

Ireland Lacrosse Book of Rules

(last updated 25 May 2018)

The **Ireland Lacrosse Book of Rules** should be read in conjunction with the **Ireland Lacrosse Governance Manual**.

Amendments to the **Ireland Lacrosse Book of Rules** may be proposed via email to info@irelandlacrosse.ie, and should include the relevant section number and header. Proposals for amendments will be considered by the Ireland Lacrosse Executive Board and, where necessary or appropriate, by the Ireland Lacrosse general membership (normally via its Annual General Meeting (AGM)). All provisions contained within this document will be reviewed at least once every three years.

Table of Contents

1. General	3
1.1 Ireland Lacrosse Membership Policy	3
1.2 Data Protection Policy	5
1.3 Discipline, Complaints and Appeals – Irish Lacrosse League (ILL) Procedures	10
1.4 Discipline, Complaints and Appeals – Irish National Team Procedures	11
1.5 Discipline, Complaints and Appeals – Ireland Lacrosse (NGB) Procedures	12
1.6 Ireland Lacrosse Brand Guidelines	15
1.7 Ireland Lacrosse Social Media Policy	19
2. Irish Lacrosse League (ILL) Bye-Laws	20
2.1 Governance and Membership	20
2.2 ILL Player and Team Eligibility	20
2.3 League Structure – Men's Competition	21
2.4 League Structure – Women's Competition	22
2.5 Officiating (Referees and Umpires)	23
2.6 Gameday Administration	23
2.7 Player Code of Conduct	24
2.8 Coach/Staff Code of Conduct	24
2.9 Coaching Development	25
2.10 Referee/Umpire Development	30
2.11 Guidelines on How to Start a Lacrosse Team	31
3. National Teams, National Development Teams and International Tournaments	33
3.1 National Team Vision (Player Eligibility & Policy on Irish National Lacrosse Team Composition)	34
3.2 Procedure for the Appointment of Coaches and Staff for the Irish National Teams	38
3.3 Criteria for Head Coach – Men's and Women's National Teams	39
3.4 Criteria for Assistant Coach – Men's and Women's National Teams	39
3.5 Irish National Team Tournament Record	40
3.6 National Teams – Tournament Planning and Finance Policy	46
3.7 National Teams – Tournament Business Plan (template)	49
3.8 Guidelines for Irish National Team Coaches and Staff	52
3.9 Guidelines for Irish National Team Players	52
3.10 National Team Caps	53
3.11 Men's National Team – Player Archive	54
3.12 Women's National Team – Player Archive	58

4.	Equity, Inclusivity, Safety and Health, Volunteers and Child Protection	60
4.1	Policy on Gender and Sexual Orientation Equality	60
4.2	Athletes with Disabilities	61
4.3	Safety and Health Plan	62
4.4	Concussion Protocols	68
4.5	Volunteers	74
4.6	Child Protection Policy	74
4.7	Child Safeguarding Statement	77
4.8	Child Risk Assessment for Ireland Lacrosse	78
4.9	Garda Vetting Policy	85
5.	Financial Management, Budgeting and Accountability	88
5.1	Corporate Governance	88
5.2	Financial Oversight and Management Policy	88
5.3	Sponsorship and Partnership Policy	92
5.4	Fundraising Proposal Template	95
5.5	Tax Clearance Certificate	97
5.6	Executive Accountability, Transparency and Risk Management	98
6.	Ireland Lacrosse Anti-Doping Policy	99
6.1	WADA World Anti-Doping Code	99
6.2	FIL Anti-Doping Rules	100
6.3	Sport Ireland Policy Against Doping in Sport and Sport Ireland Anti-Doping Rules	100
6.4	Athlete Learning Program about Health and Anti-Doping (ALPHA)	101
6.5	Ireland National Team – Player Commitment Declaration	102




1. General

1.1 Ireland Lacrosse Membership Policy

For any player, coach or any other staff member to be eligible to participate in any Ireland Lacrosse event, including but not limited to the Irish Lacrosse League, the National Indoor Lacrosse League, and any national team (or national development team) tryout or training camp, or for any coach or support staff member to be eligible for appointment to the staff of an Irish National Lacrosse Team (or national development team) for any gender or age-group for Field Lacrosse or Indoor Lacrosse, membership of Ireland Lacrosse is compulsory.

Membership of Ireland Lacrosse may be acquired through the online membership registration system at <http://ila.membership.io/#>. The Ireland Lacrosse Executive Board is responsible for oversight and ongoing management of the Ireland Lacrosse member register. This includes the setting of the relevant membership fees, management of the membership (and membership fee collection) system, and the planning and implementation of any changes to the Ireland Lacrosse membership management system.

'I dTEANNTA A CHÉILE' - 'Together as One!'

Ireland Lacrosse Membership Registration

Personal Information

First name	Middle Name(s)	Last Name	Gender
<input type="text"/>	<input type="text"/>	<input type="text"/>	Male <input type="button" value="v"/>

Contact Information

Address 1	Address 2	Address 3	Town/City
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Province/State/County	Country	Post Code	Phone number
<input type="text"/>	Republic of Ireland <input type="button" value="v"/>	<input type="text"/>	<input type="text"/>
E-mail			
<input type="text"/>			

Player Information

Do you play lacrosse in Ireland?	If so, for what team?
No <input type="button" value="v"/>	<input type="text"/>

Data Processing Agreement

By ticking the box below you confirm that you are at least 16 years of age (the digital age of consent in Ireland) and have read and understood the Ireland Lacrosse Membership Policy and Data Protection Policy, which are available in the [Ireland Lacrosse Book of Rules](#) and which are aligned to the European Union's General Data Protection Regulation (GDPR) which comes into effect from 25 May 2018, and that you consent to the collection, storage and use of your personal data as outlined in the Ireland Lacrosse Membership Policy and Data Protection Policy.

I agree ☐

To be deemed a member of Ireland Lacrosse a person must submit their details via the online Ireland Lacrosse Membership Registration form. Once the online form is submitted, an email will be sent to the applicant with login details, and the applicant must then login and pay the relevant fee. Membership of Ireland Lacrosse is not confirmed unless the relevant fee has been paid. Membership of Ireland Lacrosse must be renewed annually (from the date on which membership is first acquired) and the membership fee is also due annually. By completing the online Ireland Lacrosse Membership Registration form and paying the relevant fee, members consent to having their personal data stored and retained by Ireland Lacrosse, and to allowing Ireland Lacrosse

to communicate with them as necessary and appropriate regarding the activities of Ireland Lacrosse, in accordance with the Ireland Lacrosse Data Protection Policy. Ireland Lacrosse accepts its legal obligation to protect all data held by the organisation about its members and is committed to complying with any and all relevant legislation in the area of data protection.

New members are provided with:

- Contact details of Ireland Lacrosse officials, and team/club officials;
- The Ireland Lacrosse Governance Handbook and Ireland Lacrosse Book of Rules, which together provide details of all associated rules, regulations, policies and guidelines of Ireland Lacrosse;
- A calendar of events, including Irish Lacrosse League (ILL) events and Irish national team events;
- Information about the ILL rules and any other relevant competition.

Membership of Ireland Lacrosse entails both privileges and obligations.

1.1.1. Ireland Lacrosse Membership Privileges

Members of Ireland Lacrosse are entitled to:

- Participate in the Irish Lacrosse League (including the Newtownards Cup and other events organised via the ILL).
- Participate in the National Indoor Lacrosse League.
- Participate in tryouts and training camps for the Irish National Lacrosse Team (or national development team).
- Represent Ireland via the Irish National Lacrosse Team in major European and World Championship events (or other similar tournament as established by the European Lacrosse Federation and/or the Federation of International Lacrosse), and participate via any of the national development teams in relevant tournaments and events.
- Apply for a coaching or support staff position with any Irish National Lacrosse Team (or national development team).
- Attend and vote at the Ireland Lacrosse Annual General Meeting (AGM).
- Run for an office of Ireland Lacrosse.
- Insurance coverage via the Ireland Lacrosse insurance policies, including public liability insurance, personal injury insurance and travel insurance.
- Avail of other benefits as developed and promoted by Ireland Lacrosse for its members.

1.1.2 Ireland Lacrosse Membership Obligations

Members of Ireland Lacrosse are obliged to:

- Maintain and update their Ireland Lacrosse membership on an annual basis, including annual payment of the relevant membership fee. Failure to maintain updated membership will result in exclusion from Ireland Lacrosse activities, including but not limited to the Irish lacrosse League.
- Abide by all rules, policies, guidelines and regulations of Ireland Lacrosse, including but not limited to the Irish Lacrosse League Bye-Laws, and accept that failure to abide by the rules, policies, guidelines and regulations of Ireland Lacrosse may result in disciplinary action under the relevant *Procedures for Discipline, Complaints and Appeals*.
- Accept and respect the authority of the Ireland Lacrosse Executive Board as the sole National Governing Body for the sport of lacrosse in Ireland, including acknowledgement and acceptance of the Board's Terms of Reference, the Terms of Reference of any and all sub-committee established by the Board, and the Role Descriptions of all officers of Ireland Lacrosse.

Membership of an individual team or club within Ireland is determined by each team or club. In order to participate in the Irish Lacrosse League, an individual team or club must ensure all its members are also members of Ireland Lacrosse, and any such team or club must also participate in the Irish Lacrosse League Men's and/or Women's Committee, normally via the Club or Team Captain(s).

Club or Team Captains are required to submit a roster to the Irish Lacrosse League Men's and/or Women's Committee, within a timeframe as defined by the Committee.



1.2 Data Protection Policy

(last updated 14 May 2018)

In December 2016, the European Union (EU) Parliament and Council approved the **EU General Data Protection Regulation** (known as 'GDPR'). The GDPR comes into effect from **25 May 2018**. As it is an EU Regulation, the GDPR does not require transposition into Irish law, but rather has 'direct effect'.

The GDPR emphasises transparency, security and accountability by data controllers and processors, while at the same time standardising and strengthening the right of European citizens to data privacy. The GDPR offers a new framework for data protection with increased obligations for organisations, and its reach is far and wide. The GDPR is applicable to any organisation — no matter where it resides — that intentionally offers goods or services within the EU, or that monitors the behavior of individuals within the EU.

Ireland Lacrosse is committed to ensuring it fulfils its responsibilities and obligations in relation to GDPR, and this policy is designed to provide guidance and an overall framework for doing so. Ireland Lacrosse is also committed to ensuring its compliance with any guidelines on data protection issued by Sport Ireland, or other relevant government agency.

1.2.1 Introduction

Ireland Lacrosse needs to gather and use certain personal information about individuals. This can include Ireland Lacrosse members, player-candidates, players, coaches, referees/umpires, officials, Ireland Lacrosse Executive Board members, staff, employees, interns, volunteers, apparel and merchandise customers, donors, suppliers, business contacts and other people that the organisation has a relationship with or may need to contact. The types of personal information held by Ireland Lacrosse includes, and is not limited to, name, gender, postal address, email address, phone number, date of birth, bank account (or PayPal) information, social media profile information, photographs and videos, citizenship and passport information, medical history and medical insurance information, emergency contact details, next-of-kin and other family information, personal and professional training qualifications and experience, CVs/Resumes, education records, identification documents (bank or utility bills, public services card, driving licenses, birth certificates, etc.), lacrosse experience, including position and preferred hand (left/right), uniform and apparel sizing information and other types of information typically required by a National Governing Body (NGB) for sport.

There are twelve key components in relation to Ireland Lacrosse's obligations under the GDPR:

- 1) **Becoming Aware** – understanding the GDPR, appointing a Data Protection Officer and development of a Data Protection Policy for the organisation;
- 2) **Become Accountable** – inventorying all personal data held by the organisation, determining how it was obtained, what consent was obtained from the 'data subject', how the data is held, how long it is held for, how secure it is, and whether it is shared with third parties;
- 3) **Communicating with Staff and Service Users** – data subjects must be notified of the organisation's identity, the reasons for gathering their personal data, the use that data will be put to, who it will be disclosed to, and if it is going to be transferred outside the EU;
- 4) **Personal Privacy Rights** – ensuring the rights of data subjects under GDPR are protected, including access to the personal data held by the organisation, amendment or deletion of personal data, the right to object to direct marketing, restrictions on the processing of their information, and whether it is shared with third parties;
- 5) **Access Requests** – managing requests for access to personal data from the data subject (such requests must be dealt with within one month);
- 6) **Legal Basis** – establishment of the basis on which personal data may be collected from a data subject;
- 7) **Customer Consent as Grounds to Process Personal Data** – clarification as to how consent is sought, obtained and recorded from the data subject, which must include an active and positive indication of agreement from the data subject;
- 8) **Processing Children's Data** – defining the minimum age at which a person can give consent to having their personal data obtained and processed;
- 9) **Data Breaches** – establishment of procedures for detecting, reporting and investigating data breaches;
- 10) **Data Protection Impact Assessments (DPIA) and Data Protection by Design and Default** – future projects and initiatives must consider the impact that they may have on the privacy of individuals and the collection and management of their personal data.
- 11) **Data Protection Officer(s)** – appointment of a relevant individual within the organisation who has the relevant knowledge and access to relevant data records;
- 12) **International Organisations and the GDPR** – organisations are entitled to deal with a single data protection authority, referred to in the GDPR as the 'Lead Supervisory Authority', as their single regulating body in the country where the organisation is mainly established.

This policy describes how this personal data is collected, handled and stored to meet Ireland Lacrosse's data protection standards and to ensure compliance with the GDPR. The work to ensure compliance with the GDPR is an ongoing process.

1.2.2 Scope and Responsibilities

The scope of this policy relates to all data which is collected, processed and stored by Ireland Lacrosse, including the organisation itself, its constituent clubs and Ireland Lacrosse North America, a 501c3 charitable not-for-profit organization based in the USA which is formally constituted as a sub-committee of the Ireland Lacrosse Executive Board.

At its Annual General Meeting (AGM) of 13 April 2018, the Ireland Lacrosse membership voted in favour of the creation of a **Data Protection Officer** position. The role description for the Data Protection Officer is included in the Ireland Lacrosse Governance Manual, and the name and contact details for the Data Protection Officer are published on [‘About Us’ section of the Ireland Lacrosse website](#).

The Data Protection Officer is responsible for ensuring that the organisation is compliant with its obligations under the GDPR, by overseeing the Ireland Lacrosse membership management system, inventorying all personal data held by Ireland Lacrosse, maintaining the organisation’s Data Protection Policy, ensuring consent for use of data is obtained and managed effectively, and providing guidance to other members of Ireland Lacrosse on GDPR.

All members of Ireland Lacrosse are covered and protected by this policy, and are responsible for familiarising themselves with it. Both Ireland Lacrosse and the data subjects share responsibility for communicating with one another to ensure personal data held by data subjects is kept up-to-date. Individuals within and outwith Ireland Lacrosse are advised to contact the Data Protection Officer (via info@irelandlacrosse.ie) directly with any queries or concerns in relation to GDPR and the Ireland Lacrosse Data Protection Policy.

1.2.3 Data collection and consent, data storage, access and use

The type of information that Ireland Lacrosse gathers from data subjects, the mechanisms used to obtain consent for collection, the storage of that data, and the use of that data (including in relation to third parties) is as follows:

Ireland Lacrosse Membership Registration Form:

- **Personal Data Collected** – first name, middle name(s), last name, gender, postal address, email address, phone number, school or club affiliation in Ireland;
- **Consent** – as of May 2018, consent is indicated by the data subject pressing ‘submit’ on the online Ireland Lacrosse Membership Registration Form. This mechanism is in the process of being updated so that prospective members will be informed in more detail about how their personal data will be stored and used. This is likely to be via a tick-box where an active and positive indication of consent will be required. In the interim, this policy provides detailed information about how this personal data is used.
- **Data Storage** – membership registration data is stored within the online membership registration system. Access to that system is available to the membership system developers (a private company called Membery based in Slovakia) and to the Data Protection Officer who manages the system on behalf of Ireland Lacrosse. Reports from the system including member ID numbers, member names, member gender, member email addresses, and membership payment status are routinely downloaded and saved in Google Drive and/or Dropbox by the Data Protection Officer. This data is currently stored indefinitely and can be destroyed on request by the data subject.
- **Data Use** – this data is used to maintain the record of active members, to ensure that all participants in all Ireland Lacrosse activities are fully registered and paid members of Ireland Lacrosse. This ensures insurance coverage – travel, personal accident and public liability – for all members and for Ireland Lacrosse more generally. Membership status reports are also sent to the Irish Lacrosse League (ILL) Chairpersons for both the men’s and women’s leagues, and those Chairpersons also make them available to the teams and clubs participating in the ILL, to ensure all ILL participants are fully registered and paid members of Ireland Lacrosse. It is intended in the near future to utilize the email addresses of all fully registered members to issue regular newsletters to all members of Ireland Lacrosse with information about its various activities. This personal data obtained through the membership management system is not currently shared with any third party.

Ireland Lacrosse Tryout Registration Form:

- **Personal Data Collected** – full name, gender, email, date of birth, postal address, citizenship and passport information, medical history and medical insurance information, emergency contact details, next-of-kin and other family information, and lacrosse experience, including position and preferred hand (left/right);
- **Consent** – there is a ‘Consent and Acknowledgement’ section at the end of the online Ireland Lacrosse Tryout Registration Form and player-candidates must tick a box (Yes/No) confirming Participant Acceptance. For player-candidates under the age of 18, ticking of the Yes box also confirms that they have obtained the permission of their parent or guardian to provide their personal data to Ireland Lacrosse and to participate in relevant Ireland Lacrosse events.
- **Data Storage** – player-candidate tryout registration data is stored by the Data Protection Officer and the National Teams Director. This data is stored in the email account folders of both individuals, and also on their computer hard drive and in Google Drive and/or Dropbox by both individuals. This data is currently stored indefinitely and can be destroyed on request by the data subject.
- **Data Use** – this data is used to maintain the record of individual player-candidates who wish to participate in tryout and

selection camps for the Irish national lacrosse team (or national development team). This makes it possible to plan these events accordingly, by knowing how many player-candidates will attend these events and what the status of their eligibility for the Irish national team is (age and citizenship/passport/Irish residency status/family background), being aware of any injuries, medical conditions or medications, and being aware of their lacrosse background, preferred position and favoured hand (left/right) to assist with the player-candidate evaluation process.

National Team (and National Development Team) Player Information:

- **Personal Data Collected** – once players are selected for a particular national team (or national development team), additional personal information is collected from them. This includes, but is not limited to, citizenship and passport information (including a photo of their passport) and other family information, additional medical information (for example, current medications), bank account (or PayPal) information, social media profile information, photographs and videos of the player, identification documents (bank or utility bills, public services card, driving licenses, birth certificates, etc.) and uniform and apparel sizing information.
- **Consent** – players are typically asked to provide this information to the National Teams Director, Head Coach, Team Manager or other Ireland Lacrosse official. This is done verbally, via email or by completing and signing relevant forms. As of May 2018, consent is indicated by the data subject actively and willingly providing this information to the relevant Ireland Lacrosse official. This mechanism is in the process of being updated so that players will be informed in more detail about how their personal data will be stored and used. In the interim, this policy provides detailed information about how this personal data is used.
- **Data Storage** – player personal data is stored by the National Teams Director, Head Coach, Team Manager or other Ireland Lacrosse official. This data is stored in the email account folders of these individuals, and also on their computer hard drive and in Google Drive and/or Dropbox by such individuals. This data is currently stored indefinitely and can be destroyed on request by the data subject.
- **Data Use** – player personal data is used for a variety of purposes, including ensuring the health, safety and welfare of players by making relevant Ireland Lacrosse officials aware of the medical history, medical conditions, injuries and medications for players. Date and place of birth information, citizenship status, passport information and also information about family members is utilized for determining a player's eligibility to play for the Irish national team, based on Irish citizenship laws and regulations and also the European Lacrosse Federation (ELF) and Federation of International Lacrosse (FIL) rules on player eligibility. The age, citizenship, passport and family member information is sent to ELF and FIL officials prior to major European and World championship tournaments so that they can verify the eligibility of all players on the Irish lacrosse team. Passport and citizenship information is also required to make requisite travel arrangements. Bank account (or PayPal) information is also acquired by Ireland Lacrosse from its national team (or national development team) players in order to process the players' payments to participate with these teams, and also to issue refunds or process other payments to players as may be necessary. Social media profile information is used to identify and publicise information about the Irish national teams (and national development teams), and photos and videos of players are also used to market those teams and also Ireland Lacrosse more generally. Personal measurements are also obtained from players in order to process orders for team uniforms and apparel, and other equipment (shoes, gloves, helmets, etc) – many of these orders are placed with suppliers based in North America, and so this personal data is transferred to these third parties for this purpose.

