

Penalties for breach of agreed norms:

Introduction

After examining all the published IAG minutes it is quite clear that guidelines would be most beneficial in standardising disciplinary decisions for each type of digression of the agreed norms.

What we have attempted to do is to break down, by type, the different kinds of punitive actions given to both individuals and teams and analyse them in order to create a standard scope of discipline possibilities¹.

The result of this analysis should help those whose job it is to administer punitive actions for breaches of norms. It will also make clear to all concerned, functionaries, participants and supporters, what the likely consequences could be for transgressions committed during the course of the IAG.

It should also be pointed out that during these disciplinary proceedings mitigating circumstances should also be considered, namely *force majeure*, intension and ignorance (although, normally, ignorance in the eyes of the law is no excuse).

The topics dealt with are:

- 1) Ineligible players
- 2) Ignoring official rules
- 3) Abuse of officials
- 4) Abuse in General
- 5) Functionary abuse or failures

¹ As new disciplinary issues arise the Secretariat should take note of them and where appropriate update these guidelines.

1) Ineligible Player(s):

A clear definition of an ineligible player is someone who is neither a staff member nor a supernumerary of any of the participating organizations as stated in rules 6 and 14 of the General Rules or a player who breaches the requirements of rule 16 of the General Rules. What is less clear, however, is when a *bona fide* staff member or a supernumerary, who does not appear on the official participants list, takes part for one reason or another. In such cases the actions taken by the Control Commission vary greatly.

We now list some samples of previous examples and decisions as they were reported in the official minutes:

- 1) 1982 – Match forfeited in favour of the *bona fide* team.
- 2) 1994 – Two different teams involved – both teams disqualified.
- 3) 1995 – Players were clearly UN employees but not on participants list but listed for the hotels – All games were nullified.
- 4) 2008 – Non UN player participated in a team with the consent of all the other team captains – All those games involving the non UN player were annulled.
- 5) Many different years – players not on any list - the Control Commission accepted that the verification could be sent later.

As one can see the treatment of the same transgression has been dealt with in widely differing ways over the years and to some extent, depending on one's specific stand point, in a very unjustifiable way. If we compare the decisions made in points 1, 2 and 3 to the ones made in point 5 then one can only say that the persons who were penalized in points 1-3 were badly done to.

We would also like to point out regarding point 5 that nowhere in any of the minutes is it recorded that the asked for verification was ever received.

6) Another issue is finding a player(s) for a team that is short of members because of injury or by the mere fact that the team came short in the first place. This either involves registered players playing for a team for which they were not initially registered or playing for another team after they have already played for their initial *bona fide* team.

Although this is not exactly within the word of the law as stipulated in the General Rules but a rule of good practice which has prevailed and one which we would like to document for reference and future use. It is a matter of being sensible and is in keeping with the aims of the Games.

The discipline coordinator should supervise and authorize its use and if such a procedure is put into practice its use should be communicated to the Control Commission. The rule of thumb is as follows:

- a) Look for a registered player from another team who has not already participated.

- b) Take a registered player from another team who is no longer taking part in the competition.

However, this rule of thumb should be less and less needed with the introduction of permitting more substitutes for those teams requiring a great deal of physical activity.

The Secretariat recommends:

- 1) If the status of any of the players cannot be verified as a *bone fide* staff member or a supernumerary of any of the participating organizations then their participation should not be permitted. Post verification should only be requested if it can be established either by the word of an official functionary or the production of an official organizational ground pass that the participant is a staff member or a supernumerary.

In the case of a participant who is neither a *bone fide* staff member nor a supernumerary of any of the participating organizations as stated in rules 6 and 14 of the General Rules² then the punishment should be a disqualification of the team he/she is playing for. All previous games involving that particular person should be nullified.

In the situation when a team is short (short meaning less than the minimum number of players) and a verifiable *bone fide* staff member or a supernumerary of any of the participating organizations is available to replace them then this should be permitted as the Games are there to encourage *bone fide* staff to participate and not to hinder them in any way. Their verification, if required, can be sent post Games and the record of such a verification receipt be entered into the minutes of the next Games or added as a post script to the minutes of that year's Games.

- 2) In the case of the situation when post-verification is required then the Secretariat will be given the task of following this up and reporting to the Control Commission at the next IAG on the results of their efforts. If necessary their report will contain any appropriate recommendations.

