**Call for Applications: Members for Red Card Review Panels**

**Rugby Danmark** is seeking dedicated individuals to serve on **Red Card Review Panels** to ensure fair and consistent disciplinary decisions in our sport.

**About the Role**

As a panel member, you will join members of the Rugby Danmark tournament committee to review red card incidents and make disciplinary decisions in accordance with Rugby Danmark regulations. Your role will contribute to maintaining the integrity of the game while ensuring a fair process for all players.

**Key Responsibilities**

* Review red card reports and relevant match footage
* Assess incidents in line with World Rugby and Rugby Danmark disciplinary guidelines
* Participate in panel discussions and hearings (virtually or in person)
* Deliver fair and consistent rulings based on the evidence and regulations

**Who Can Apply?**

We welcome applications from individuals with:  
✔ A strong understanding of rugby laws and disciplinary procedures (World Rugby certification preferred)  
✔ Experience as a referee, coach, player, or administrator (preferred but not required)  
✔ An ability to assess incidents fairly and objectively  
✔ Good communication and decision-making skills  
✔ Availability for periodic online panel meetings and hearings

**How to Apply**

If you wish to apply, please return the attached application form to **[info@rugby.dk]**.

**Application Form: Red Card Review Panel**

***Personal Information***

Full Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Date of Birth: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Email Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Phone Number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Home Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Rugby Experience***

1. Do you have experience in rugby as a: (Check all that apply)  
   ☐ Referee  
   ☐ Coach  
   ☐ Player  
   ☐ Administrator  
   ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. If applicable, please list your relevant rugby qualifications and certifications (e.g., World Rugby certification, coaching/refereeing levels, etc.):
3. Briefly describe your experience in rugby and any previous involvement in disciplinary matters:

***Club & Personal Affiliations***

1. Are you currently or have you previously been affiliated with any rugby club, team, or organization?  
   ☐ Yes

☐ No

If yes, please provide details (club name, role, years involved, etc.):

1. Do you have any personal or professional relationships that could create a potential conflict of interest in disciplinary decisions? (see Annex)  
   ☐ Yes

☐ No

If yes, please explain:

***Skills & Availability***

1. Why are you interested in serving on the Red Card Review Panel?
2. Do you have experience in reviewing disciplinary cases or making regulatory decisions in a sports context?  
   ☐ Yes

☐ No

If yes, please provide details:

1. Are you available for periodic meetings and hearings (online)?  
   ☐ Yes

☐ No

If no, please explain:

***Declaration***

I confirm that the information provided is accurate and complete. If selected, I agree to adhere to the Rugby Danmark regulations, disclose any conflicts of interest, and maintain confidentiality in all disciplinary matters.

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Annex – possible conflicts of interest**

Below are the potential conflicts of interest identified and agreed upon by the Members of the Rugby Danmark Tournament Committee. If a Committee Member identifies a conflict of interest in a case under review, they must disclose it and recuse themselves from the proceedings. These conflict-of-interest guidelines also apply to panel members appointed to supplement the Committee.

1. **Club Affiliation**

* *Current Club Membership* – Being an active player, coach, or administrator of a club involved in a case.
* *Past Club Membership* – Having a long-standing connection to a club, even if no longer active.

1. **Personal Relationships**

* *Friendship or Personal Ties* – Having a close personal relationship with a player or referee involved in a disciplinary case.
* *Previous Disputes* – A history of personal disputes with a player or official involved in the case.

1. **Prior Involvement**

* *Match Involvement* – Being the referee or assistant referee in a game under review.

1. **National Team**

* *National Team Bias* – Serving as a coach, manager, or selector for a national or representative squad while ruling on a case involving a potential national team player.