Ireland Lacrosse Coach Application Form:

- **Personal Data Collected** – information obtained about Ireland Lacrosse coaches and coach-candidates is obtained via the Ireland Lacrosse Coach Application Form, and may also be voluntarily submitted to various officials of Ireland Lacrosse via a CV or Resume. Coaches and coach-candidates must be members of Ireland Lacrosse, and so their personal information is also obtained through their Ireland Lacrosse Membership Registration Form. This includes first name, middle name(s), last name, gender, postal address, email address, phone number, school or club affiliation in Ireland; and the information on the Ireland Lacrosse Coach Application Form or on CVs/Resumes includes personal and professional training qualifications and experience, and education history. In the context of applications for Garda Vetting, which is required for all Ireland Lacrosse coaches, provision of this personal data is also necessary, as well as provision of identification documents (bank or utility bills, public services card, driving license, birth certificates, etc.). Coaches also provide information about bank account (or PayPal) information, social media profile information, photographs and videos of the coach, and uniform and apparel sizing information, as well as passport and citizenship information.
- **Consent** – as of May 2018, consent is indicated by the data subject pressing 'submit' on the online Ireland Lacrosse Coach Application Form, or it is provided on the basis of an active and voluntary submission of a CV/Resume to an official of Ireland Lacrosse, or through an active and voluntary submission of a Garda Vetting Form. These mechanisms are in the process of being updated so that prospective members will be informed in more detail about how their personal data will be stored and used. This is likely to be via a tick-box where an active and positive indication of consent will be required. In the interim, this policy provides detailed information about how this personal data is used.
- **Data Storage** – the personal data for coaches and coach-candidates is stored by the National Teams Director, Coaching Development Director, Team Manager or other Ireland Lacrosse official. This data is stored in the email account folders of these individuals, and also on their computer hard drive and in Google Drive and/or Dropbox by such individuals. Garda Vetting Forms are also held by these individuals in these same repositories, and these are also sent to the Federation of Irish Sport for processing, and so such records are held by them also (and also by An Garda Síochána). This data is currently stored indefinitely and can be destroyed on request by the data subject.

- **Data Use** – the personal data for coaches and coach-candidates is used for the coach evaluation process in considering coach-candidates for coaching positions within Ireland Lacrosse. Personal data is also obtained in order to process Garda Vetting applications for all coaches. Bank account (or PayPal) information is also acquired by Ireland Lacrosse from its coaches in order to process the payments to them as may be necessary. Passport and citizenship information is also required to make requisite travel arrangements. Social media profile information is used to identify and publicise information about the Irish national teams (and national development teams), and photos and videos of coaches are also used to market those teams and also Ireland Lacrosse more generally. Personal measurements are also obtained from coaches in order to process orders for team and staff uniforms and apparel, and other equipment – many of these orders are placed with suppliers based in North America, and so this personal data is transferred to these third parties for this purpose.

Other Personal and Financial Information:

- **Personal Data Collected** – Ireland Lacrosse is a volunteer-driven organization, and it routinely receives queries and offers of assistance from a wide variety of individuals, who routinely provide personal information to a given officer of Ireland Lacrosse with a view to getting further involved with the organization. Such individuals are encouraged to become members of Ireland Lacrosse by completing the online Ireland Lacrosse Membership Registration Form, through which their personal data is also captured. Ireland Lacrosse also frequently runs promotions, conducts raffles and fundraisers, solicits donations and also runs an online shop (www.lacrosse.com/ireland) where Ireland Lacrosse branded apparel and merchandise is sold. Through these interactions and transactions, a wide variety of personal data is provided, including but not limited to first name, middle name(s), last name, gender, postal address, email address, phone number, bank account (or PayPal) information, personal sizing information for apparel or other merchandise, or other similar personal information.
- **Consent** – consent for use of this personal data is provided on the basis of an active and voluntary submission of that data for any of the reasons or purposes outlined above.
- **Data Storage** – this personal data is stored in the email account folders of the relevant officer(s) of Ireland Lacrosse, and also on their computer hard drive and in Google Drive and/or Dropbox by such individuals. Bank account and/or PayPal information is also stored in the Ireland Lacrosse bank and PayPal financial records, held online and also on the computer hard drive and in Google Drive and/or Dropbox of relevant Ireland Lacrosse officials. This data is currently stored indefinitely and can be destroyed on request by the data subject.
- **Data Use** – this miscellaneous personal data is used for specific purposes linked to the manner and means in which it was provided to Ireland Lacrosse. Personal data received in this way and for these purposes is not transferred by Ireland Lacrosse to any third party. In the case of the online shop, data subjects submit their personal data as part of their online order, and orders are fulfilled by Ireland Lacrosse's partner in the online shop, which is Lacrosse.com.

The above information will be subject to ongoing review, and amendments and updates made as and when necessary and/or appropriate, by the Ireland Lacrosse Executive Board and/or by the general Ireland Lacrosse membership (normally at the AGM).

Ireland Lacrosse continues to review its systems and update them to ensure compliance with the GDPR and this policy. Ireland Lacrosse acknowledges that as from the coming into effect of the GDPR on 25 May 2018, there are still some systems that require updating to ensure this compliance. Where a data subject determines that the collection of their data, the mechanism used to obtain their consent, and the storage and use of that data is unacceptable to them, they are advised to make this known to the Data Protection Officer in writing, via info@irelandlacrosse.ie.

1.2.4 Children's Data

The Irish Government decided in May 2018 that the digital age of consent for children to sign up to information services without parental approval will be set at 16 years of age. Article 8 of the GDPR allows EU member states to set a digital age of consent between 13 and 16, and so in this context Ireland has opted for the higher end on that scale.

In this context, Ireland Lacrosse therefore considers that any individual **aged 16 or older** may apply themselves for membership of Ireland Lacrosse. This relates to basic personal data including name, gender, postal address, email address, and school or club affiliation, submitted through the online Ireland Lacrosse Membership Registration Form.

In relation to collection of additional data from data subjects, including date of birth, citizenship and passport information, medical history and medical insurance information, emergency contact details, next-of-kin and other family information, bank account (or PayPal) information, social media profile information, photographs and videos, lacrosse experience, including position and preferred hand (left/right), and uniform and apparel sizing information, any individual **under the age of 18** must actively and positively indicate both their own consent and the consent of their parent or guardian in relation to the provision of this type of information to Ireland Lacrosse.

1.2.5 Data Subject access requests

All individuals who are the subject of personal data held by Ireland Lacrosse are entitled to:

- Ask, and be given an answer, about what information Ireland Lacrosse hold about them and why;
- Ask, and be given an answer, about how to gain access to it;
- Be informed about how to keep the personal data held about them up-to-date;
- Be informed about how Ireland Lacrosse is meeting its data protection obligations.

A 'data subject access request' is a request which must be submitted in writing to any officer of Ireland Lacrosse (or to info@irelandlacrosse.ie) and which typically asks for information about what data is held by Ireland Lacrosse about a data subject and how it is stored and used. Ireland Lacrosse must provide a response to such requests **within one month** of receipt of the request. Ireland Lacrosse may not charge data subjects for fulfilment of data subject access requests. The Data Protection Officer must verify the identity of anyone making a data subject access request, and will only release the relevant personal data to the relevant data subject.

1.2.6 Data Breaches

Ireland Lacrosse is committed to compliance with the *Personal Data Security Breach Code of Practice* published by the Data Protection Commissioner (https://www.dataprotection.ie/docs/Data_Security_Breach_Code_of_Practice/1082.htm). The Ireland Lacrosse Data Protection Officer will report any data breach to the Office of the Data Protection Commissioner in Ireland **within two working days** of becoming aware of the incident, outlining the circumstances surrounding the incident. This initial contact may be by e-mail (preferably), telephone or fax and must not involve the communication of personal data. The Office of the Data Protection Commissioner will make a determination regarding the need for a detailed report and/or subsequent investigation based on the nature of the incident and the presence or otherwise of appropriate physical or technological security measures to protect the data.

1.2.7 Data Protection Impact Assessments (DPIA)

Where relevant or appropriate, the Data Protection Officer, in consultation with the Ireland Lacrosse Executive Board, will require a Data Protection Impact Assessment (DPIA) to be undertaken in advance of the commencement of a project or initiative that is deemed to have a significant impact on issues of data privacy. The GDPR makes DPIAs mandatory only for 'high-risk' data processing initiatives. The normal activities of Ireland Lacrosse do not typically fall under the category of 'high-risk' but the Ireland Lacrosse Executive Board asserts its right to require a DPIA as and where it deems this to be necessary or appropriate.



1.3 Discipline, Complaints and Appeals – Irish Lacrosse League (ILL) Procedures

- 1.3.1 The Irish Lacrosse League (ILL) Men's and Women's Committees ('ILL Committees'), which are formally constituted as sub-committees of the Ireland Lacrosse Executive Board, and whose Terms of Reference may be found in the [Ireland Lacrosse Governance Manual](#), provide an appropriate forum for the constituent teams and clubs to discuss issues affecting them regarding the ILL and Ireland Lacrosse in general. The committees will meet on a regular basis to discuss and vote on various issues relating to the ILL, as well as provide an opportunity for teams and clubs to interact with the Ireland Lacrosse Executive Board.
- 1.3.2 The ILL Committees shall be responsible for considering and evaluating any issue, incident or complaint that may require attention (including disciplinary action) in relation to activities within its remit. Any such issue, incident or complaint must be raised or submitted for consideration **within 30 days** of the relevant incident, and the matter must be dealt with within a further 30 days of such notification. In fulfilling its responsibilities in this regard the ILL Committees shall be subject to oversight by the Ireland Lacrosse Executive Board.
- 1.3.3 The following is a list of possible offences. This list is not exhaustive and the relevant disciplinary committee may decide to take disciplinary action for any other incident or issue as it deems appropriate. The relevant disciplinary committee may also take disciplinary action based on receipt of a formal complaint.
- Damage to public or personal property.
 - Threatening and or violent behavior, including spitting at players, team staff, officials etc.
 - Attempting or inflicting physical injuries to any person beyond what is permitted by the rules of lacrosse.
 - Obscene language and or gestures.
 - Verbal abuse.
 - Discrimination, verbal abuse, physical intimidation or abuse, or harassment aimed towards any person based on their gender or sexual orientation.
 - Any violation of the *Ireland Lacrosse Child Protection Policy*.
 - Drunken behavior in public places.
 - Inappropriate behavior under the influence of drugs.
 - Other actions deemed as bringing the game and/or Ireland Lacrosse into disrepute.
 - Inappropriate use of Social Media.
- 1.3.4 Any team, club or individual player, or other member or non-member of Ireland Lacrosse, is entitled to raise an issue or submit a complaint for consideration (including a request for disciplinary action) to the ILL Committees. Such a submission must be made in writing and submitted directly to the Chairperson of the relevant ILL Committee (Men's or Women's, or both).
- 1.3.5 Where it is not possible to submit an issue to the ILL Committees, or where an incident occurs within a context beyond the remit of the ILL Committees (as deemed by the ILL Committees), the issue or complaint may be submitted in writing to the Secretary of the Ireland Lacrosse Executive Board (via info@irelandlacrosse.ie), and in such instances the **Irish National Team Procedures** and/or the **Ireland Lacrosse (NGB) Procedures** will apply.
- 1.3.6 Any incident occurring during an ILL league game must, in the first instance, be dealt with by the officials responsible for officiating the game, and any penalties for infractions of the rules must be served in the normal way and in accordance with the Federation of International Lacrosse (FIL) game rules.
- 1.3.7 Should one of the players or coaches or any other person involved in a given incident, or the team captain/coach of one of the teams involved, feel that the incident was not dealt with fully at the time or was of a particularly serious nature, they can approach the ILL Committee Chairperson via their club or team representative and request that the incident be re-examined. If the ILL Committee Chairperson was involved in the incident, then the request to have the incident re-examined may be made in writing to any member of the Ireland Lacrosse Executive Board who was not involved in the incident.
- 1.3.8 The ILL Committee Chairperson (or relevant member of the Ireland Lacrosse Executive Board), in consultation with the ILL Committee and/or the Ireland Lacrosse Executive Board, may either make a decision regarding the matter themselves and decide no further action is required, or refer the case to the ILL Committee for a disciplinary hearing.
- 1.3.9 If a matter is referred to the ILL Committee for a disciplinary hearing, the individuals involved and one of the match officials (which official attends is decided between the match officials themselves) are invited to attend the next ILL Committee meeting and present their views of the incident. Each individual will present their views to the disciplinary hearing separately and will not be present as the other players/officials present their views.

- 1.3.10 The representatives (club or team captain or coach) from any team with which any of the individuals involved in the disciplinary hearing is associated, who would normally be that team's representative on the ILL Committee, will be excluded from the conduct of any such hearing and any vote on disciplinary action taken. The ILL Committee Chairperson shall Chair such hearings.
- 1.3.11 Once each of the parties involved has presented their views to the disciplinary hearing, the remaining ILL Committee members will discuss the incident and possible sanctions that could be applied. Once discussions are complete, the ILL Committee will vote on its decision. Representatives of clubs or teams involved in the incident which have been excluded from the disciplinary hearing will not be entitled to vote and the ILL Committee Chairperson will only vote in the case of a tied vote.
- 1.3.12 The disciplinary hearing and the ILL Committee will decide on the relevant course of action, including any penalties, which shall include but are not limited to:
- Exclusion of a player or team from ILL competition and/or other Ireland Lacrosse events.
 - Rendering null and void any result for any match which may have already taken place in which the rules have been broken (including rules on player eligibility).
 - Deduction of points in the ILL standings for a team in breach of the FIL rules and/or Irish Lacrosse League Bye-Laws.
 - Financial penalty.
- 1.3.13 Any individual or team or club is entitled to appeal against any penalty applied as a result of a disciplinary hearing. In the first instance such appeal may be made to the ILL Committee by writing directly to the ILL Committee Chairperson. If the matter is not resolved to the satisfaction of all parties at this level, then the appeal may be submitted to the Ireland Lacrosse Executive Board via the Secretary (info@irelandlacrosse.ie) for further consideration. If the matter is not resolved to the satisfaction of all parties at this level, then the appeal may be submitted to **Just Sport Ireland** for mediation. All other disputes arising out of or in connection with the Ireland Lacrosse Constitution, Memorandum of Association and Articles of Association shall be referred to Just Sport Ireland for resolution by mediation in accordance with the Just Sport Ireland Mediation Rules. If the dispute remains unresolved at the conclusion of the mediation process, the dispute shall be referred to Just Sport Ireland for final and binding arbitration in accordance with the Just Sport Ireland Arbitration Rules.

1.4 Discipline, Complaints and Appeals – Irish National Team Procedures

- 1.4.1 Ireland Lacrosse has established a set of *Guidelines for National Team Coaches and Staff* and *Guidelines for National Team Players* that members of the Irish national teams – including players, coaches and support staff – must adhere to. These also apply to the national development teams (Éire and Emerald Islanders). The European Lacrosse Federation (ELF) and the Federation of International Lacrosse (FIL) may also establish their own guidelines on player conduct, discipline, complaints and appeals and all members of the Irish national lacrosse teams (and national development teams) are required to adhere to any such guidelines and/or procedures. Ireland Lacrosse will comply with any such guidelines or procedures as defined by the ELF or FIL, for its national teams (and national development teams) generally (e.g. doping) and for the participation of any of its national teams (and national development teams) in an ELF or FIL tournament (e.g. tournament-specific rules). The ELF or FIL has jurisdiction over matters where individuals have violated the ELF or FIL event Code of Conduct.
- 1.4.2 The relevant Irish national team (and national development team) coaching staff, in consultation with the National Teams Director, shall be responsible for setting national team (and development team) policies regarding selection of captains, player discipline, player, coach and staff codes of conduct, as well as developing and maintaining team traditions, and will work with the coaching and support staff to implement such policies, codes of conduct and traditions for each team.
- 1.4.3 The following is a list of possible offences. This list is not exhaustive and the relevant disciplinary committee may decide to take disciplinary action for any other incident or issue as it deems appropriate. The relevant disciplinary committee may also take disciplinary action based on receipt of a formal complaint.
- Damage to public or personal property.
 - Threatening and or violent behavior, including spitting at players, team staff, officials etc.
 - Attempting or inflicting physical injuries to any person beyond what is permitted by the rules of lacrosse.
 - Obscene language and or gestures.
 - Verbal abuse.
 - Discrimination, verbal abuse, physical intimidation or abuse, or harassment aimed towards any person based on their gender or sexual orientation.
 - Any violation of the *Ireland Lacrosse Child Protection Policy*.
 - Drunken behavior in public places.

- Inappropriate behavior under the influence of drugs.
- Other actions deemed as bringing the game and/or Ireland Lacrosse into disrepute.
- Inappropriate use of Social Media.

- 1.4.4 Any team, club or individual player, or other member or non-member of Ireland Lacrosse, is entitled to raise an issue or submit a complaint for consideration (including a request for disciplinary action) to the Ireland Lacrosse Executive Board regarding an Irish national team (or national development team) or any of its individual players, coaches or support staff. Such a submission must be made in writing and submitted directly to the Secretary of the Ireland Lacrosse Executive Board (via info@irelandlacrosse.ie). Any such issue, incident or complaint must be raised or submitted for consideration **within 30 days** of the relevant incident, and the matter must be dealt with within a further 30 days of such notification.
- 1.4.5 Where the relevant Irish national team (or national development team) coaching staff, in consultation with the National Teams Director, shall determine that there has been a breach of the guidelines on player conduct, or where a complaint regarding a national team (or development team) or any of its players, coaches or support staff has been received from an external party (submitted in writing to the Secretary of the Ireland Lacrosse Executive Board via info@irelandlacrosse.ie), a National Team disciplinary committee will be convened by the National Teams Director consisting of the relevant Irish national team (or national development team) coaching staff and at least one team captain of that Irish national team (or national development team).
- 1.4.6 If any member of the relevant Irish national team (or development team) coaching staff or the National Teams Director was directly involved in the incident, then the request to have the incident considered may be made in writing to the Secretary of the Ireland Lacrosse Executive Board via info@irelandlacrosse.ie, and in such instances the Executive Board will oversee and manage the National Team disciplinary committee.
- 1.4.7 If a matter is referred to a National Team disciplinary committee for a disciplinary hearing, the individuals involved are invited to a hearing of the committee to present their views of the matter or incident. Each individual will present their views to the disciplinary hearing separately and will not be present as the other players/staff members present their views.
- 1.4.8 Once each of the parties involved has presented their views to the disciplinary hearing, the remaining National Team disciplinary committee members will discuss the incident and possible sanctions that could be applied. Once discussions are complete, the National Team disciplinary committee will vote on its decision. The National Teams Director shall have the deciding vote in the case of a tied vote.
- 1.4.9 The disciplinary hearing and the National Team disciplinary committee will decide on the relevant course of action, including any penalties, which shall include but are not limited to:
- Exclusion of a player, coach and/or staff member from an Irish national team (or national development team), temporarily or permanently, or an Irish national team (or national development team) from an ELF or FIL competition and/or other Ireland Lacrosse events, temporarily or permanently.
 - Financial penalty.
- 1.4.10 Any individual or team is entitled to appeal against any penalty applied as a result of a disciplinary hearing. In the first instance such appeal may be made to the National Teams Director by writing directly to the National Teams Director. If the matter is not resolved to the satisfaction of all parties at this level, then the appeal may be submitted to the Ireland Lacrosse Executive Board via the Secretary (info@irelandlacrosse.ie) for further consideration. If the matter is not resolved to the satisfaction of all parties at this level, then the appeal may be submitted to **Just Sport Ireland** for mediation. All other disputes arising out of or in connection with the Ireland Lacrosse Constitution, Memorandum of Association and Articles of Association shall be referred to Just Sport Ireland for resolution by mediation in accordance with the Just Sport Ireland Mediation Rules. If the dispute remains unresolved at the conclusion of the mediation process, the dispute shall be referred to Just Sport Ireland for final and binding arbitration in accordance with the Just Sport Ireland Arbitration Rules.