² If the current rules: Rules 8 and 9 of the Terms of Reference for the Discipline Coordinators and rule 5 of the Terms of Reference for the Control Commission are followed this situation should not arise. These rules refer to pre-participation player verification.

2) Breach of Playing Rules:

The breaching of the official rules is sometimes an understandable thing considering the official IAG rules have not always reflected the current international playing practices for a specific discipline. However, the way this is done and how to overcome such issues as well as how the Control Commission has dealt with them has varied.

We now list some examples of previous examples and decisions as they were reported in the official minutes:

- 1) 1993 – Captains ignore the rules and the advice of the discipline coordinator – The Control Commission’s decision was to drop the discipline the following year.
- 2) 1993 – The captains make up their own new rules – The Control Commission decided not to award trophies and also decided that the captains cannot be captains the following year.
- 3) 2007 – The discipline coordinator knowingly permits a breach of the rules in order to continue with the playing schedule – The Control Commission upheld the discipline coordinator’s decision for the sake of the playing schedule continuity.

The Secretariat recommends:

- 1) It cannot be permitted that a system of anarchy exists at each Games regarding any discipline’s playing format or the rules. However, common sense should prevail and on this issue it is very important to have a strong and competent discipline coordinator. The coordinator must have a thorough understanding of the discipline he/she is in charge of. Prior to the Games’ commencement the discipline coordinator should be in touch with all the captains and get from them any feedback regarding possible changes to the published rules. In such a case the coordinator should request the organizers to change the rules accordingly, provided they have the agreement of the majority of the discipline’s participating captains. The organizers will pass on the proposed rule change(s) to the chair of the Control Commission for provisional approval prior to the commencement of the Games.

After the acceptance of the provisionally approved rules by the Control Commission the Secretariat will examine the proposed rules for objectivity and permanent change for future Games.

- 2) Any blatant breach of the established rules by any team, without the consent of either the Control Commission or the discipline coordinator, should not be tolerated whatsoever.

- a) If the breach of rules is only by an individual team then that team should be disqualified from the competition and the results of any games played should be nullified. The team, and each individual member of that team including reserves/substitutes, may also be banned from participating in the next Games in that discipline or if necessary in any other discipline.
 - b) If the breach of rules is by a number of teams then those teams involved, as well as those individual members of those teams, including reserves/substitutes, should also be banned from participating in the next Games in that discipline and if thought fitting in any other discipline.
 - c) If the breach of rules is by all the teams then the discipline should be dropped from the next Games. The individual members of the teams, including reserves/substitutes, should also be banned from participating in the next Games in any other discipline.
 - d) An individual continuously breaks the rules or continuously disrupts play then the captains of that discipline should use their own internal procedures to discipline the individual. In this context it is hoped that the captain of the team in which the individual is a member will take the player in hand. If such behaviour is extreme then the captains, through the discipline coordinator, should report the matter to the Control Commission. This should automatically happen when any individual's actions are either violent or a danger to themselves or to others. The Control Commission can exclude the individual from taking any further part in the Games and if warranted ban them from future Games for any given number of years.
- 3) If the breach of the rules is condoned by the discipline coordinator but not approved by the Control Commission:
- a) The Control Commission in 2007 sanctioned, post event, the authorization of a breach of the rules by the discipline coordinator in order to ensure the continuity of the published playing schedule. The Secretariat commends the initiative of both the discipline coordinator and the Control Commission in this case. All the teams want to play and the coordinator sometimes has to use his/her initiative. The rule change in such a case is not a permanent one but an *ad hoc* change to ensure continuity. A decision, although not documented, we feel sure was with all the captains' agreement.
 - b) A breach or change of the rules approved by the coordinator which would affect the permanent standing rules without the consent of the Control Commission should not be tolerated. In such a case the coordinator of that discipline should be sanctioned by denying that person the right to be a discipline coordinator the next time the same organization/duty station hosts the Games. In such a case the teams concerned should not be disciplined.

3) Abuse of Officials:

The abuse of any IAG official should be strongly condemned. Vilification of this nature should carry the greatest sanction.

An official of the IAG is any person carrying out a function for the IAG. Such officials would include:

- a) Control Commission members,
- b) Organizers of participating organizations,
- c) Discipline Coordinators,
- d) Referees/umpires,
- e) Officials of the host location

Abuse could be both verbal and physical. It should also be noted that under this heading any abuse should be specific to the person carrying out their official function. The abuse must not specifically happen at the time of carrying out the official function, it may happen at a later time but be a direct result of the individual acting in his/her official capacity.

