relief or order that they wish to make to the Tribunal, which shall determine any such applications as it sees fit.
- 2.14** The Board or, where appointed by the Board, the chair of a Tribunal, may decide that alternative or supplementary pre-hearing procedures should be adopted in substitution for and/or in supplement of Rules of Procedure 2.2 to 2.13 inclusive.

3. Hearing Procedures

- 3.1** At the commencement of any hearing, the chair of the Tribunal shall confirm the identities of the persons admitted to the hearing and introduce the members of the Tribunal and of any clerk, legal adviser and/or technical expert assisting the Tribunal. The chair shall confirm the nature of the matter or matters in issue before the Tribunal and confirm what documents and other materials are before the Tribunal. The chair shall also outline the procedures to be followed during the course of the hearing including the order in which parties shall present their respective cases if more than one is present.
- 3.2** Where the Secretary (or their substitute) has gathered evidence in relation to the matter for determination by a Tribunal they shall present such evidence as the first evidence at a hearing.
- 3.3** Where any evidence has been secured as a consequence of enquiries made by or on behalf of the chair, and they have determined that the same shall be adduced, the

chair shall make such evidence available to the Tribunal as the second evidence at any hearing.

- 3.4** Parties appearing before a Tribunal may present evidence by oral or written statement, produce original documents or copies, refer to them and call witnesses.
- 3.5** In any case where a witness does not attend at a hearing for whatever reason, the Tribunal shall be entitled to take account of that witness' evidence as is made apparent to it in any other form. This includes, for example, by telephone, teleconference, video, web conference, recording, affidavit, report or written statement. Witnesses who are not parties or officers of parties shall not be allowed to be present during the hearing except when they are to give evidence. After giving evidence, witnesses shall retire but shall be subject to recall by or with the permission of the chair of the Tribunal.
- 3.6** A Tribunal shall not be bound by any formal rules of evidence and may accept evidence in any form. However, it shall be entitled to accord to evidence such weight as seems to the Tribunal proper having regard to the quality of the evidence and the reliability and credibility of same.
- 3.7** The members of a Tribunal may ask such questions of any party or witness at any time. There shall be no cross-examination of witnesses by or on behalf of a party, except through or with the permission of the chair of the Tribunal.
- 3.8** Generally, where a determination on a matter of principle or liability falls to be made by a Tribunal the determination of same shall be made and communicated to the party or parties concerned in advance of the consideration and determination of any issue of award, penalty, remedy, *quantum* or the like.
- 3.9** Prior to the parties being invited to leave the hearing, the parties shall be given the opportunity of making closing submissions in such order as shall seem most appropriate to the chair.
- 3.10** A Tribunal shall conduct its deliberations in private.
- 3.11** A Tribunal shall make its decision unanimously or by majority. No member of the Tribunal may abstain.
- 3.12** A Tribunal may reconvene and announce any decision orally to the party or parties.
- 3.13** A Tribunal will communicate its decision in writing to the parties as soon as reasonably practicable following the decision being made.