1.5 Discipline, Complaints and Appeals – Ireland Lacrosse (NGB) Procedures

- 1.5.1 Ireland Lacrosse expects all of its members to show respect at all times towards the sport of lacrosse, its administrators, its spectators, its officials and referees, all school, club and Ireland national team (and national development team) players, coaches and other staff, and the players, coaches and other staff of all other teams.
- 1.5.2 Ireland Lacrosse requires its members to respect the authority, role and responsibilities of the Ireland Lacrosse Executive Board, as articulated in its Terms of Reference (available in the [Ireland Lacrosse Governance Manual](#)), and the authority, role and responsibilities of any and all of the sub-committees established by the Executive Board, and the administrative roles of the various Directors of Ireland Lacrosse, as articulated in the relevant Role Descriptions (also available in the [Ireland Lacrosse Governance Manual](#)).

- 1.5.3 The Ireland Lacrosse Executive Board is also responsible for defining the guidelines, policies, rules and regulations relating to all activities which come under its remit as the National Governing Body (NGB) for the sport of lacrosse in Ireland, which it does in accordance with national and international guidelines and legislation, including the rules and policies of Sport Ireland, the European Lacrosse Federation (ELF) and the Federation of International Lacrosse (FIL).
- 1.5.4 Failure to respect the authority, role and responsibilities of the Ireland Lacrosse Executive Board or any of its sub-committees or any of its Directors, or violation of the guidelines, policies, rules and regulations established by the Ireland Lacrosse Executive Board and/or the Ireland Lacrosse membership more generally, will be considered to be subject to disciplinary action by an Ireland Lacrosse disciplinary committee, to be chaired by the Chief Executive Officer (CEO) of Ireland Lacrosse.
- 1.5.5 The following is a list of additional possible offences. This list is not exhaustive and the Ireland Lacrosse disciplinary committee may decide to take disciplinary action for any other incident or issue as it deems appropriate. The Ireland Lacrosse disciplinary committee may also take disciplinary action based on receipt of a formal complaint or referral of a disciplinary matter or complaint from one of its sub-committees.
- Damage to public or personal property.
 - Threatening and or violent behavior, including spitting at players, team staff, officials etc.
 - Attempting or inflicting physical injuries to any person beyond what is permitted by the rules of lacrosse..
 - Obscene language and or gestures.
 - Verbal abuse.
 - Discrimination, verbal abuse, physical intimidation or abuse, or harassment aimed towards any person based on their gender or sexual orientation.
 - Any violation of the *Ireland Lacrosse Child Protection Policy*.
 - Drunken behavior in public places.
 - Inappropriate behavior under the influence of drugs.
 - Other actions deemed as bringing the game and/or Ireland Lacrosse into disrepute.
 - Inappropriate use of Social Media.
 - Breach of Ireland Lacrosse Executive Board confidentiality by any member of the Board.
 - Failure of an Ireland Lacrosse Executive Board member to disclose a potential or actual conflict of interest in relation to any deliberation or decision by the Board.
- 1.5.6 Any team, club or individual player, or other member or non-member of Ireland Lacrosse, is entitled to raise an issue or submit a complaint for consideration (including a request for disciplinary action) to the Ireland Lacrosse Executive Board. Such a submission must be made in writing and submitted directly to the Secretary of the Ireland Lacrosse Executive Board via info@irelandlacrosse.ie. Any such issue, incident or complaint must be raised or submitted for consideration **within 30 days** of the relevant incident, and the matter must be dealt with within a further 30 days of such notification.
- 1.5.7 If a matter is referred to an Ireland Lacrosse disciplinary committee for a disciplinary hearing, the individuals involved are invited to a hearing of the committee to present their views of the matter or incident. Each individual will present their views to the disciplinary hearing separately and will not be present as the other individuals involved present their views. The Ireland Lacrosse disciplinary committee will consist of all members of the Ireland Lacrosse Executive Board (excluding non-Executive (non-voting) members).
- 1.5.8 Once each of the parties involved has presented their views to the disciplinary hearing, the remaining Ireland Lacrosse disciplinary committee members will discuss the incident and possible sanctions that could be applied. Once discussions are complete, the Ireland Lacrosse disciplinary committee will vote on its decision. The Ireland Lacrosse Chief Executive Officer (CEO) shall have the deciding vote in the case of a tied vote.
- 1.5.9 The disciplinary hearing and the Ireland Lacrosse disciplinary committee will decide on the relevant course of action, including any penalties, which shall include but are not limited to:
- Exclusion of an individual, player, coach or staff member from one or more activities of Ireland Lacrosse, temporarily or permanently.
 - Financial penalty.
- 1.5.10 Any individual is entitled to appeal against any penalty applied as a result of a disciplinary hearing. In the first instance such appeal may be made by writing directly to the Secretary of the Ireland Lacrosse Executive Board via info@irelandlacrosse.ie. If the matter is not resolved to the satisfaction of all parties at this level, then the appeal may be submitted to **Just Sport Ireland** for mediation. All other disputes arising out of or in connection with the Ireland Lacrosse Constitution, Memorandum of Association and Articles of Association shall be referred to Just Sport Ireland for resolution by mediation in accordance with the Just Sport Ireland Mediation Rules. If the dispute remains unresolved at the conclusion

of the mediation process, the dispute shall be referred to Just Sport Ireland for final and binding arbitration in accordance with the Just Sport Ireland Arbitration Rules.



1.6 Ireland Lacrosse Brand Guidelines

IRELAND LACROSSE LOGO

The logo itself is made up of three major features:

- **The Green outer ring:** this is a symbol of unity, and represents the team and the unity of a team in competition.
- **The Harp / Lacrosse Stick:** the Harp is the traditional symbol of Ireland and is the official emblem of Ireland. This harp has been modified to retain the appearance of the Harp, but also to become a lacrosse stick, thus contributing to the unity between the sport and the people playing the game in Ireland.
- **Colours:** the three colours are Green, White and Orange and these are used in the logo as a direct reference to the colours of the national flag of Ireland. The pantones in the logo are identical to the official pantones provided by the Department of the Taoiseach in relation to the Irish flag colours.

Master logo artwork was designed for Ireland Lacrosse in 2007 by Sean Gibson. The Symbol and Logo are owned by, and are an officially registered trademark of, Ireland Lacrosse.

The relationship between the symbol and the type is fixed; the symbol can be used as a stand-alone when used on textiles. The symbol, colour and typographic treatment should not be altered. The logo should be reproduced in the primary colours green, orange, and black or the text can be white when reversed out of a solid colour. Where necessary, the logo may be used only in black/white.



When the logo symbol is used with similar colours as a background a thin border may be applied to the green ring and the harp/stick portions of the logo.



COLOURS

The logo mark system primary colours are green, white, and orange when the logo is reproduced.

Pantone 357 C C. 92 M. 18 Y. 94 K. 61 R. 33 G. 87 B. 50 #215732	Pantone 151 C C. 0 M. 60 Y. 100 K. 0 R. 255 G. 130 B. 0 #ff8200	White C. 0 M. 0 Y. 0 K. 0 R. 255 G. 255 B. 255 #FFFFFF	Black C. 0 M. 0 Y. 0 K. 100 R. 0 G. 0 B. 0 #000000
Tint: 80%	Tint: 60%	Tint: 80%	Tint: 60%
Tint: 40%	Tint: 20%	Tint: 40%	Tint: 20%

TYPEFACE

IMPACT is the primary typeface to be used on all design applications. If IMPACT is unavailable ARIAL BLACK is an acceptable substitute and can also be used as html text for web use. Note: All headlines and titles are typeset in uppercase IMPACT.

abc <u>PrintMaterials:IMPACT</u>	abc <u>PrintMaterials:ARIALBLACK</u>
abcdefghijklmnopqrstuvwxyz ABCDEFGHIJKLMNOPQRSTUVWXYZ 1234567890,:@!*	abcdefghijklmnopqrstuvwxyz ABCDEFGHIJKLMNOPQRSTUVWXYZ XYZ 1234567890,:@!*

ÉIRE and EMERALD ISLANDERS LOGOS

The Éire team is the Irish national development team for men and women players, and the Emerald Islanders is the Irish national development team for men indoor (box) players. The Éire and Emerald Islanders teams are managed under the auspices of Ireland Lacrosse. The logos for these teams are included below.



IRISH LACROSSE LEAGUE (ILL)

The Irish Lacrosse League (ILL) also has its own logo. On the men's side, there is a travel team for players from the ILL called the 'ILL All-Stars' and that team also has its own logo.



IRELAND LACROSSE MOTTO

The Ireland Lacrosse slogan is: 'I dteannta a chéile', which in the Irish language means 'together as one'. This slogan can be used throughout a wide variety of publicity material, including website, flyers, event publicity, marketing materials and also on helmets, uniforms, t-shirts, etc.

'I dTEANNTA A CHÉILE!' - 'Together as One!'

The Ireland Lacrosse name and logo has been trademarked with the European Community Trade Marks Office, effective from **15 January 2016**.



1.7 Ireland Lacrosse Social Media Policy

(last updated 14 May 2018)

A wide variety of members of Ireland Lacrosse engage with social media on a personal and professional level. This policy and its associated guidelines apply to all Ireland Lacrosse members, in particular those given editorial/administrative access to the official Ireland Lacrosse social media channels. This policy and any other associated guidelines which are in place are aimed at ensuring effective and appropriate usage.

When using social media, Ireland Lacrosse members **will**:

- Manage (where assigned to do so), and engage with, official Ireland Lacrosse social media platforms on a regular basis.
- Use appropriate language.
- Think before posting any information online – when in doubt, ask a member of staff (including an Ireland Lacrosse Marketing and Media Manager) or senior player.
- Ensure that any content posted is consistent with the professional image present in respect of the author's association with any Irish national teams and Ireland Lacrosse as a whole.
- Always show respect towards the sport of lacrosse, its administrators, its spectators, its officials and referees, all Ireland players, coaches and other staff, and the players, coaches and other staff of all other teams.

If a member discloses their affiliation with a particular Irish national team, they must state that their views do not represent those of the national team. For example, one could state, "the views in this post do not represent the views of the Irish national team or Ireland Lacrosse."

When using social media, Ireland Lacrosse members **will not**:

- Upload content deemed disruptive, threatening, abusive, harassing, obscene, libelous or an invasion of another's privacy – this includes text, audio, photographs and video.
- Use Ireland Lacrosse's name or the name of any Irish national team in a derogatory manner or defame or disparage the Irish national team.
- Upload content deemed confidential by the Irish national team or Ireland Lacrosse.
- Infringe the intellectual property of any company/individual – this can create liability for the individual who posts and the Irish national team and Ireland Lacrosse.
- Post personal messages or opinions which are linked to the Irish national team or Ireland Lacrosse's pages or accounts on any social media platform, or engage through their association with Ireland Lacrosse or an Irish national team in discussion or debate on general political, social or culture issues.
- Engage with posters who are commenting on matters related to the Irish national team's reputation. Please alert the Irish national team staff if this is a concern.
- Engage with posters who are commenting on sensitive or controversial subject matters related to the sport; doing so can damage the Irish national team's reputation.
- Pick fights and will not engage in them.
- Harass or bully any individual or organization.
- Disrespect other people's opinions.
- Use inappropriate/irrelevant hashtags on any of the Ireland Lacrosse or Irish national team accounts.
- Breach the Ireland Lacrosse Data Protection Policy and other associated requirements and obligations (for example, never disclose personal information about a colleague / member online).
- Breach any other laws or ethical standards (for example, never use social media in a false or misleading way, such as by claiming to be someone other than yourself or by making misleading statements).

Remember, posting is speaking in public. Don't post anything you wouldn't say at a public meeting or via the media representing Ireland Lacrosse or the Irish national team. In all instances a 'stop and think' approach is the most common approach. Ask yourself this; "if I like this status or if I comment on this post, what are the ramifications for me, the Irish national team, and Ireland Lacrosse?"

Ireland Lacrosse does not discourage members from engaging with social media platforms for personal usage. However, this Social Media Policy acts as a guideline to ensure that all members of Ireland Lacrosse are using the Ireland Lacrosse social media channels appropriately and are not jeopardising the reputation of the organisation.



2. Irish Lacrosse League (ILL) Bye-Laws

Ireland Lacrosse is committed to the ongoing development of the Irish Lacrosse League (ILL) – both the men’s and women’s leagues – which operates under its auspices and with its general oversight, and the management of which is exercised through the **Irish Lacrosse League (ILL) – Men’s and Women’s Committees**, which are sub-committees of the Ireland Lacrosse Executive Board and the Terms of Reference for which are available in the [Ireland Lacrosse Governance Manual](#).



All lacrosse teams and clubs on the island of Ireland shall be affiliated with Ireland Lacrosse as the National Governing Body, and a membership structure is in place to facilitate membership of Ireland Lacrosse for any and all individuals who may be members of a lacrosse team or club in Ireland, as well as any individuals who may not be affiliated with any particular team or club in Ireland. For further information regarding this, see the *Ireland Lacrosse Membership Policy* (section 1.1).

2.1 Governance and Membership

- 2.1.1 The Irish Lacrosse League (ILL) shall be the primary competition for all men’s and women’s lacrosse teams throughout the island of Ireland.
- 2.1.2 Participation in the ILL is open to any and all men’s and/or women’s teams throughout the island of Ireland, and at all levels of experience.
- 2.1.3 The Irish Lacrosse League (ILL) – Men’s and Women’s Committees are responsible for the overall oversight and management of the ILL. The Committees are formally constituted as sub-committees of the Ireland Lacrosse Executive Board, and the Ireland Lacrosse Executive Board may refer matters to the Committees for consideration as necessary or appropriate.
- 2.1.4 The Irish Lacrosse League (ILL) – Men’s and Women’s Committees are chaired by the relevant Irish Lacrosse League (ILL) – Men’s and Women’s Committee Chairperson. The Chairperson is responsible for maintaining the up-to-date register of contact names and further details for all teams participating in the ILL. All matters relating to the ILL, and Ireland Lacrosse more generally, may be raised via the Irish Lacrosse League (ILL) – Men’s and Women’s Committees through the Chairpersons.
- 2.1.5 As and where the Irish Lacrosse League (ILL) – Men’s and Women’s Committees may not be able to resolve any particular matter, they may refer such matters to the Ireland Lacrosse Executive Board for consideration.
- 2.1.6 At all times, individual teams or clubs, as well as individual players, have the option of raising any issue through their representative on the Irish Lacrosse League (ILL) – Men’s and Women’s Committees, or may raise an issue directly with the Chairperson of the relevant committee, or may raise an issue directly with the Ireland Lacrosse Executive Board through the Secretary of that Board (via info@irelandlacrosse.ie).
- 2.1.7 The Irish Lacrosse League (ILL) – Men’s and Women’s Committees, through its members, shall execute the responsibilities outlined in the Irish Lacrosse League (ILL) – Men’s and Women’s Committees Terms of Reference, available in the [Ireland Lacrosse Governance Manual](#).
- 2.1.8 Membership of the Irish Lacrosse League (ILL) – Men’s and Women’s Committees and participation in the ILL is contingent on a team’s or player’s compliance with the ILL Bye-Laws, including rules on player eligibility and payment of any and all membership fees.
- 2.1.9 The ILL shall be run in such a way as to satisfy any and all national, European and/or international requirements and/or recommendations regarding fair play, player safety, norms regarding respect for players, coaches, officials and administrators and compliance with both the rules and the spirit of the game of lacrosse.

2.2 ILL Player and Team Eligibility

- 2.2.1 The primary focus of the ILL is to promote participation, enjoyment, comradery and healthy competition for men and women who participate in the sport of lacrosse throughout the island of Ireland.
- 2.2.2 In accordance with Federation of International Lacrosse (FIL) guidelines on player eligibility, female players must be at least 15 years of age, and male players must be at least 16 years of age, in order to compete in the Irish Lacrosse League. Exceptions to this may be made, provided there is agreement between the two captains of the two competing teams, plus the match official, and precautions are taken to ensure the safety of such under-age players, which are communicated to all players taking part in the match.
- 2.2.3 All teams (men and women) competing in the ILL must be fully paid-up members of Ireland Lacrosse. Membership is renewable annually.
- 2.2.4 It is the responsibility of each team/club to determine its own membership fee structure, including the individual player fee

- amount as well as the timeframe and manner of collection for it.
- 2.2.5 Establishing player membership of Ireland Lacrosse is critically important for matters relating to safety, insurance, governance and external reporting. The respective team and club captains are responsible for ensuring all their players are members of Ireland Lacrosse.
- 2.2.6 On request, each team must submit its list of players to the respective Irish Lacrosse League (ILL) – Men’s and Women’s Committee and/or the respective Chairperson. There is no limit to the number of players that may be included on a team’s list of members.
- 2.2.7 Individual players not directly affiliated with a specific team may establish their eligibility to participate in the ILL by completing the online Ireland Lacrosse membership registration form and paying the requisite membership fee.
- 2.2.8 In determining any referral to or allocation of any individual player to a team in the ILL, the respective Irish Lacrosse League (ILL) – Men’s and Women’s Committee, including also the Chairperson, will at all times endeavour to promote open discussion, fairness, team/club sustainability, healthy competition, development of the sport of lacrosse throughout the island of Ireland and overall enjoyment of the sport amongst all members, spectators and participants.
- 2.2.9 In instances where a team participating in an ILL event (including but not limited to the ILL Gamedays) does not have a sufficient number of players to field a team (deemed to be the number of players on the field plus 2 substitutes), that team may borrow players from other teams in accordance with the following guidelines:
- Inexperienced players playing for 12 months or less can temporarily transfer to another team that is short on players at an ILL event, provided that they are members of Ireland Lacrosse.
 - Experienced players can temporarily transfer to another team that is short on players at an ILL event, provided that they are members of Ireland Lacrosse and that they do not play in their natural or normal position on the field.
 - Any temporary transfer of a player from one team to another at an ILL event is subject to discussion between, and approval of, the captains of the two teams competing against one another. Any dispute in this regard must be referred to the respective Irish Lacrosse League (ILL) – Men’s and Women’s Committee Chairperson for adjudication.
- 2.2.10 In instances where it is found that any team or player has broken the rules regarding player and/or team eligibility, the Irish Lacrosse League (ILL) – Men’s and Women’s Committee may decide on a suitable course of action in accordance with the relevant Ireland Lacrosse Discipline, Complaints and Appeals Procedures (see section 2 of the Ireland Lacrosse Book of Rules).