Types of abuse:

- a) An official is bombarded with abusive language because of a decision he/she has taken or alternatively not taken
- b) An official is physically pushed or manhandled
- c) An official is punched, kicked, headbutted or hit with an implement

The Secretariat recommends:

In the case of abusive language (a) the guilty person should be banned from taking any further part in the current Games and possibly the next one.

In the case of (b) where an official is manhandled the person should be banned from taking any further part in the current Games and at least the next one.

In the case of (c) where a person is guilty of punching, kicking, headbutting or hitting someone with an implement

the guilty person should be banned from taking any further part in the current Games and at least the next one if not a permanent ban.

4) Abuse in General:

Abuse of non-officials includes all abuse both physical and verbal at any time during the Games. It can be while participating in a discipline to another competitor or during free time. This also includes abuse to any functionary not associated with the carrying out of their official duties.

Types of abuse:

- a) A person is bombarded with abusive language for whatever reason
- b) A person is physically pushed or manhandled
- c) A person is punched, kicked, headbutted or hit with an implement

The Secretariat recommends:

In the case of abusive language (a) the guilty person should be warned that such behaviour is not to be tolerated.

- a) If this happens during the sporting competition it is hoped that his/her own team captain will intervene and put a stop to it.
- b) If it happens during free time it is hoped that friends and associates will take charge of the situation so that the matter does not escalate. If, however, the IAG person does such an act to a non IAG person such as a local resident or a tourist or visitor in the area then the matter should be privately brought to the attention of the Control Commission. The result of such an action could bring the good name of the U.N. and the IAG into disrepute.

In the case of (b) where person is manhandled the guilty person should be banned from taking any further part in the current Games and at least the next one.

- a) If this happens during the sporting competition it is hoped that his/her own team captain will intervene and put a stop to it. If this action persists then the captains of the discipline should ban the player from taking any further part in the competition. The discipline coordinator will report this fact to the Control Commission.

- b) If it happens during free time it is hoped that friends and associates will take charge of the situation so that the matter does not escalate. Such a situation should not normally be reported to the Control Commission unless the matter is so serious that others feel threatened.

In the case of (c) where a person is guilty of punching, kicking, headbutting or hitting someone with an implement

- a) If this happens during the sporting competition the person concerned will immediately be sent away from the playing area by either the official referee/umpire, the discipline coordinator or the participating captains. The discipline coordinator will report this fact to the Control Commission. The Control Commission will impose an immediate current IAG ban plus a possible ban from future Game(s).
- b) If this happens during free time it is hoped that friends and associates will take charge of the situation so that the matter does not escalate. A private report of the incident should be made to the Control Commission for them to deal with, especially if the matter involves a non IAG person. The Control Commission will impose an immediate current IAG ban plus a possible ban from future Games.

5) Functionary Abuse or Failures:

Functionaries themselves are not exempt from immunity for committing any of the above mentioned offences nor from receiving sanctions resulting from them not doing their job as per their job description. This issue of not fulfilling the expected functions of the post, however, may not necessarily be the fault of the functionary themselves but the lack of cooperation from the organization. This factor must always be taken into consideration when reflecting on any such case.

Any sanctions imposed on any functionary will be done at the sole discretion of the Control Commission bearing in mind the issues raised in points 1-4. However, if the functionary has not fulfilled the obligations under their specific terms of reference then the Control Commission may impose a various number of sanctions such as:

- 1) **In the case of a Control Commission member:**
 - a) Withdraw the organization's voting rights for one or more meetings
 - b) Ban the person from any further Control Commission meeting
 - c) Ban the person from being a Control Commission member for the next IAG
 - d) Ban the person for life from being a Control Commission member

2) In the case of a Discipline Coordinator:

- a) Ban the person from being a discipline coordinator the next time their duty station/organization organizes the Games
- b) Ban the person for life from being a discipline coordinator

3) Organizers of Participating Organizations:

There is very little one can do regarding failures of an organizer. The organization they represent selects them and not the Control Commission. The main function of an organizer, in the context of the Control Commission, would be the following:

- a) Bring a list of their organizations participants duly authorized and verified by the organizations H.R. Department
- b) Ensure that those participants who need a medical certificate have them
- c) Ensure that those who travel with them have the necessary visas prior to the travel

Any blatant or repeat failures could result in their organization being omitted from being invited to the next IAG.