2.3 League Structure – Men’s Competition

General Guidelines

- 2.3.1 The Men’s Irish Lacrosse League season is divided into two parts – the autumn ‘Fall Ball’ season shall comprise a minimum of three **Fall Ball Gameday** events, culminating in the **Newtownards Cup Final**, and the spring season shall comprise a minimum of six **ILL Gameday** events, culminating in the **ILL Championship**.
- 2.3.2 The schedule for the Gameday events for the full year (October to April) is drafted by the Irish Lacrosse League (ILL) – Men’s Committee in the first instance and sent to the Ireland Lacrosse Executive Board for further consideration. The draft schedule is then submitted to the Ireland Lacrosse AGM (which takes place at the end of each season) for further discussion and final approval of the overall schedule.
- 2.3.3 Once the overall schedule has been agreed, the Irish Lacrosse League (ILL) – Men’s Committee shall be responsible for determining which team will host which Gameday events, and will do this well in advance of the start of the new season in October. All teams are expected to host at least one Gameday during a given season.
- 2.3.4 The Irish Lacrosse League (ILL) – Men’s Committee may use its discretion to amend the schedule of Gameday events as it deems fit and in consultation with all teams, and with the Ireland Lacrosse Executive Board.

Newtownards Cup

- 2.3.5 The Newtownards Cup competition will take place during the **Fall Ball Gameday** season. This season shall consist of three Gameday events. The first Gameday event is aimed at providing opportunities for new and beginner players to get game experience. Matches during this Gameday will not count towards the Newtownards Cup standings or seedings. At the end of this Gameday, the (random) draw for the Newtownards Cup semi-finals will be undertaken.
- 2.3.6 The second Gameday of the Fall Ball season will consist of the Newtownards Cup semi-finals (two matches).
- 2.3.7 The final Gameday of the Fall Ball season will consist of the Newtownards Cup third place game and championship final (two matches).
- 2.3.8 Games will consist of four 20 minute quarters and will comply with the official Federation of International Lacrosse (FIL) *Rules of Men’s Field Lacrosse*.
- 2.3.9 The Irish Lacrosse League (ILL) – Men’s Committee may use its discretion to amend the schedule of Gameday events as it deems fit and in consultation with all teams.

Irish Lacrosse League (ILL)

- 2.3.10 The exact format of the Irish Lacrosse League will be adjusted based on the number of teams participating, and responsibility in this regard lies with the Irish Lacrosse League (ILL) – Men’s Committee, in consultation with the Ireland Lacrosse Executive Board.

- 2.3.11 The Men's ILL will consist of six Gamedays, running (broadly) from January until April.
- 2.3.12 In the current format, each team will play each other at least twice in league games over the ILL spring season.
- 2.3.13 Games will consist of four 20 minute quarters and will comply with the official Federation of International Lacrosse (FIL) *Rules of Men's Field Lacrosse*.
- 2.3.14 Points are awarded for each ILL game on the following basis:
- Win = 4 points
 - Draw = 2 points
 - Loss (by less than or equal to half the opponent's score, e.g. 10-7, 5-3, 2-1) = 1 point
 - Loss (by more than half the opponent's score, e.g. 10-4, 7-3, 1-0) = 0 points
- 2.3.15 If at the end of the season, two or more teams are tied for points, the league title will be awarded on the basis of:
- The points in matches between the tied teams
 - The goal difference in matches between the tied teams
 - Least goals conceded in the whole league
 - Greatest goal difference in the whole league
 - Coin toss
- 2.3.16 In the event of a team forfeiting a game during the league, the match shall be recorded as a victory to the non-forfeiting team by a score of 10 - 0 and in addition to this, the forfeiting team will have 3 league points deducted.
- 2.3.17 The winners of the ILL spring season will be chosen as Ireland Lacrosse's representatives at the European Club Lacrosse Championships (Ken Galluccio Cup), normally played in the subsequent autumn. If for any reason, the ILL championship-winning team cannot commit to representing Ireland at this tournament, they must inform the Irish Lacrosse League (ILL) – Men's Committee in advance. In such instances, the second-placed team in the ILL will be offered the opportunity to represent Ireland at this tournament.
- 2.3.18 The Irish Lacrosse League (ILL) – Men's Committee may use its discretion to amend the format of the ILL as it deems fit and in consultation with all teams, and with the Ireland Lacrosse Executive Board.

2.4 League Structure – Women's Competition

General Guidelines

- 2.4.1 The Women's Irish Lacrosse League season is also divided into two parts – the autumn 'Fall Ball' season shall comprise a minimum of three **ILL Gameday** events and the spring season shall comprise a minimum of three **ILL Gameday** events, culminating in the **ILL Championship**.
- 2.4.2 The schedule for the Gameday events for the full year (October to April) is drafted by the Irish Lacrosse League (ILL) – Women's Committee in the first instance and sent to the Ireland Lacrosse Executive Board for further consideration. The draft schedule is then submitted to the Ireland Lacrosse AGM (which takes place at the end of each season) for further discussion and final approval of the overall schedule.
- 2.4.3 Once the overall schedule has been agreed, the Irish Lacrosse League (ILL) – Women's Committee shall be responsible for determining which team will host which Gameday events, and will do this well in advance of the start of the new season in October. All teams are expected to host at least one Gameday during a given season.
- 2.4.4 The Irish Lacrosse League (ILL) – Women's Committee may use its discretion to amend the schedule of Gameday events as it deems fit and in consultation with all teams, and with the Ireland Lacrosse Executive Board.

Irish Lacrosse League (ILL)

- 2.4.5 The exact format of the Irish Lacrosse League will be adjusted based on the number of teams participating, and responsibility in this regard lies with the Irish Lacrosse League (ILL) – Women's Committee.
- 2.4.6 The Women's ILL will consist of six Gamedays, running (broadly) from October until April.
- 2.4.7 The format and number of teams and games for the Women's ILL will be determined by the Irish Lacrosse League (ILL) – Women's Committee, in consultation with all teams.
- 2.4.8 Games will consist of two 30 minute halves and will comply with the official Federation of International Lacrosse (FIL) *Rules of Women's Lacrosse*.
- 2.4.9 Points are awarded for each ILL game on the following basis:
- Win = 4 points
 - Draw = 2 points
 - Loss (by less than or equal to half the opponent's score, e.g. 10-7, 5-3, 2-1) = 1 point
 - Loss (by more than half the opponent's score, e.g. 10-4, 7-3, 1-0) = 0 points
- 2.4.10 If at the end of the season, two or more teams are tied for points, the league title will be awarded on the basis of:
- The points in matches between the tied team
 - The goal difference in matches between the tied teams
 - Least goals conceded in the whole league
 - Greatest goal difference in the whole league
 - Coin toss
- 2.4.11 In the event of a team forfeiting a game during the league, the match shall be recorded as a victory to the non-forfeiting

- team by a score of 10 - 0 and in addition to this, the forfeiting team will have 3 league points deducted.
- 2.4.12 The winners of the Women's ILL will be chosen as Ireland Lacrosse's representatives at the European Club Lacrosse Championships (Ken Galluccio Cup), normally played in the subsequent autumn. If for any reason, the ILL championship-winning team cannot commit to representing Ireland at this tournament, they must inform the Irish Lacrosse League (ILL) – Women's Committee Chairperson in advance. In such instances, the second- placed team in the ILL will be offered the opportunity to represent Ireland at this tournament.
- 2.4.13 The Irish Lacrosse League (ILL) – Women's Committee may use its discretion to amend the format of the ILL as it deems fit and in consultation with all teams, and with the Ireland Lacrosse Executive Board.

2.5 Officiating (Referees and Umpires)

- 2.5.1 All games of the Irish Lacrosse League (ILL) (men's and women's) are played in accordance with the Federation of International Lacrosse (FIL) rules.
- 2.5.2 The number of men's referees per game will normally be two, three where possible and one where necessary.
- 2.5.3 The number of women's umpires per game will normally be one, two where possible.
- 2.5.4 Ireland Lacrosse will maintain a register of all qualified officials, and will arrange opportunities for the training and certification of officials.
- 2.5.5 All officials are required to have obtained the basic refereeing qualification, as determined by Ireland Lacrosse. Recognition of qualifications obtained from outside Ireland may be approved at the discretion of the Ireland Lacrosse Executive Board.
- 2.5.6 Each team participating in the Irish Lacrosse League (ILL) is required to have at least two officials from that team. Failure to meet this requirement may result in penalties or sanctions against that team.
- 2.5.7 At all times, all officials must be treated with respect by players, coaches and administrators. Failure to do so may result in disciplinary action as outlined in the relevant Ireland Lacrosse Procedures for Discipline, Complaints and Appeals.
- 2.5.8 The clubs hosting the respective Gameday events will be responsible for the assigning of match officials for the relevant games, in consultation with the Irish Lacrosse League (ILL) – Men's and Women's Committee Chairpersons.
- 2.5.9 To the extent possible, players who normally play for a particular team will not be permitted to be an official for a game in which their team is playing.
- 2.5.10 The Irish Lacrosse League (ILL) – Men's and Women's Committees may, if they deem fit, identify a Co-ordinator for officials for either the men's or women's competition who would exercise general oversight over officials, including assignment to games, training, and provision of uniforms and other resources (whistles, hats, flags).

2.6 Gameday Administration

- 2.6.1 The Irish Lacrosse League (ILL) – Men's and Women's Committees shall be responsible for determining which team will host which Gameday events ('host team'), and will do this well in advance of the start of the new season in October. All teams are expected to host at least one Gameday during a given season.
- 2.6.2 The host team must provide two suitable grass/turf fields for the duration of the Gameday (10am-5pm, normally on Saturdays), one field adequately marked with the dimensions for the men's game and one field marked for the women's game.
- 2.6.3 The host team must:
- Ensure fields are marked with suitable markings, including sidelines, end lines, restraining line, midfield, midfield wing lines. Cones should also be used to mark every corner and the substitution box.
 - Co-ordinate with each team to secure the timekeepers/scorekeepers for each game and provide table and seats/a bench for them.
 - Assign match officials for each game, in consultation with the Irish Lacrosse League (ILL) – Men's and Women's Committees.
 - Inform the Irish Lacrosse League (ILL) – Men's and Women's Committees and/or all teams well in advance of the Gameday event of the specific details of the Gameday, including location, directions and game start times.
 - Advertise the Gameday in local media to encourage the promotion of lacrosse in the region.
- 2.6.4 Ireland Lacrosse will work with the host teams to assist with the provision of goals for each Gameday event (2 for the men's field and 2 for the women's field) as well as four portable creases/arcs/fans (2 for the men's field and 2 for the women's field).
- 2.6.5 Following the Gameday, it is the responsibility of the Chairperson of the Irish Lacrosse League (ILL) – Men's and Women's Committees to ensure that a Gameday match report is posted on the Ireland Lacrosse website, including also the relevant statistics for each game to be added to the ILL statistics.
- 2.6.6 Each team must clean up after itself at the end of each Gameday event and all teams must respect the host team facilities; failure to do so may result in action being undertaken via the relevant Ireland Lacrosse Discipline, Complaints and Appeals Procedure.

2.7 Player Code of Conduct

All players who participate in the Irish Lacrosse League (ILL) are required to abide by the following **Player Code of Conduct**:

I understand that a fulfilling educational sport experience requires the exercise of responsibilities on the part of both personnel associated with the athletics programme and players. As a player, I understand my responsibility to commit to the principles of self-discipline, collaborative effort and team building, and to be an ambassador for my team and for Ireland Lacrosse.

I understand that players are visible representatives of their teams and Ireland Lacrosse in a wide variety of contexts, and the behavior of players is often closely scrutinized by the media and general public (this includes any and all trips abroad where players are representing their team and Ireland Lacrosse). Player behavior affects public perception of Ireland Lacrosse and its constituent clubs (including any academic institution they may be affiliated with). Therefore, it is an expectation that players will demonstrate consistent role model behavior, sportsmanship, and self-control. More specifically:

- Players must be committed to fair play; intentional acts of unsportsmanlike behavior or cheating will not be tolerated.
- When representing their teams during competition, players will exercise self-control in all ways including, but not limited to, resisting the use of profanity, demonstrating unnecessary aggression or hostility towards others, making inappropriate physical gestures, taunting or excessively celebrating, and disrespecting coaches, officials, teammates, or opponents.

I understand that team unity and team chemistry are key variables for a positive and successful athletic experience. Commitment to team goals is essential which, at times, may take precedence over individual goals. However, I understand that both Ireland Lacrosse and my team do not subscribe to a sports culture based on intimidation or mandatory allegiance to questionable practices and requires that all players be treated fairly by coaches, support staff, and teammates. Under these conditions, I understand that players are expected to exhibit a level of selflessness that promotes team goals. More specifically:

- Players are expected to abide by team rules that have been constructed by the team, and approved by the coaches and captains.
- Players are expected to abide by all ILL Bye-Laws and Ireland Lacrosse policies, guidelines and regulations.
- Players are expected to report any and all actions that establish hierarchical orders (i.e. intimidation, hazing, initiation, etc.).
- Players are expected to adhere to a “zero tolerance policy” towards hazing, sexual harassment, and physical punishment and are expected to honour and contribute to a culture of respect of self and others.
- Players are expected to contribute to an overall effective, positive, and safe training environment. Should players exhibit attitudes of aggression, intimidation, anger, etc. the coach and captain have the power to ask players to leave training and only return once they have collected themselves.
- Players are expected to abide by the *Ireland Lacrosse Anti-Doping Policy* and will familiarize themselves with the Athlete Learning Programme about Health and Anti-Doping (ALPHA), accessible at <http://alpha.wada-ama.org>.

The Irish Lacrosse League (ILL) – Men’s and Women’s Committees shall be responsible for considering and evaluating any issue, incident or complaint that may require attention (including disciplinary action) in relation to activities within its remit, following the relevant Irish Lacrosse League (ILL) Procedures for Discipline, Complaints and Appeals. Any such issue, incident or complaint must be raised or submitted for consideration **within 30 days** of the relevant incident, and the matter must be dealt with within a further 30 days of such notification. In fulfilling its responsibilities in this regard the Irish Lacrosse League (ILL) – Men’s and Women’s Committees shall be subject to oversight by the Ireland Lacrosse Executive Board.

2.8 Coach/Staff Code of Conduct

All coaches and staff who participate in the Irish Lacrosse League (ILL) are required to abide by the following **Coach/Staff Code of Conduct**:

- All coaches/staff involved with the Irish Lacrosse League (ILL) must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of players.
- The coach/staff must develop an appropriate supportive relationship with each player based on mutual trust and respect.
- The coach/staff must encourage and guide players to accept responsibility for their own behaviour and performance.
- The coach/staff should check player equipment to ensure it is legal, comfortable and safe.
- The coach/staff should at the outset clarify with the player and the other coaches / managers (and where appropriate with the parent) exactly what is expected of them and also what the players and parents are entitled to expect from their team or club.
- The coach/staff must always promote the appropriate code of conduct and positive aspects of the sport (e.g. fair play to players, officials, parents and spectators alike). They must never condone violations of the laws of the game or behaviour contrary to the spirit of the game and relevant rules and regulations, or the use of prohibited substances or techniques.
- The coach/staff must consistently display high standards of behaviour and be a role model for players, parents and spectators.

The Irish Lacrosse League (ILL) – Men’s and Women’s Committees shall be responsible for considering and evaluating any issue, incident or complaint that may require attention (including disciplinary action) in relation to activities within its remit, following the relevant Irish Lacrosse League (ILL) Procedures for Discipline, Complaints and Appeals. Any such issue, incident or complaint must be raised or submitted for consideration **within 30 days** of the relevant incident, and the matter must be dealt with within a further 30 days of such notification. In fulfilling its responsibilities in this regard the Irish Lacrosse League (ILL) – Men’s and Women’s Committees shall be subject to oversight by the Ireland Lacrosse Executive Board.

2.9 Coaching Development

Ireland Lacrosse is committed to building greater coaching capacity in Ireland by facilitating any interested individuals who would like to get involved in coaching lacrosse at any level. The primary mechanism by which Ireland Lacrosse does this is through its **Ireland Lacrosse Coaching Qualification Pathway**.

The Ireland Lacrosse Coaching Qualification Pathway draws on a wide range of resources, including Coaching Ireland, Sport Ireland, coaching resources which are available through its relationship with Ireland Lacrosse North America and the Irish Lacrosse Foundation, coaching resources available in the UK or the rest of Europe, as well as via the European Lacrosse Federation (ELF) and the Federation of International Lacrosse (FIL).

The Ireland Lacrosse Coaching Qualification Pathway will take cognisance of, and comply with, any and all legal requirements – including health and safety and child protection – that exist or that may be introduced in Ireland for any individuals involved in coaching and coaching-related activity. The Ireland Lacrosse Coaching Qualification Pathway also aligns with the *Lifelong Involvement in Sport and Physical Activity (LISPA) Framework* and the *Sport Ireland Code of Ethics and Best Practice for Children’s Sport in Ireland*.

Lifelong Involvement in Sport and Physical Activity (LISPA) Framework

The Lifelong Involvement in Sport and Physical Activity (LISPA) is an inclusive framework which caters for all levels of physical activity and sport involvement. There are four main objectives of the framework:

- 1) Health benefits for participants throughout their lives;
- 2) The development of a positive attitude to sport and physical activity;
- 3) Development of physical literacy and movement incorporating the development of gross movement skills;
- 4) Clear phases of development for performance.

The LISPA framework also incorporates Active Start, FUNdamental and Learning to Play and Practice phases.

LISPA operates in conjunction with the Long-Term Player-Athlete Development Pathway (LTPADP) and this framework enables individual to continue their involvement through:

- Active Living;
- Active Recreation;
- Organised Sport; and
- High Performance.



Ireland Lacrosse Coaching Qualification Pathway

	Level One (Development)	Level Two (Team/Club)
Age	18 Years or older on day of certification	18 Years or older on day of certification
Experience	None	Level One Qualification
Course Certification	Ireland Lacrosse	Ireland Lacrosse
Instructor Contact Time	One Day	Portfolio-based consultation with Ireland Lacrosse Coach, Coaching Development Director or equivalent
Additional Course Requirements	<ul style="list-style-type: none"> • Ireland Lacrosse Membership • Individual Coaching Portfolio • Session Planner Evaluation • Garda Vetting • Sport Ireland Safe Sport app 	<ul style="list-style-type: none"> • Ireland Lacrosse Membership • 20 Hours Coaching Experience logged in Individual Coaching Portfolio • First Aid Course • Child Protection in Sport Qualification • Garda Vetting • Sport Ireland Safe Sport app • Ireland Lacrosse Refereeing/Umpiring qualification (or equivalent)

See below for further details of the Observation and Assessment Record for the Level One (Development) and Level Two (Team/Club) coaching qualifications.

Ireland Lacrosse is currently developing the Level Three (High Performance) course.



Level One (Development) Observation and Assessment Record

Outcomes

- Under the guidance of the Head Coach, organise and supervise lacrosse using a narrow range of applied knowledge and basic comprehension of lacrosse skills.
- Grasp a basic understanding of lacrosse rules.
- Show an awareness of professional development opportunities.
- Promote good practice and establish working relationships.
- Promote high standards of behaviour with players, coaches, parents and officials.

Processes

- Show competence in the following areas:
 - generic coaching principles
 - coaching basic lacrosse fundamental skills
 - coaching basic lacrosse strategies
 - health and safety
 - codes of practice and ethics
 - understanding of lacrosse rules for a non-contact version of the game
 - good practice in club management and coaching
- Adapt lacrosse activities and sessions to cater for players of different abilities.
- Demonstrate good practice during coaching sessions.
- Demonstrate an understanding of the Coaching Code of Ethics.
- Demonstrate a knowledge of the Ireland Lacrosse Coaching Qualification Pathway and Criteria.
- Demonstrate the ability to work in a team of coaches.

Assessment

- Pass pre-course assessment.
- Practical assessment during the Level 1 Qualification.
- Pass observation assessment.



Level Two (Team/Club) Observation and Assessment Record

Outcomes

- Plan a series of coaching sessions in a systematic and progressive manner.
- Conduct a series of coaching sessions in a systematic and progressive manner.
- Coach the basic skills and techniques of lacrosse.
- Maintain an environment in which participants can improve their performance, utilising team and individual goal setting.
- Evaluate a series of coaching sessions in a systematic and progressive manner.
- Demonstrate an understanding of the principles of attack and defence through the use of tasks, practices and small sided games.
- Understand the principles of continuous professional development.
- Appreciation of the Ethical Coaching Processes.
- Ensure Health and Safety of players and others within the coaching environment and be able to respond to accidents and emergencies.
- Promote the sport of lacrosse in a positive and constructive manner.
- Promote and establish positive working relationships with players, other coaches, parents and officials.
- Promote high standards of behaviour with and among players, other coaches, parents and officials.
- Demonstrate a knowledge of child protection issues.
- Demonstrate a knowledge of First Aid scenarios.
- Demonstrate a knowledge of the use of questioning as part of the coaching process.
- Demonstrate a knowledge of demonstrating as part of the coaching process.
- Understand the principles behind sport science and its place in the coaching process.
- Understand the issues relating to risk assessment within the coaching process.
- Understand the roles and responsibilities of overseeing Level 1 Coaches.

Processes

- Show competence in:
 - Planning a series of coaching sessions
 - Delivering a series of coaching sessions
 - Evaluating a series of coaching sessions
- Show competence in:
 - Delivering the basic field lacrosse individual skills
 - Delivering field lacrosse tactics for settled attack and settled defence
 - Delivering field lacrosse tactics for extra player opportunities
 - Delivering field lacrosse tactics for transition opportunities
- Show competence in:
 - Setting individual goals for each player in a training environment
 - Setting team goals in a training environment
 - Setting individual goals in a competitive environment
 - Setting team goals in a competitive environment
- Show competence in:
 - Evaluating a specific coaching session
 - Evaluating a set of coaching sessions
 - Evaluating a match
- Provide evidence of child protection procedures.
- Provide evidence of First Aid procedures.
- Have an understanding of coaching delivery mechanisms: e.g. questioning and demonstrating.
- Provide evidence of the use of sports science.
- Provide evidence of risk assessment procedures.
- Provide evidence of job responsibilities.
- Show competence in dealing with parents and other adults outside of the coaching process.
- Show competence in good practice and role modelling with players, parents, officials and other relevant individuals.

Assessment

- Pass pre-course assessment
- Practical assessment during the Level 2 Module
- Pass observation assessment
- Pass written test
- Complete the necessary hours of practical delivery
- Have a First Aid certificate
- Have attended the requisite non-lacrosse based courses

Table of Contents

- **Introduction**

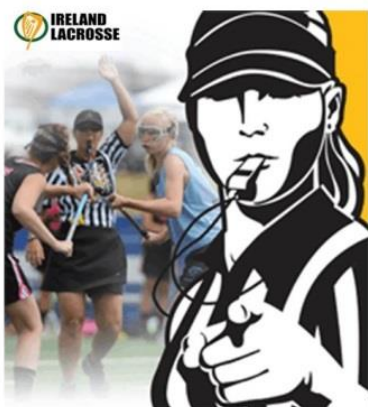
- **Section 1: The Fundamentals of Lacrosse**
- Basic Attacking Principles
- Basic Defending Principles
- Underlying Basic Techniques
- SKILL SET 1: Throwing (coordination)
- SKILLS SET 2: Catching (coordination)
- SKILLS SET 3: Carrying/Cradling (agility, coordination)
- SKILLS SET 4: Scooping (agility, coordination)
- SKILLS SET 5: Changing Hands (agility, coordination)
- SKILLS SET 6: Shooting (coordination)
- SKILLS SET 7: Goalkeeping (agility, coordination)
- SKILLS SET 8: Checking (balance, agility, coordination)
- Skill Troubleshooting
- Tactical Principles
- Attacking
- Individual Attack Play - Basic Evasion
- Defending
- Individual Defence Play
- Defending when the ball is behind the Goal
- Selective Small Sided games

- **Section 2: The Fundamentals of Coaching**
- Planning
- Basic planning
- Facilities and equipment
- Session Format
- Planning Practices for Lacrosse Basic Skills
- Reviewing your Session
- Introductory Activities
- Coaching and Demonstrating – A Good Practice Guide
- Learning Styles - VAK
- Coaching styles
- Direct coaching (do as I say)
- Indirect coaching (players contribute as well as receive – democratic)
- What defines a coaching style?
- Descriptions of different styles and how they work in practice
- What benefits can be derived from adopting different styles of coaching?
- Coaching in a Game
- Coaches Code of Conduct
- Child Protection
- Planning Activities
- Agreeing Acceptable and Unacceptable Behaviours
- Managing Challenging Behaviour
- Physical Intervention
- Views of the child or vulnerable adult
- A policy for managing challenging behaviour
- 1st Aid Policy and Coaching

- **Summary**
- Health and Safety Checklist (Course Venue)
- Accident Report Form – Template
- Example of a Venue Risk Assessment Form

2.10 Referee/Umpire Development

Ireland Lacrosse is committed to building greater refereeing (men) and umpiring (women) capacity in Ireland by facilitating any interested individuals who would like to get involved in refereeing/umpiring lacrosse at any level. The primary mechanism by which Ireland Lacrosse does this is through its **Ireland Lacrosse Referee/Umpire Development Programme**, which is integrated with the Ireland Lacrosse Coaching Development Programme. This programme consists of formal training which normally takes place at least once per annum, delivered by a qualified instructor, in Ireland.



Ireland Lacrosse will be running a Women's Umpiring Course on **Saturday, 24th January 2015** at University College Dublin, from 10am to 4.30pm.

The course will be facilitated by Dorothy Hirsch, European Women's Umpire Coordinator for the European Lacrosse Federation (ELF).

The cost of the course will be €20 per participant. To register, please email acasey@irelandlacrosse.ie.

Further details, including payment methods, will be sent via email to those who have confirmed their attendance. Places will be given on a first come, first serve basis.



Men's Lacrosse Officiating Course 12-13 February 2016 Dublin

Ireland Lacrosse will be running a men's officiating course in Dublin on 12-13 February 2016, in conjunction with the second Gameday of the Irish Lacrosse League. The course will be delivered by Ireland international referee, Dick Pepper, and FIL Chair of Men's Officiating Don Blacklock.

- **Friday (12 Feb):** 7-10pm classroom instruction, Tara Towers Hotel (near UCD)
- **Saturday (13 Feb):** 9am, on-field pre-game instruction
11am, Prawns v Dublin, live game instruction
1pm, Galway v UCD, live game instruction

This training course has been recently re-designed, and all currently qualified referees, as well as those interested in taking the course for the first time, are strongly encouraged to attend!

The cost is €20 per person, payable on the Friday of the training session.



Men's Lacrosse Officiating Course 27-28 January 2017 Dublin

Ireland Lacrosse will be running a men's officiating course in Dublin on 27-28 January 2017, in conjunction with the first Gameday of the Irish Lacrosse League. The course will be delivered by Ireland international referee, **Dick Pepper**, and FIL Chair of Men's Officiating **Don Blacklock**.

- **Friday (27 Jan):** 7-10pm classroom instruction, Temple Bar Hotel
- **Saturday (28 Jan):** 9am, on-field pre-game instruction
Start Time TBC, UCD v Prawns, live game instruction
Start Time TBC, Cork/Galway v Dublin, live game instruction

All currently qualified referees, as well as those interested in taking the course for the first time, are strongly encouraged to attend!

The course is **FREE** for all participants!

2.11 Guidelines on How to Start a Lacrosse Team

Ireland Lacrosse Mission:

Ireland Lacrosse shall, first and foremost, work to develop the sport of lacrosse throughout the island of Ireland for both men and women and at all levels from youth to adult. Arising out of this development, Ireland Lacrosse shall also oversee, manage and support the Irish national teams – for men and women and at under-age and senior levels. In pursuit of this mission, Ireland Lacrosse works through Ireland Lacrosse North America, a subsidiary entity registered as a not-for-profit (501c3) organisation in the USA, and with the Irish Lacrosse Foundation (also based in the USA), to raise awareness of our programmes, develop lacrosse in Ireland, and generate support for our national teams.

Starting a Lacrosse Team:

There are several steps involved in starting a lacrosse team and here is a small list to get you started:

1. Find a Pitch
2. Recruit Players
3. Obtain Equipment
4. Find a Head Coach
5. Dues and Membership

1. Find a pitch:

Finding a place to play is your first step. Contact local schools or sports clubs for private pitches or the local authorities for public pitches. If you are based in a school, college or university, contact their sports office to enquire about training times. Try the Golden Pages under sports clubs for a list of sports clubs and organisations. These places will most likely cost money so start small in a park until you can get some more players to share the cost. Start with just a throw-around, and then if you have more people, you can try some basic drills or just play a pick-up game using jumpers for goals – remember, fun first! You can play pick-up games with no contact with just sticks for everyone – this is a great way to start without worrying too much about all the equipment (men's equipment especially). The most important thing is also to pick the same time and place every week (be consistent!) and continue to get people excited about lacrosse and the team you are all creating.

2. Recruit Players:

Getting some people involved and excited about the club is your next priority. Once you have some kind of regular practice session (even just a throw-around) then you have something to attract people to. Get the word out to everyone you know and explore other avenues to get the word out.

Here are some additional recruiting methods:

- Place an ad in local newspapers
- Put up flyers at local schools, colleges, universities, gyms, coffee shops, bars, supermarkets and sports stores
- Develop a page on the Ireland Lacrosse website (www.irelandlacrosse.ie) – contact info@irelandlacrosse.ie for help with this
- Use the internet to post ads on forums
- Contact Ireland Lacrosse at info@irelandlacrosse.ie for help

3. Obtain Equipment:

Ireland Lacrosse can help you to procure equipment – Ireland Lacrosse has used equipment which it can loan and sell to new clubs and players, and also has a good relationship with equipment suppliers and makes bulk equipment orders, so that items can be sold to individual clubs and players through Ireland Lacrosse at discounted prices. Equipment requirements for lacrosse consist of the following:

Team Equipment:

- 1 pair of Goals
- Goalie equipment: Throat Protector, Helmet, Gloves, Chest Protector and Stick

Individual Field Player Equipment (Box/Indoor players will require more protective equipment, especially goalies):

- Gloves
- Helmet
- Stick
- Arm Pads
- Shoulder Pads
- Athletic Supporter (cup)
- Gum Shield

Equipment for Women's and Mixed Lacrosse:

- Women's Stick
- Goggles (optional)
- Gum Shield

4. Find a Head Coach:

You need to find a responsible and organised leader who is eager to teach and learn the sport of lacrosse. Ireland Lacrosse will assist in training new coaches, primarily through its Coaching Qualification Pathway.

5. Dues and Membership:

Dues should cover your club's running costs. Costs primarily include equipment and pitch rental. You can also offset costs by running fundraisers. All players must become members of Ireland Lacrosse, which is a requirement for participation in the Irish Lacrosse League (ILL) and other Ireland Lacrosse events, and which includes public liability, personal injury and travel insurance (the public liability insurance can be useful when you are trying to book pitches for training or games – contact Ireland Lacrosse at info@irelandlacrosse.ie for a copy of our insurance certificate). Membership of Ireland Lacrosse for individuals living on the island of Ireland is currently €10 per annum – this is kept low to make it easy for new players to get involved. Individual teams or clubs can then set their own membership fee based on their particular running costs (for example, to cover the cost of pitch rental or to buy equipment).

Lacrosse Suppliers List:

Check with Ireland Lacrosse for any equipment needs in the first instance – they may have equipment available to loan out or sell at a discounted price!

www.captain-lax.com

www.lax.com

www.uklacrosse.com

<https://hattersleysonline.co.uk/>

www.eurolax.com

Approximate Start-Up Costs:

<u>Team Needs</u>		<u>Individual Players (men)</u>	<u>Individual Players (women)</u>
Practice jerseys	€20 each	Stick	€30
Balls	€24 dozen	Gloves	€30
Cones	€20 dozen	Arm Pads	€20
First Aid Kit	€50	Shoulder Pads	€20
Whistles	€5	Helmet	€100
Goals	€125-€400 each		



3. National Teams, National Development Teams and International Tournaments

Ireland Lacrosse is responsible for the overall oversight and management of the various Irish national lacrosse teams and national development teams. These include both men's and women's senior, under-20 and under-19 (and men's indoor) national teams, and men's and women's national development teams (Éire and Emerald Islanders). While there was an Irish senior men's national team in existence as far back as the 1880s, and an Irish senior women's national team that was active from 1930 to 1970, by the mid-to-late 1970s both teams were no longer in existence. In 2001, however, the Irish senior men's national team was re-established, and in 2005 the Irish senior women's national team was re-established.

At present, the list of active Irish national lacrosse teams and national development teams includes the following:

- Irish senior men's national team (since 2001)
- Irish senior women's national team (since 2005)
- Éire – Irish men's development team (since 2006)
- Irish senior men's indoor national team (since 2007)
- Éire – Irish women's development team (since 2009)
- Emerald Islanders – Irish men's indoor development team (since 2013)
- Irish men's under-19 national team (since 2016)
- Irish men's under-20 national team (forthcoming 2019)
- Irish women's under-19 national team (forthcoming 2019)

The Irish national teams compete regularly in **European Championship** and **World Championship** events, each of which occur every four years and which normally take place during the summer. On average, there are two major tournaments per summer. The Irish development teams compete in tournaments and other events (e.g. exhibition games), at least once annually. Examples of events which the Éire (men's and women's) teams and Emerald Islanders (men's indoor) team competes in include:

- E-Box Invitational – Prague, Czech Republic (April) – Emerald Islanders
- Home Internationals – rotates throughout the UK (April) – Éire women
- Nick Kehoe International – Manchester, England (May) – Éire men
- Bluesfest – London, England (June) – Éire men and Éire women
- Berlin Open – Berlin, Germany (June) – Éire men and Éire women
- Amsterdam Lowlands – Amsterdam, The Netherlands (June) – Éire men and Éire women
- Lake Placid Summit – New York, USA (August) – Éire women
- Lax All-Stars North American Invitational - Onondaga Nation, New York, USA – Emerald Islanders
- Boxmania – Lille, France (November) – Emerald Islanders

As the National Governing Body (NGB), recognised as such by the European Lacrosse Federation (ELF) and the Federation of International Lacrosse (FIL), Ireland Lacrosse holds exclusive rights to any and all Irish national lacrosse teams and national development teams. No team may compete in any event under the auspices of the Irish national lacrosse team or Éire or Emerald Islanders team without the authorisation of Ireland Lacrosse, via the Ireland Lacrosse Executive Board and/or the Chief Executive Officer (CEO) of Ireland Lacrosse. If a member of Ireland Lacrosse violates this rule, they will be subject to the Ireland Lacrosse (NGB) Procedures for Discipline, Complaints and Appeals.

Ireland Lacrosse embraces all members of the Irish Diaspora and welcomes any interested individual to become a member of Ireland Lacrosse. The Irish national teams and national development teams include members of the Irish Diaspora and Ireland Lacrosse is committed to the integration of these players alongside domestic players on all of its teams – *I d'teannta a chéile / together as one!* Further details of the Ireland Lacrosse approach to this matter are outlined in the **National Team Vision**, which has been developed by the Ireland Lacrosse Executive Board and approved by the general membership of Ireland Lacrosse at an Extraordinary General Meeting (EGM) in January 2017.

The policies and procedures in this section apply equally to the Irish national lacrosse teams and the national development teams (Éire and Emerald Islanders).

3.1 National Team Vision (Player Eligibility & Policy on Irish National Lacrosse Team Composition)



National Team Vision

(2018_v11)

Ireland Lacrosse Mission Statement

“Ireland Lacrosse shall, first and foremost, work to develop the sport of lacrosse throughout the island of Ireland for both men and women and at all levels from youth to adult. Arising out of this development, Ireland Lacrosse shall also oversee, manage and support the Irish national teams – for men and women and at under-age and senior levels.”

In line with Ireland Lacrosse’s Mission Statement, our National Teams are closely linked to the growth and development of Lacrosse in Ireland. This growth and development is not solely about generating greater awareness and increasing player numbers, but also about improving the lacrosse ability of those selected and, as a consequence, the wider lacrosse playing population of Ireland. We recognise the contributions made to our mission by members of the Irish Diaspora and the assistance they provide on and off the field. Our motto is ‘*I d’téannta a chéile*’ – **together as one** – and we believe in promoting unity among all those interested in supporting the mission of Ireland Lacrosse, in all its facets.



Background

There was an Irish men's national lacrosse team as far back as 1877. The first Irish women's national lacrosse team was established in 1930 and was active up until 1970. In more recent times, the senior men's national team re-emerged in 2001, while the senior women's national team re-emerged in 2005. Both have been in continuous existence since those dates. In 2007 an Irish men's indoor team was established. In 2016 an Irish men's under-19 national team was established as the first under-age national lacrosse team in Ireland's history, and an Irish women's under-19 national team makes its debut in 2019. This brings the portfolio of Irish national lacrosse teams to five in total.

Objectives

The objectives of the Irish national lacrosse teams are as follows:

- To represent the Irish nation, in all its diversity;
- To represent Ireland in major European and international tournaments, demonstrating qualities such as application, work-rate, commitment, sportsmanship, fair play, and respect for fellow players, coaches, officials, administrators and spectators;
- To increase the **quantity** of domestic players participating in Irish national team events, including ID Camps, Selection Camps, Tryouts, National Development Teams (e.g. Éire, Emerald Islanders) and the Irish national teams themselves and their participation in major tournaments;
- To increase the **quality** of domestic players participating in the full range of Irish national team events by providing coaching, instruction, support, training, encouragement and opportunity for domestic players to become better players, as provided by coaches, support staff and teammates;
- To contribute to an increase in the number of lacrosse players in Ireland – men and women and of all ages – by generating greater awareness of and publicity for the sport among the Irish public;
- To contribute to an increase in the number of domestic lacrosse coaches in Ireland by creating opportunities for domestic coaches to be part of the staff of the various Irish national teams;
- To contribute to an increase in the number of domestic lacrosse officials by identifying opportunities for individuals to get involved in officiating in conjunction with participation by the Irish national teams in various tournaments and other events;
- To contribute to an increase in the number of administrators involved in supporting all facets of the mission of Ireland Lacrosse, including but not limited to the Irish national teams;
- To contribute to an increase in the membership of Ireland Lacrosse, to help provide support for the Irish national teams and for the development and growth of lacrosse in Ireland.

Player Eligibility Rules

Ireland Lacrosse is fully compliant with the player eligibility rules as defined by the Federation of International Lacrosse (FIL). To be eligible to play for the Irish national lacrosse team, players must:

- **Be a member of Ireland Lacrosse** – All players must be members of Ireland Lacrosse, the national governing body for the sport of lacrosse in Ireland, in order to participate in any and all national team related events, including tryouts, training camps, specific games featuring the Irish national team and major tournaments. The online member registration form is available on the [Ireland Lacrosse website](#). An individual is not considered a fully registered member unless they have also paid the requisite membership fee. Membership of Ireland Lacrosse is renewable annually.
- **Register and participate in an Ireland Lacrosse tryout, including a final tryout/training camp in Ireland** – details of all such events and the registration process are posted on the Ireland Lacrosse website and through the various Ireland Lacrosse social media outlets.
- **Participate in fundraising and other activities to support the development of lacrosse in Ireland and the Irish national teams.**
- **Meet the FIL player eligibility requirements as listed below.**

Nationality

Prime criteria for eligibility is to be a passport holder of Ireland..... but the following will also be accepted:

- **Birth/Naturalisation** - Born on the island of Ireland or naturalised within Ireland; effectively, becomes a passport holder. Note that in any situation of naturalisation without becoming a Passport Holder this would be part of the *limitation on Non-Passport holders* stated below.
- **Parents** - One or both parents, adoptive parents or step-parents born on the island of Ireland. Note that if not a Passport Holder then this would be part of the *limitation on Non-Passport holders*.
- **Grandparents** - One or more birth / adoptive grandparents born on the island of Ireland. Note that if not a Passport Holder then this would be part of the *limitation on Non-Passport holders*. Note that step-grandparents are not acceptable.

- **Marriage** - Spouse being born on the island of Ireland with the qualification that both the spouse and player-candidate must be resident in Ireland. This criteria relates to accepted marriage in the context of a civil or religious ceremony. "Common law" situations and/or partnerships without such formal acceptance (and hence supporting documentation) will not be accepted. In the event of death of the spouse this would not prevent the individual from qualifying by this criteria. Divorce from the spouse would disqualify the individual from qualifying by this criteria. Note that if not a Passport Holder then this would be part of the *limitation on Non-Passport holders*.
- **Residence** - Minimum of a two-year residency period in the playing country within the last five years. This does not necessarily have to be a continuous period but a cumulative total period of two years over the previous five years. Note that if not a Passport Holder then this would be part of the *limitation on Non-Passport holders*.

Limitation on Non-Passport Holders

Any squad for any FIL event shall have at least 85% (in all cases rounded downwards) of the playing squad qualifying through the possession of a passport of Ireland. Qualification by other than possessing an Ireland passport - through birth/naturalisation, parents, grandparents, marriage or residency, as defined above - will be limited to 15% (in all cases rounded upwards).

As an example, in the case of the men's field game this would be 85% of a playing squad of 23 players, which is 19.55 rounded down to 19. Consequently **the maximum number of non-passport holders on a men's field team is 4**. In the case of the women's field game this would be 85% of a playing squad of 18 players, which is 15.30 rounded down to 15. Consequently **the maximum number of non-passport holders on a women's field team is 3**.

Age Limitation

The lower limit age that applies to all World Championships and FIL sanctioned events is 16 years of age (men) and 15 years of age (women) as of the day prior to the championship event.

Eligibility Relating to Dual Passport Holders:

Any competitor who is a national of two or more countries at the same time and holding passports of these countries may represent either one of them as he /she may elect. However, after having represented one country in a recognised (by the Federation of International Lacrosse) event, he /she may not represent another country unless he/she meets other eligibility conditions set out in the bye-laws which include a three-year period between playing for one country and playing for another country.

Other conditions:

The FIL player eligibility rules set-out further conditions regarding age considerations and flexibility for emerging nations, including special dispensations at U19 level. Further information is available on the [FIL website](#).

Policy on Irish National Lacrosse Team Composition

In addition to the player eligibility rules set-out by the FIL, which all Irish national teams are compliant with, Ireland Lacrosse has also established a policy relating to the composition of each Irish national team. **The primary objective of this policy is to link each Irish national team with the development of lacrosse in Ireland, as per the mission of Ireland Lacrosse.** The following requirements apply regarding eligibility for, and composition of, any and all Irish national teams:

- National Team player selection is presided over by a Player Selection Panel consisting of the Head Coach and Assistant Coaches of that particular Irish national team, together with the National Teams Director (Chair) and the Ireland Lacrosse CEO;
- Ireland Lacrosse will announce the selection process for each national team via its website and social media channels. This will normally consist of a series of tryouts and training camps;
- A player must attend a designated tryout relevant to the selection process for that particular Irish national team, in order to be considered for selection to that team. The final tryout/training camp will take place in Ireland and participation in this is compulsory for all players in order to be considered for selection to that team. Where a domestic player (as defined below) is unable to attend a preliminary tryout, they may apply for permission to attend the final tryout and be considered for selection for the team. This permission must be sought in writing and addressed to the National Teams Director (Chair of the Player Selection Panel) with a clear rationale for being unable to attend a preliminary tryout. Permission to do this is by no means guaranteed and is intended to be granted only in exceptional circumstances. Such players must register and pay for the relevant domestic preliminary tryout event which they will miss;
- The majority of players (minimum 51% of the roster) on each Irish national team must come from within Ireland (hereinafter to be referred to as 'domestic');
- A domestic player is defined as a player who:
 - Resides in Ireland on a full-time basis for a cumulative total of two out of the previous three years prior to the date of the final try-out/training camp (for the avoidance of doubt, players who work or study on a full time basis outside of Ireland will not be considered domestic players). Documentary evidence of this period of residency must be provided on request by any member of the Player Selection Panel; AND
 - Plays (or contributes when unable to play) in the Irish Lacrosse League and other Ireland Lacrosse events; AND

- Will reside in Ireland and play (or contribute when unable to play) in Ireland until the date of the relevant tournament. Failure to comply with this requirement will result in a player losing their domestic status, which may result in them losing their place in the squad.
- The Player Selection Panel for a particular Irish national team reserves the right to adjudicate on their status as a domestic player to ensure compliance with the above definition. Any queries regarding domestic player status may be directed to the Player Selection Panel via the Chair (National Teams Director);
- An increase in the proportion of domestic players on the Irish national teams, beyond the existing 51%, will be considered where the level of participation in the relevant tryouts merits such an increase;
- The Éire (men's & women's field) and Emerald Islanders (men's indoor) teams have been established as the Irish national lacrosse team development programmes. Ireland Lacrosse works to ensure that these teams are developed and managed alongside, and as close as possible, to the respective Irish national teams when the Éire and Emerald Islanders teams are entered into 'festival' tournaments that take place alongside major international tournaments. Players for the Éire and Emerald Islanders teams for the festival tournaments are selected from the pool of players who attend the relevant tryouts for a given Irish national team but are not chosen for selection to that team. The Éire and Emerald Islanders teams also compete in other games and tournaments outside of the 'festival' tournaments. How these teams are selected is determined on an event-by-event basis.

Any Irish underage national team (e.g. U19 or U20) will conform to this policy as closely as possible, but some exception may be required given their only very recent establishment. The Player Selection Panel for these teams must endeavour to get as close as possible to the minimum 51% of the player roster consisting of domestic players.

In considering individual players for selection to any and all Irish national lacrosse teams, the Player Selection Panel will consider the following (in no particular order of importance):

- Lacrosse skill
- Lacrosse 'Game IQ'
- Fitness
- Effort and Work-Rate
- Coachability
- Character
- Commitment to the mission of Ireland Lacrosse

This policy will be reviewed **on an annual basis**, at the Ireland Lacrosse Annual General Meeting (AGM) which typically takes place in April each year.



3.2 Procedure for the Appointment of Coaches and Staff for the Irish National Teams

(last updated 27 November 2015)

The Ireland Lacrosse Executive Board (hereinafter referred to as “the Board”) oversees all aspects of the Irish national lacrosse teams (and national development teams) for which it is responsible, including the appointment of all coaching and support staff for each national team (and national development team), in accordance with the following procedures:

- 3.2.1 The Board is responsible for agreeing the criteria for the national team coaching staff. This includes criteria for the Head Coach and any Assistant Coach, and the criteria for each is divided into Required Qualifications and Preferred Qualifications. Once agreed by the Board, these criteria will be used on an ongoing basis, until and unless the Board wishes to review them.
- 3.2.2 The position of Head Coach for a given Irish national team will be advertised as far in advance as possible of the tryout for that national team, to facilitate the process from application to conduct of interviews, deliberation and selection. This advertisement will include a general description of the team and the events it will or may participate in, reference to the Ireland Lacrosse rules on eligibility, details of the selection process for the team, basic information about the relevant tournament(s) and any other relevant timelines. This will also include the deadline for submission of applications.
- 3.2.3 Applicants are required to complete an online application form for the Head Coach position, and the link to this will be posted together with the relevant advertisement on the Ireland Lacrosse website. This application form will capture personal details of the applicant, their interest in applying for the position of Head Coach, their experience and qualifications and any other relevant additional information.
- 3.2.4 In advance of the deadline for applications, the Board will determine the membership of the **Staff Selection Panel** (hereinafter referred to as “the Panel”), which will be a sub-committee of the Board and will be co-ordinated and chaired by the National Teams Director. The members of the Panel will be drawn from the Board membership (and must include the National Teams Director and Chief Executive Officer), but may not include any member of the Board who intends to either tryout as a player for the relevant national team, or to apply for any coaching position with the relevant national team. The Panel may also include one or more person(s) external to Ireland Lacrosse, to be nominated by any other Panel member and agreed by the Board. The Panel must include an odd number of people so that as and when a vote may be required, there can be a majority.
- 3.2.5 Once the Panel has been agreed by the Board, the members of the Panel will be provided with access to a Google Drive or Dropbox folder which will contain the applications from all candidates. The members of the Panel must review all applications in a timely fashion, so that a discussion regarding shortlisting can take place among the Panel as soon as possible after the deadline for applications. The shortlist for the Head Coach position must be no more than four individuals.
- 3.2.6 The Panel will conduct interviews with the candidates shortlisted for the Head Coach position (normally via conference call utilising the Ireland Lacrosse free conference call facility). Examples of questions for the candidates include (but should not be limited to) the following:
 - What is your vision for this Irish national team?
 - What is your coaching philosophy?
 - How can you, and this Irish national team, contribute to the development of lacrosse in Ireland?
 - How would you prepare the team for the tournament(s), including any specific events?
 - How do you intend to develop and improve individual players, as well as the team as a whole?
 - How do you think you might be able to contribute to the planning for this event, including logistics planning, budgeting, any fundraising activity and/or liaison with potential apparel/equipment suppliers?
- 3.2.7 Following the interviews, and further deliberation by the members of the Panel (and a vote), the Panel will make the final decision on the appointment of the Head Coach for the relevant national team. As Chair of the Panel, the National Teams Director will be responsible for notifying the successful and unsuccessful candidates for the Head Coach position.
- 3.2.8 Once the Head Coach has been appointed, they will join the Panel to determine the process for selection of any and all Assistant Coaches. The Panel, including the Head Coach, will decide on the number of Assistant Coaches to be selected for a given national team. The Panel may (but is not required to) conduct interviews as it may deem appropriate, and will make the final decision on the appointment of any and all Assistant Coach(es).
- 3.2.9 The deliberations of the Panel must be kept in confidence among the members of the Panel.
- 3.2.10 Once a decision has been made by the Panel on the appointment of the Head Coach and any and all Assistant Coach(es), the National Teams Director will inform the Board of its decision.
- 3.2.11 The appointment of any and all additional staff for a particular national team will be determined in the course of planning for a particular tournament and in consultation with the appointed coaching staff, and information relating to this will be included in the relevant Tournament Business Plan, which is subject to the approval of the Board (versions 1.0 and 2.0).
- 3.2.12 Coaching and support staff are normally appointed for a single tournament in the first instance. Following each tournament, normally at its subsequent meeting, the Board will review all aspects of the tournament – this includes a check against the agreed Tournament Business Plan, evaluation as to whether there was a surplus or deficit in terms of the budget for the event, consideration of feedback from staff and players, and consideration of any other issues which may have arisen relating to the event. On the basis of this review, and additional feedback invited from the coaching staff

(including confirmation as to whether any or all of the coaches wish to continue on in their roles), the Board may decide to extend the appointment of the Head Coach or any of the Assistant Coaches, or any support staff, for subsequent tournaments involving that particular national team. Where any of the coaching appointments are not extended, the Board will initiate a new selection process in accordance with these procedures.

- 3.2.13 The Board reserves the right to conduct a review of national team coaching/staffing arrangements as and when it deems necessary or appropriate, and in instances where the Board may deem that action may be required (including during an event) it reserves the right to take such action so that it can properly exercise its responsibility for overall oversight of the Irish national lacrosse teams. This will normally be done in accordance with the Discipline, Complaints and Appeals – Irish National Team Procedures.

3.3 Criteria for Head Coach – Men’s and Women’s National Teams

(last updated 31 March 2016)

Required Qualifications:

1. Three years coaching experience at secondary school (high school), club, collegiate, professional or international level;
2. Member of Ireland Lacrosse (see [Ireland Lacrosse Membership Form](#));
3. Ireland Lacrosse Level Two Coaching Qualification or equivalent;
4. Availability to assess player-candidates at Team Tryout in Ireland;
5. Availability to coach at designated mini-camps and at the [relevant competition].

Preferred Qualifications:

1. 5+ years of coaching experience, preferably at collegiate, professional or international level;
2. Previous involvement in Ireland Lacrosse National Team programme (assistant coach, tryout assessor, etc.);
3. Involvement in Ireland Lacrosse development (ILL, NILL, coaching, clinics, etc.);
4. Playing experience at secondary school (high school), club, collegiate, professional or international level;
5. Bachelor’s degree or higher.

3.4 Criteria for Assistant Coach – Men’s and Women’s National Teams

(last updated 31 March 2016)

Required Qualifications:

1. One year coaching experience at secondary school (high school), club, collegiate, professional or international level;
2. Member of Ireland Lacrosse (see [Ireland Lacrosse Membership Form](#));
3. Availability to coach at designated mini-camps and at the [relevant competition];
4. Recommendation of National Team Director and Head Coach for respective team.

Preferred Qualifications:

1. 3+ years of coaching experience, preferably at collegiate, professional or international level;
2. Involvement in Ireland Lacrosse development (ILL, NILL, coaching, clinics, etc.);
3. Playing experience at secondary school (high school), club, collegiate, professional or international level;
4. Ireland Lacrosse Level One Coaching Qualification or equivalent;
5. Previous involvement in Ireland Lacrosse National Team programme (assistant coach, tryout assessor, etc.);
6. Availability to assess player-candidates at Team Tryout in Ireland.



3.5 Irish National Team Tournament Record

The following is the record of Irish national teams' participation in major tournaments, including a number of future events.

2001	Ireland Men's National Team, European Championships (Penarth, Wales) – 6 th place
2002	Ireland Men's National Team, World Championships (Perth, Australia) – 12 th place
2004	Ireland Men's National Team, European Championships (Prague, Czech Republic) – 7 th place
2005	Ireland Men's National Team, Celtic Cup (Cardiff, Wales) – 1 st place Ireland Women's National Team, European Newcomers Tournament (Copenhagen, Denmark) – 1 st place
2006	Ireland Men's National Team, World Championships (London, Ontario, Canada) – 7 th place
2007	Ireland Men's National Indoor Team, World Indoor Championships (Halifax, Nova Scotia, Canada) – 8 th place
2008	Ireland Men's National Team, European Championships (Lahti, Finland) – 6 th place Ireland Women's National Team, European Championships (Lahti, Finland) – 4 th place
2009	Ireland Men's National Team, Celtic Cup (Edinburgh, Scotland) – 3 rd place Ireland Women's National Team, Women's World Cup (Prague, Czech Republic) – 5 th place
2010	Ireland Men's National Team, World Championships (Manchester, England) – 9 th place
2011	Ireland Men's National Indoor Team, World Indoor Championships (Prague, Czech Republic) – 7 th place
2012	Ireland Men's National Team, European Championships (Amsterdam, The Netherlands) – 2 nd place Ireland Women's National Team, European Championships (Amsterdam, The Netherlands) – 8 th place
2013	Ireland Men's National Team, Celtic Cup – 1 st place Ireland Women's Team, Women's World Cup (Oshawa, Ontario, Canada) – 10 th place
2014	Ireland Men's National Team, World Championships (Denver, Colorado, USA) – 10 th place
2015	Ireland Men's National Indoor Team, World Indoor Championships (Onondaga Nation, New York, USA) – 6 th place Ireland Women's National Team, European Championships (Nymburk, Czech Republic) – 5 th place
2016	Ireland Men's National Team, European Championships (Godollo, Hungary) – 11 th place Ireland Men's National U19 Team, World U19 Championships (Coquitlam, British Columbia, Canada) – 7 th place
2017	Ireland Men's National Indoor Team, European Indoor Championships (Turku, Finland) – 6 th place Ireland Women's National Team, Women's World Cup (Guildford, England) – 13 th place
2018	Ireland Men's National Team, World Championships (Netanya, Israel)
2019	Ireland Men's National Indoor Team, World Indoor Championships (Langley, British Columbia, Canada) Ireland Men's National U20 Team, European U20 Championships (Nymburk, Czech Republic) Ireland Women's National Team, European Championships (Tel Aviv, Israel) Ireland Women's National U19 Team, World U19 Championships (Peterborough, Ontario, Canada)
2020	Ireland Men's National Team, European Championships (<i>TBC</i>) Ireland Men's National U19 Team, World U19 Championships (Limerick, Ireland)
2021	Ireland Men's National Indoor Team, European Indoor Lacrosse Championships (<i>TBC</i>) Ireland Women's National Team, Women's World Cup (<i>TBC</i>)



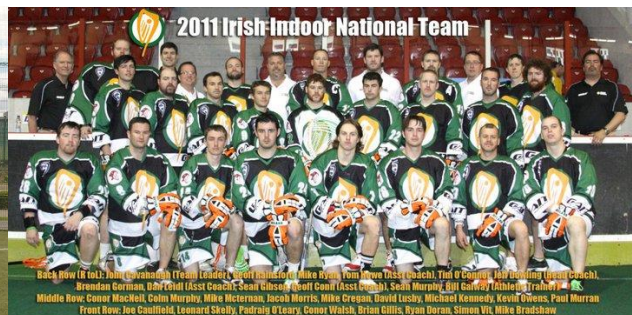
Back Row, L-R: Dan Hughes, Kieran Collins, Richard Gilligan
Middle Row, L-R: Paul Stewart, Steve Johnson, Charlie Ryder, Andrew Wilson, Raj Rout, Tim Temple, Jim Cowen, Joe Garvey
Front Row, L-R: Matt Tring, Mike Conway, local team mascot, John Savage, Mike Gale
Not Pictured: Matt Alcroft



Back Row, L-R: Tim Boyle (Assistant Coach), John Cavenough (Athletic Trainer), Patrick Harrington, MaryEllen Garvey (Team Manager), Kevin Dowd, Scott Coleman, Shaun Sullivan, Dan Nolan, Jimmy Carroll (Ireland Head Referee), John Savage, Joseph Owen, Joe Garvey, Tom Donnellan, Tom Prior (Assistant Coach), Tom Gill (Assistant Coach), Richie Moran (Head Coach)
Middle Row, L-R: Jim McAleavy, Jack Walsh (Alternate/Equipment Manager), Kevin Moran, Peter Staunton, Patrick McGee, John Daley, Dan Hughes, Dan Daley
Front Row, L-R: Dan McCartan, Brian McGettigan, Mike Conway, John Harrigan (Alternate)
Not Pictured: Dan Leiel, Peter Soden, Philip Curran, Corbett McCabe, Tim McIntee (Assistant Coach)











3.6 National Teams – Tournament Planning and Finance Policy

This policy should be read in conjunction with the Financial Oversight and Management Policy (see section 5) and it applies to both the Irish national teams and national development teams (Éire and Emerald Islanders). The purpose of the National Teams – Tournament Planning and Finance Policy is to ensure that all members of Ireland Lacrosse and all those involved with the Irish national lacrosse teams:

- Work together effectively and efficiently to ensure the best possible experience and performance of all those involved with the Irish national lacrosse teams;
- Exercise due care and consideration over all funds associated with Ireland Lacrosse and the Irish national lacrosse teams (and national development teams) and in relation to player payments, donations, sponsorships and partnerships;
- Gain the best price for all expenditure and avoid unnecessary expenditure, and keep to pre-agreed budgets for each Irish national lacrosse team (and national development team) in each tournament that they participate in; and
- Take cognisance of the overall mission of Ireland Lacrosse and be mindful of the duties and obligations of the organisation vis-à-vis all of its stakeholders, including its members, national team players, coaches and staff, the members of the Ireland Lacrosse Executive Board, the European Lacrosse Federation, the Federation of International Lacrosse, the Federation of Irish Sport, Sport Ireland, and any and all other relevant individuals or agencies.

- 3.6.1 In advance of every major tournament for each team, a Tournament Business Plan must be drafted using the standard **Ireland Lacrosse Tournament Business Plan template**. This template should be completed by a member of Ireland Lacrosse, nominated by the Chair of the Board (CEO of Ireland Lacrosse), for each team participating in each tournament. In the course of doing so, consultation should be undertaken with members of the Ireland Lacrosse Executive Board, as well as others involved or likely to be involved in the particular national team.
- 3.6.2 Failure to submit a Tournament Business Plan, on request by the Chair of the Board (CEO of Ireland Lacrosse) and by an agreed upon date, will result in withdrawal of the relevant team from the relevant tournament.
- 3.6.3 The Tournament Business Plan is to be used to establish and agree a number of important high-level principles, including identification of the Ireland Lacrosse organising committee (ie the group of members of Ireland Lacrosse organising the team's participation in a particular tournament), coaching and support staff, ID camp/tryout organisation and administration, liaison with the tournament organisers, tournament logistics, tournament financing, training camp organisation and administration, tournament accommodation, food, transport, uniforms/apparel/equipment (UAE), fundraising and sponsorship, any other miscellaneous issues and a summary timeline of key dates. Where any relevant information to be captured in the plan is not yet available, this should be designated as 'TBC'.
- 3.6.4 There must be a free sharing of information and ongoing communication amongst all members of the Ireland Lacrosse organising committee concerning the tournament being worked on.
- 3.6.5 Each Ireland Lacrosse organising committee for a particular team for a particular tournament will include a player liaison – that is, a player who has been selected for that team and who is included in the organising committee in order to provide input and feedback from the players. This includes, but is not limited to, feedback on uniform and apparel design.
- 3.6.6 If and when a member of the Ireland Lacrosse Executive Board or Ireland Lacrosse organising committee is also a player on the particular team, they must divest themselves of their administrative responsibilities to the greatest extent possible for the duration of the pre-tournament training camp and the tournament itself.
- 3.6.7 The completed Tournament Business Plan template must be submitted to the Secretary of the Ireland Lacrosse Executive Board (via info@irelandlacrosse.ie), who will distribute it to the Board for review, and Board members must be provided with an opportunity to make comments/suggestions. The Board must then approve the plan at its next meeting. Submission of the plan, and review and approval of the plan by the Board, must be completed as far in advance of a given tournament as possible, and before any decisions in relation to the particular team have been made.
- 3.6.8 Following initial Ireland Lacrosse Executive Board approval (normally of version 1.0), this template should be updated on an ongoing basis and should be used as a live document which governs the involvement of the particular team in a particular tournament. A version 2.0 should be submitted to the Board at least two months in advance of the tournament itself.
- 3.6.9 The Ireland Lacrosse Executive Board, through the Secretary to the Board, may at any point request the latest version of the plan, and reserves the right to review activity against the agreed plan, and undertake any course of action that it deems appropriate to ensure the smooth and successful participation of the particular team in the particular tournament. The Board may exercise this oversight through the Budget, Finance and Sponsorship Committee.
- 3.6.10 Members of the Ireland Lacrosse organising committee must ensure that all expenditure is incurred in a competitive environment and that the acquisition of all goods and services is at the most cost effective rates available to Ireland Lacrosse. In instances of expenditure in excess of €500 at least three competitive quotes should be obtained if there are alternative suppliers. Cognisance is expected to be taken of existing sponsorship and partnership arrangements and any sponsor/partner must be given the opportunity to match competitive pricing obtained from a non-sponsor/partner.
- 3.6.11 Members of Ireland Lacrosse are encouraged to explore any and all potential sponsorship/partnership arrangements. The **Ireland Lacrosse Sponsorship/Partnership template** may be used as the basis for any such proposed arrangement. In all instances, any such proposals must be put forward to the Budget, Finance and Sponsorship Committee in the first instance, and on the recommendation of that Committee, may be submitted to the Ireland Lacrosse Executive Board for approval. Only the CEO of Ireland Lacrosse is entitled to sign-off on any such agreement.
- 3.6.12 With respect to finances, the financial and budgetary information contained within the Tournament Business Plan template should include general, high-level indicators/information/proposals. The detailed, ongoing financial management of each team and its budget is overseen by the Financial Director of Ireland Lacrosse and the Budget, Finance and Sponsorship Committee, along with any other individuals involved in the management of a particular team (including the person on the Ireland Lacrosse organising committee responsible for the budget, the National Teams Director and the Head Coach), and is undertaken in

accordance with the methods and procedures for financial and budgetary management as defined by the Financial Director. The designated person on the tournament organising committee who is responsible for managing the budget will work closely with the Financial Director on an ongoing basis throughout the planning for, and participation in, the relevant tournament. The Budget, Finance and Sponsorship Committee and the Ireland Lacrosse Executive Board will review and approve the high-level budget and financial information, and the Financial Director and the person designated with responsibility for managing the budget will then be responsible for managing income and expenditure within that budget, in co-ordination with the rest of the Ireland Lacrosse organising committee. Authorisation for each individual item of expenditure is not required from the Budget, Finance and Sponsorship Committee and/or the Ireland Lacrosse Executive Board. The Financial Director and the Ireland Lacrosse CEO are the only co-signatories on all Ireland Lacrosse accounts.

- 3.6.13 The Budget, Finance and Sponsorship Committee and the Ireland Lacrosse Executive Board may request the latest version of the budget at any juncture. In the next meeting of the Board following a national team tournament, the designated person on the tournament organising committee with responsibility for the budget, together with the Financial Director, must provide the Secretary to the Board with a statement on the overall profit or loss for the particular national team in the particular tournament. The budget and all other financial arrangements must be resolved, and payment to all relevant suppliers must be made, as soon as possible following the conclusion of a particular tournament, and normally no later than two months from the end of the tournament. The responsibility for this lies with the person designated with responsibility for the budget and the Financial Director.
- 3.6.14 No member of Ireland Lacrosse may make any financial commitment in relation to any suppliers (tournament hosts, ELF, FIL, uniform/apparel/equipment suppliers, other service providers, etc.) unless it is outlined in the Tournament Business Plan (which must be approved by the Ireland Lacrosse Executive Board) and is included in the budget (which is overseen and approved by the Financial Director and the Budget, Finance and Sponsorship Committee). Where a financial commitment has been made which has not been recorded, reviewed and approved through the Tournament Business Plan, or by the Financial Director, the individual who made that financial commitment will be held personally responsible for the cost of meeting that financial commitment.
- 3.6.15 All financial transactions in relation to participation by any team in any tournament must go through the official Ireland Lacrosse or Ireland Lacrosse North America bank accounts, or the Ireland Lacrosse or Ireland Lacrosse North America PayPal accounts or the Ireland Lacrosse credit card, unless otherwise explicitly agreed by the Financial Director. During tournaments, the Ireland Lacrosse credit card will be the main form of payment in line with the *IL Credit Card Control Protocol*. A pre-agreed amount of cash may be withdrawn for miscellaneous expenses, and this will be agreed with the Financial Director. The Ireland Lacrosse credit card should be the only credit/debit card used for this purpose, unless in extreme circumstances and with the prior agreement of the Financial Director.
- 3.6.16 The cost of participation in all major tournaments will be met primarily through individual player contributions. A payment schedule for these player payments – which will include reasonable deadlines for making payments – will be distributed to players following their selection for each national team. Any exchange rate, bank or Pay Pal charges that are incurred through player payments must be paid for by the players making payments. This means that players will pay any charges which Ireland Lacrosse may have incurred. If there are charges incurred by Ireland Lacrosse these will be added on to the player's final payment.
- 3.6.17 It is the responsibility of the Head Coach of a particular team to notify players of their financial obligation, and to follow up with any player (in consultation with the Financial Director and the person responsible for managing the budget) who has not met the relevant payment deadlines. Players will be excluded from participating with a team and in a tournament, including training camp, until all payments have been made in full. Players will be excluded from participating in all future teams until any and all outstanding financial obligations have been met.
- 3.6.18 Ireland Lacrosse employs a wide variety of fundraising strategies to help off-set the cost of a team's participation in a major tournament – the details of these must be provided in the Tournament Business Plan. All members of a particular team – players, coaches and support staff – are strongly encouraged to participate in and support these strategies and their associated activities, and are likewise strongly encouraged to devise and propose their own fundraising strategies and activities. In such instances where such individuals are fundraising on behalf of Ireland Lacrosse and/or raising money to support their participation with a team, they must inform the Ireland Lacrosse organising committee of the details of this.
- 3.6.19 Where a player may devise a fundraising strategy to raise money to meet their own individual player financial obligation which draws on Ireland Lacrosse resources in any way (sale of Ireland Lacrosse branded apparel, use of the Ireland Lacrosse logo for merchandise, assistance from Ireland Lacrosse staff with the planning and organisation of a fundraising strategy or event, establishment of specific obligations for the Irish national team coaches, players and/or support staff, etc.) then 70% of the income generated by this activity will go towards that player's individual financial obligation, with 30% going to that team's budget as a whole.
- 3.6.20 For all major tournaments, family and friends of players, coaches and support staff are responsible for making their own arrangements (transport, accommodation) if they wish to attend tournaments. The team only assumes responsibility for those who are part of that team.
- 3.6.21 **Uniforms/Apparel/Equipment (UAE)** – The specific list of uniforms/apparel/equipment (UAE) items for all members of a particular team (players, coaches and staff), and the overall UAE budget, as well as the specific budget for each individual UAE item, must be provided in the Tournament Business Plan, which must be approved by the Ireland Lacrosse Executive Board, and which is monitored on a regular basis, in particular by the Financial Director and the Budget, Finance and Sponsorship Committee. Where the budget for UAE is exceeded beyond the agreed and approved threshold as defined within the budget, and/or as agreed with the Financial Director, the additional costs will not be the responsibility of Ireland Lacrosse but rather the player, coach or staff member who has placed the order or otherwise caused the budget to be exceeded.
- 3.6.22 Individual players, coaches or staff members are at liberty to organise and co-ordinate the purchase of any additional UAE items (e.g. socks, hats) but in any such instance, the purchase of such items is deemed optional and not mandatory for any member of the particular team. Payment for any such items must be paid outside of, and over and above, the individual player financial obligation due to Ireland Lacrosse, and such payment must be co-ordinated by the person who has organised the purchase of such

additional, optional UAE items. Ireland Lacrosse will not be held financially responsible for any such items which are not included in the list of team UAE items in the Tournament Business Plan and not accounted for in the budget for that particular team.

- 3.6.23 **Coach and Staff Travel Stipends and Other Expenses** – travel stipend payments, and payments for other expenses, to coaches and support staff will be made in a timely fashion and as and when the funding within the overall team and Ireland Lacrosse budget is available to do so, cognisant of all the other costs relevant to a team's participation in a particular tournament (tournament fees, referee/umpire fees, travel, accommodation and meal costs, UAE, etc.) and the associated payment deadlines for these budgetary line items. Claims or requests for payment shall be forwarded to the Financial Director and shall be accompanied by fully documented supporting evidence (ie receipts) for audit purposes. Claims shall be authorised at the time of submission by the Financial Director. All expenses incurred during a tournament will be paid within two months of the end of the tournament.
- 3.6.24 With a view to promoting financial accountability and transparency throughout the organisation, the Ireland Lacrosse Executive Board will make the latest version of the relevant Tournament Business Plan to any member of Ireland Lacrosse who requests it.
- 3.6.25 No member of the Ireland Lacrosse Executive Board, or coach, staff member or player, shall comment publicly on the financial position or financial performance or any other financial aspect of the team or the tournament it is competing in. All information contained in the detailed budget for a particular tournament is confidential to the Ireland Lacrosse Executive Board and to the members of the particular team that the budget refers to, and shall not be supplied to others or the contents of the budget transmitted to others unless that disclosure is approved in advance by the Financial Director and the Ireland Lacrosse Executive Board.
- 3.6.26 The final version of the Tournament Business Plan (normally v2.0) will be used as the basis for a post-tournament review by the Ireland Lacrosse Executive Board. Following the conclusion of a major tournament, all players, coaches and support staff will receive an invitation to participate in a post-tournament survey. The outputs of this anonymous survey will be collated and sent to the relevant team Head Coach who will be invited to review and comment on it. The anonymous survey output, together with the response from the Head Coach, will then be provided to the Ireland Lacrosse Executive Board which will review this at the next meeting of the Board following the particular tournament. The Board will consider, among other things, whether any disciplinary action is required, or whether any changes or updates to Ireland Lacrosse policies, procedures or guidelines is required, or whether any change to how the teams are managed and organised is required, or whether the Head Coach and all other coaches and support staff are to be re-appointed for future tournaments for that particular team, or whether any sponsorship or partnership arrangements must be reviewed or reconsidered, or whether any choice of supplier must be re-evaluated, or how the Board can otherwise address any issue that may have arisen throughout the course of the planning for, and participation in, a particular tournament. In all such cases, the principal aim of the Ireland Lacrosse Executive Board will be to determine how the overall experience and performance of the team can be improved and enhanced for the benefit of all those involved and for Ireland Lacrosse more generally.
- 3.6.27 Failure to abide by any of the above rules may result in disciplinary action in accordance with the *Ireland Lacrosse (NGB) or Irish National Team Procedures for Discipline, Complaints and Appeals*.



3.7 National Teams – Tournament Business Plan (template)



Tournament Business Plan

This template must be utilised in accordance with the **National Teams – Tournament Planning and Finance Policy**. Once completed, this template should be emailed to the Secretary of the Ireland Lacrosse Executive Board (info@irelandlacrosse.ie).

1.	<ul style="list-style-type: none"> • Name of tournament • Date and location of event • Proposed # of players (roster size) • Proposed # of staff 	•
2.	Person responsible for drafting this plan <i>This person is also responsible for all ongoing updates to the plan.</i>	
3.	Proposed members of Ireland Lacrosse tournament organising committee <i>This should always include (as ex-officio members) the CEO, Financial Director and the National Teams Director. New members, e.g. coaching staff, may be co-opted as and when they have been appointed. There should also be a clear division and brief description of relevant responsibilities (e.g person responsible for the budget, player liaison, liaison with tournament organisers, liaison with ELF/FIL on player eligibility, uniforms/apparel/equipment, etc.).</i>	
4.	Coaching and Support Staff <i>Please list roles (and names where known). The process for the formal selection/appointment of all coaching and support staff is undertaken separately and in accordance with the Procedure for the Appointment of Coaches and Staff for the Irish National Teams.</i>	
5.	ID Camps/Tryouts – Logistics/Budget/Finances <i>Please be as detailed as possible, including proposed times, and for exact location include all where there may be several under consideration. Please provide a rough estimate of the costs for any such ID Camps/Tryouts, including proposed staff travel stipends, staff accommodation, venue rental fees, staff food and food for player-candidates, tryout pinneys, balls, goals and other equipment, etc. Also provide an estimate of the number of player-candidates expected to register and the cost of registration. Please also list 4-5 available accommodation options for staff and player-candidates. <u>All quantities must be estimated in Euros (€)</u> – where costs are in other currencies, covert to Euros. This section should be used to capture all relevant information relating to ID Camps/Tryouts, and so any additional information of relevance should be included.</i>	
6.	Training Camp(s) and Tournament – Logistics/Budget/Finances <i>Please summarise the planned arrangements for any pre-tournament training camp(s) – proposed dates, location, facilities to be used, accommodation and meal arrangements, transport (both to the location and within the location), draft practice schedule, any scrimmages or warm-up games, social, fundraising or other team events relating to the training camp, etc. <u>All quantities must be estimated in Euros (€)</u> – where costs are in other currencies, covert to Euros. This section should be used to capture all relevant information relating to the training camp(s) and tournament, and so any additional information of relevance should be included.</i>	

7.	Uniforms/Apparel/Equipment (UAE) – Logistics/Budget/Finances <i>Please list all items – differentiating between 'necessary' and 'desirable' – for uniforms/apparel/equipment (UAE) for the team. This section should be used to capture all relevant information relating to UAE, and so any additional information of relevance should be included. <u>Note that Ireland Lacrosse engages in an ongoing process of developing strategic partnerships with UAE suppliers, and the CEO of Ireland Lacrosse can supply the most up-to-date information regarding this. All quantities must be estimated in Euros (€) – where costs are in other currencies, convert to Euros. This section should be used to capture all relevant information relating to UAE, and so any additional information of relevance should be included.</u></i>																											
<p>Sample List (these are just sample items and not a definitive list):</p> <p><u>Necessary:</u> Players – Mouth Guards/Gum Shields, Helmet (me, also women goalies), Gloves (men, also women goalies), Game Jersey & Shorts/Skirt (x 2, green & white), shooting shirt(s), practice shorts + 2 'signature' items (polo shirt for Opening/Closing Ceremonies, plus a jacket or ¼-zip or hoodie or other). Staff – practice shorts, shooting shirt(s), polo shirt(s), plus a jacket or ¼-zip or hoodie or other.</p> <p><u>Desirable:</u> Sticks, arm pads, shoulder pads, additional apparel items, etc.</p>																												
8.	Fundraising and Sponsorship (ex. Interns, Media Guide, Uniforms Sponsorship, Apparel Merchandise sale, etc.) <i>Please outline any specific proposals or initiatives that are planned to raise funds for the particular team, with detailed information about each (ex. for any player-driven fundraising plan, the standard approach is normally that of the funds raised, 30% goes to Ireland Lacrosse and 70% goes towards the individual player's financial obligation). Note that for specific partnership/sponsorship arrangements with any external body, an agreement must be drafted which sets out the details of the obligations on all sides. A template which may be used for this purpose is available from the CEO of Ireland Lacrosse. Only the CEO of Ireland Lacrosse is authorised to sign any such agreements.</i>																											
9.	Total Projected Cost/Total Projected Income: <i>In Euros (€).</i> Projected Balance (+ or -): <i>In Euros (€).</i> Player Financial Obligation: <i>Amount payable per player, in Euros (€).</i>																											
1	Other Miscellaneous <i>Please include any additional information of relevance to the participation of this particular team, and Ireland Lacrosse more generally. This should include (but is not limited to) a summary of any proposal to enter a festival team (ex. Éire team) in a tournament which accompanies a major championship. This section should also be used to capture information about player fitness training (e.g. Volt), purchase of online coaching tools (e.g. Krossover), and the team communication strategies.</i>																											
1	Summary Timeline (key dates) <i>Please include all key dates (even those that may have already passed) – tournament registration dates, tournament fee payment dates, ID Camp/Tryout dates, dates on which the team will be announced, player payment dates, proposed travel days, training camp dates, tournament dates, opening/closing ceremony dates, game dates, FIL/ELF/Tournament Organisation meeting dates, etc. Add rows as required.</i>																											
<table border="1"> <thead> <tr> <th>Day and Date</th> <th>Location</th> <th>Description</th> </tr> </thead> <tbody> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </tbody> </table>		Day and Date	Location	Description																								
Day and Date	Location	Description																										

Tracking

Name of individual responsible for the Tournament Business Plan:

Date of Submission to IL Executive Board	Version #	Date of Approval by IL Executive Board



3.8 Guidelines for Irish National Team Coaches and Staff

- 3.8.1 Continuous coaching must be provided to all members of the selected National Team from selection until the completion of the tournament. This continuous coaching includes providing offensive and defensive playbooks and a strength and conditioning programme to the final National Team Squad at the earliest opportunity.
- 3.8.2 National Team Coaches must organize, and where possible attend, National Team training events throughout the year but with particular emphasis on the period between the tryout and the tournament.
- 3.8.3 Coaching will be directed evenly to all players during National Team Selection Camps and training, and to all players selected for a National Team.
- 3.8.4 The Head Coach of a particular National Team must be present at any regional Selection Camps. Assistant coaches are encouraged to attend. All members of a respective National Team's coaching staff must be involved with and attend their respective teams' National Team Training / Final Selection Camp (held in Ireland).
- 3.8.5 All members of a National Team's coaching staff must participate in fundraising and other activities to support the Irish National Lacrosse Teams, under the direction of the Head Coach.
- 3.8.6 All coaches and staff must comply with any Code of Conduct provided by Ireland Lacrosse, and must at all times respect fellow coaches, players, officials, administrators and spectators. All coaches and staff must accept that failure to do this may result in disciplinary action and/or termination of their involvement with the Ireland Lacrosse programme(s).
- 3.8.7 Coaches are expected to participate in other events which are aimed at promoting the mission of Ireland Lacrosse, either through Ireland Lacrosse (in Ireland) or Ireland Lacrosse North America (in North America).
- 3.8.8 Coaches selected to represent Ireland in a World Championship event must demonstrate involvement in the domestic growth of lacrosse in Ireland. This can be accomplished via participation in a youth clinic, ILL GameDay clinic, summer camp instruction, etc. Completion of this "mission" shall be a contingency of future World Championship event staff selection.
- 3.8.9 Failure to meet these standards will result in termination of a coach or staff members' involvement with the Ireland Lacrosse programme(s). Decisions regarding termination of a Head Coach's involvement will be taken by the Ireland Lacrosse Executive Board; and decisions regarding termination of any Assistant Coach or other staff members involvement will be taken jointly by the respective Head Coach and the National Teams Director.

3.9 Guidelines for Irish National Team Players

- 3.9.1 Players must participate in events that are organised to support and enhance their development as individual players and the development of relevant teams. This includes National Team and Éire/Emerald Islanders events.
- 3.9.2 Players must demonstrate a commitment to improving their lacrosse skills and lacrosse "Game IQ", particularly in the period between the final tryout/training camp and the relevant tournament. This includes, but is not limited to, individual wall ball routines multiple times per week, regular on-field training, and the learning and understanding of assigned playbooks.
- 3.9.3 Players must demonstrate a commitment to the strength and conditioning programme which is designed for each National Team to ensure that they are physically prepared for the relevant tournament. This includes subscribing to any strength and conditioning training programmes and dietary monitoring programmes.
- 3.9.4 Players must comply with all payment deadlines and all requests for information, including but not limited to commitment declarations, medical information, passport and eligibility information, and travel details.
- 3.9.5 Players must comply with any Code of Conduct provided by Ireland Lacrosse, and must at all times respect fellow players, coaches, officials, administrators and spectators. Players must not engage in any conduct which is illegal or otherwise grossly offensive to generally accepted standards of behaviour (including but not limited to illicit drug use or public intoxication). All players must accept that failure to do this may result in disciplinary action and/or termination of their involvement with the Ireland Lacrosse programme(s).
- 3.9.6 Players must be Code compliant to the Anti-Doping Rules established by Sport Ireland and any other Rules or Codes issued by Ireland Lacrosse, the European Lacrosse Federation, the Federation of International Lacrosse, and the organisers of any particular tournament or other event.
- 3.9.7 Players are expected to participate in other events which are aimed at promoting the mission of Ireland Lacrosse, either through Ireland Lacrosse (in Ireland) or Ireland Lacrosse North America (in North America).
- 3.9.8 Players selected to represent Ireland in a World Championship event must demonstrate involvement in the domestic growth of lacrosse in Ireland. This can be accomplished via participation in a youth clinic, school instruction, summer camp instruction, etc. Completion of this "mission" shall be a contingency of eligibility for future World Championship player selection.
- 3.9.9 Failure to meet these standards will result in limited playing time, dismissal of a player from the Irish National Team, and/or denial of any future participation with any Irish National Team. All decisions in this regard will be taken by the Player Selection Panel (overseen by the respective Head Coach and Ireland Lacrosse National Teams Director).

3.10 National Team Caps

The national team player archives include the records of all players who have competed for the Irish national team in a European Lacrosse Federation (ELF) or Federation of International Lacrosse (FIL) sanctioned event. It does not include appearances by players for any Irish national lacrosse team prior to 2001. There was an Irish men's national team in the late 1800s (the first ever game for an Irish men's national lacrosse team was on 14 July 1877 versus Scotland at Lansdowne Road in Dublin) and an Irish women's national team existed from 1930 to 1970 (the first ever game for an Irish women's national lacrosse team was on 10 April 1930, also versus Scotland at Merton Abbey, southwest London) but the records for these teams are incomplete.

Ireland Lacrosse has developed a process to mark the occasion for each of its national team players who earn their first 'cap' for Ireland. The awarding of caps for a player's appearance on a national team in an international level competitive game is a European tradition. It dates back to the early days of association football (soccer) in England, when the players wore the same cap on their heads in the absence of a set of matching shirts. Players who compete for any of the Irish National Lacrosse Teams at an official Federation of International Lacrosse (FIL) or European Lacrosse Federation (ELF) sanctioned event, and also any Celtic Cup event, are awarded a cap in a special team ceremony. The caps are embroidered with the player's name, the date of their first appearance for Ireland, and the name of the tournament. Special administrative and historical caps are also awarded to key individuals who have made a contribution to Irish lacrosse, past and present.



The introduction of the national team caps system is relatively recent, and as part of the ongoing engagement with national team alumni, caps are being awarded on an ongoing basis to such national team alumni. This helps to unite the Ireland Lacrosse family – *d'teannta a chéile / together as one* – and generate support for the organisation's various activities.

Ireland Lacrosse - Caps Awarding (Rules and Regulations)

- 3.10.1 An **Irish senior national team cap** can only be awarded to a player on their first senior appearance and each subsequent senior appearance for Ireland in an international match sanctioned by:
- the European Lacrosse Federation (ELF);
 - the Federation of International Lacrosse (FIL);
 - other international governing body; or
 - on the agreement of two National Governing Bodies under the rules of the FIL.
- 3.10.2 A player earning their first Irish senior national team cap shall receive their cap following their first international match as part of the **post-game ceremony**, preferably off-field. This will be awarded to the 'first cap' players by:
- the National Teams Director; accompanied by
 - Head Coach and designated Team Captain(s); and
 - senior most active player.
- 3.10.3 Description of the **Irish senior national team cap**:
- The cap shall be of six panel construction with a majority green base;
 - The trim shall be white with a white tassel;
 - The Ireland Lacrosse logo will be stitched on the front of the cap;
 - On the brim of the cap shall be the players Name, Date of First Cap, and the Tournament in which they first appeared.
- 3.10.4 **Special caps** will be awarded to players, former players, coaches and support staff earning major milestones, which include:
- On a player's appearance for their 50th Cap;
 - On a player's appearance for their 100th Cap;
 - On a coach or staff members' 10 Years of Service;
 - In recognition of a player, former player (e.g. pre-2001), coach, staff member or other member of Ireland Lacrosse who has made a significant contribution to the Irish national lacrosse team(s), and who may receive a special 'Faithkeeper' cap.
- 3.10.5 Description of the **Special cap**:
- The cap shall be of six panel construction with a majority white base;
 - The trim shall be green with a green tassel;
 - The Ireland Lacrosse logo will be stitched on the front of the cap;

- On the brim of the cap shall be the player/coach/staff Name, Milestone (50th Appearance, 100th Appearance, Faithkeeper, etc.), Date (where relevant), and the Tournament relating to the award of that cap (where relevant).

Retrospective Awarding of Caps

When and where possible, the retroactive awarding of a cap will be undertaken, with a view to engaging with Irish national team alumni and others who have made a significant contribution to the Irish national team or Ireland Lacrosse more generally. In such instances, the caps will be sent by post to the relevant individual, accompanied by a letter from the National Team Director and Ireland Lacrosse CEO.

3.11 Men's National Team – Player Archive

(last updated 2017)

This archive includes the records of all players who have competed for the Irish men's national lacrosse team in a European Lacrosse Federation (ELF) or Federation of International Lacrosse (FIL) sanctioned event. It does not include appearances by players for any Irish national lacrosse team prior to 2001.

Name	WLC	WILC	ELC	EBLC	Celtic Cup	Games Played
Sean Gibson	2010, 2014	2007, 2011, 2015	2008, 2012, 2016	2017	2005, 2009, 2013	70
Michael Kennedy	2006, 2010	2007, 2011, 2015	2004, 2008	2017	2005, 2009	58
John O'Connor	2010, 2014	2007	2008, 2012, 2016		2009, 2013	49
Sean Murphy	2006	2011	2004, 2008, 2012	2017	2005, 2009	48
Paddy O'Leary	2010, 2014	2007, 2011	2008, 2012		2009, 2013	46
Zak Jordan	2010, 2014	2015	2008, 2012		2009, 2013	45
Ryan Licht	2006, 2010, 2014	2007	2004, 2008		2005	43
Conor Walsh	2014	2007, 2011	2008, 2012		2009, 2013	39
Kevin Owens	2010	2011, 2015	2008, 2012		2013	38
Joe Caulfield	2006	2007, 2011	2004, 2008		2005, 2009	37
Kevin Quinn	2010, 2014		2012, 2016		2009, 2013	37
Paul Murran	2014	2011, 2015	2012		2009	34
Sonny Finn Campbell	2014	2015	2016	2017		30
Colm Murphy		2007, 2011, 2015	2008		2009	29
Martin Scanlon	2010, 2014		2012		2009, 2013	29
Brian Gillis	2010, 2014	2011, 2015				28
Connor Sweeney	2010, 2014		2012		2009	28
Sean Bodie	2006, 2010		2008		2005, 2009	28
Dara McCreary	2010		2008, 2016		2009	27
Mike Conway	2002, 2006, 2010		2008			27
Cillian Murphy	2014		2012, 2016		2013	26
Kristian Prior	2010, 2014		2012		2013	25
Dan Leidl	2002, 2006, 2010	2011				24
Jerry Nevin	2010, 2014		2012			24
Tony Devine	2006	2007	2004		2005, 2009	24
Michael Cregan		2007, 2011, 2015		2017		23
Daniel Kelly		2015	2016	2017		22
Drew Wichmann		2015	2016	2017		22
Leonard Skelly	2006	2011	2008		2005	22
Michael Shea	2014	2015		2017		22
Richard Gilligan	2002, 2006		2004		2005	21

Ryan Doran		2011, 2015		2017		19
Joseph Prior	2014		2012			17
Tadhg Bolger	2014	2015			2013	17
Tim O'Connor		2007, 2011, 2015				17
Aaron Cahill	2014		2016			16
Brett Davy	2006		2004		2005	16
Matt Walsh	2010		2012			16
Brian Murray (NJ)	2006		2008			15
Conor Dockery		2015		2017	2013	15
Dan Nolan	2002		2008		2005	15
Jacob Morris		2011	2012		2013	15
John Frame	2010	2007			2009	15
Patrick Vaughan	2006		2008			15
Tom Riley	2010, 2014					15
Andy Meyers			2016	2017		14
Brendan Farrell			2016	2017		14
Brian McGettigan	2002, 2006				2005	14
Ciarán Boylan		2015		2017		14
Conor O'Brien		2015		2017		14
Joe Garvey	2002		2004		2005	14
Peter Sullivan			2016	2017		14
Andrew Sloane			2012		2009	13
Mike Bradshaw		2011, 2015				13
Mike McTernan	2014	2011				13
Edward Lentz		2007	2008			12
Liam O'Mahoney			2012		2013	10
Sean O'Shaughnessy			2012		2013	10
Brendan Walsh			2012			9
Brian Murray (NY)			2004		2005	9
Brian O'Connell			2004		2005	9
Colin O'Donoghue			2012			9
David Lusby		2011			2009	9
Eric Timmreck	2006				2005	9
Geoff Rainsford		2007, 2011				9
Jack Walsh			2004		2005	9
John Kelly	2006				2005	9
John Prendergast			2004		2005	9
John Soden	2006				2005	9
Matt Shinney			2004		2005	9
Patrick Ferry	2014				2013	9
Patrick Heneghan			2004		2005	9
Patrick Johnston			2012			9
Tim Brett			2004		2005	9
Tom Long			2004		2005	9
Andrew McBride		2015				8

Arthur Cullinan			2016			8
Ben Snider		2015				8
Brendan Treanor			2016			8
Brian O'Connor			2008			8
Conor Turner			2016			8
Gerard Harris			2016			8
Liam Farrell			2016			8
Liam Kirwan			2016			8
Matthew Corry			2008			8
Michael Dignan			2016			8
Patrick Pembroke			2016			8
Peter Tully			2008			8
Richard Blanc			2016			8
Ryan Mahon			2016			8
Sean Grogan			2008			8
Stephen Keogh		2015				8
Taylor Wallace			2016			8
Tom Burke	2014					8
Tyler Roche		2015				8
Chris Byrne	2010					7
Chris Prior			2004			7
Tom Prior			2004			7
Connor O'Rourke	2006					7
James McAleavey	2006					7
John Ryan	2010					7
Matt Garcia	2006					7
Michael Hartofilis	2006					7
Michael Murray			2004			7
Patrick Harrington	2002				2005	7
Sean McTernan	2010					7
Steve Gaffney	2006					7
Tim Chryssikos	2006					7
Cian Rushe				2017		6
Jason Reid				2017		6
John McKeague				2017		6
Luke Coppinger				2017		6
Matthew Loftus				2017		6
Patrick Leen				2017		6
Rory Madigan				2017		6
Tanner Fetch				2017		6
Brendan Gorman		2011				5
Conor McNeil		2011				5
Corbett McCabe	2002					5
Dan Daley	2002					5
Daniel Hughes	2002					5

Daniel McCartan	2002				5
John Daley	2002				5
John Savage	2002				5
Joseph Owen	2002				5
Kevin Dowd	2002				5
Kevin Moran	2002				5
Patrick McGee	2002				5
Peter Soden	2002				5
Phillip Curran	2002				5
Scott Coleman	2002				5
Shaun Sullivan	2002				5
Simon Vit		2011			5
Chris Brennan		2007			4
Colin Swink		2007			4
Daniel McMahon				2009	4
Keith Kane				2009	4
Michael Lynch		2007			4
Michael Ryan		2007			4
Rob Edwards				2009	4
Springer Browne				2009	4
Alan Ward				2005	2
Eoin Boran				2005	2
Eoin Johnson				2005	2
Patrick Enright				2005	2
Paul Doyle				2005	2
Jamie Hanford				2013	1
Kiernan Limming				2013	1
Tom Henry McDonald				2013	1



3.12 Women's National Team – Player Archive

(last updated 2017)

This archive includes the records of all players who have competed for the Irish women's national team in a European Lacrosse Federation (ELF) or Federation of International Lacrosse (FIL) sanctioned event. It does not include appearances by players for any Irish national lacrosse team prior to 2005.

Name	World Championships	European Championships	European Newcomers	Games Played
Rebecca Headon	2009, 2013, 2017	2008, 2012, 2015		41
Orla McCourt	2009, 2013	2008, 2012, 2015		34
Caroline Peters	2013, 2017	2012, 2015		29
Robyn Morris	2009, 2013	2012, 2015		29
Deidre Swail	2013, 2017	2012		23
Katelin Billups	2013, 2017	2012		23
Devin OLeary	2013	2012, 2015		22
Lucy Morris	2013	2012, 2015		22
Ashley DeFlumere	2013, 2017	2015		21
Claire Halliday	2013, 2017	2015		21
Kaitlyn Leidl	2013	2008, 2012		21
Schyler Neale	2013, 2017	2015		21
Pamela Smithwick	2009	2008, 2015		18
Laurie Charlesworth	2013	2012		16
Vanessa Bridge	2013	2012		16
Rebecca Millard	2009, 2013			15
Evanna Murphy	2013	2015		14
Olivia Jackson	2013	2015		14
Victoria Devine	2013	2015		14
Breada Farrell	2017	2015		13
Nadine Fadel	2017	2015		13
Noreen Anderson	2017	2015		13
Rachel Ward	2017	2015		13
Anna Kinsella	2009	2008		12
Julie Clarke	2009	2008		12
Katie Hogan	2009	2008		12
Lauren Cohen	2009	2008		12
Siobhan Carroll	2009	2008		12
Aisling Casey		2012		8
Amy Clarkin		2012		8
Aoife Ferguson		2012		8
India Dunn	2013			8
Katie Bohane	2013			8
Laura Frey	2013			8
Maria Sheehy		2012		8
Meabh Kavanagh		2012		8
Rachel Blake		2012		8
Sarah Walsh		2012		8
Alex Kahoe	2009			7

Aoife Braco	2017			7
Caitriona Carty	2009			7
Emma Whelan	2017			7
Erin Riley	2017			7
Jaclyn Rosenweig	2009			7
Jennifer Johnson	2009			7
Kaitlyn Leggio	2009			7
Krista Pellizzi	2009			7
Kristin Blanchette	2009			7
Lucie Poulin	2017			7
Margaret Egan	2017			7
Merrit Cosgrove	2009			7
Nicola Kiely	2017			7
Sonja Egan	2017			7
Anna Bischoff		2015		6
Aine Gorman			2005	5
Alice Cowman			2005	5
Bianka Bohme			2005	5
Caroline Heffernan			2005	5
Caroline Quinn			2005	5
Claire Fitzgerald			2005	5
Corey Fink			2005	5
Elaine Williams		2008		5
Emer Nolan			2005	5
Fiona Tully		2008		5
Fiona Weldon			2005	5
Jaclyn Coyne		2008		5
Jen Crowley			2005	5
Julie-Ann Caulfield		2008		5
Katie Murphy			2005	5
Kristin Godfrey		2008		5
Lauren Sciapone		2008		5
Lorraine Horgan			2005	5
Margeurite Gallagher			2005	5
Megan O'Connor		2008		5
Nicola Mulrooney		2008		5
Nikki Wall			2005	5
Olivia Keogh			2005	5
Patrice Bowe			2005	5
Shannon Fabian		2008		5
Sharon Lennon			2005	5
Siobhan Gallagher			2005	5
Zoe Chatten			2005	5

4. Equity, Inclusivity, Safety and Health, Volunteers and Child Protection

Sports experiences for adults and children should be guided by best practice in the area of equity (including gender and sexual orientation), access for athletes with a disability, inclusivity of all members of the Irish community and Irish Diaspora, and child protection, safety and welfare. This means that all members of Ireland Lacrosse who are in leadership roles must familiarise themselves with the *Sport Ireland Code of Ethics and Best Practice for Children's Sport in Ireland*, understand the emotional and physical needs of all children and adults who participate in lacrosse, and strive to help people achieve their highest potential without overstraining them.

All adults and children are valued and treated in an equitable and fair manner regardless of ability, age, gender, religion, social and ethnic background or political persuasion. Children, irrespective of ability or disability, may be involved in lacrosse activities in an integrated and inclusive way, whenever possible, thus allowing them to participate to their potential alongside other children. Ireland Lacrosse leaders are made aware of and seek to gain competence in addressing the needs of young people, including also those with disabilities or any other additional needs.

Competition is an essential element of sport and is encouraged by the leadership of Ireland Lacrosse in an age appropriate manner. A child centered atmosphere, which is also focused on fun and enjoyment of the sport of lacrosse, helps to ensure that competition and specialisation are kept in their appropriate place. As lacrosse is still a 'minority sport' in Ireland, all Ireland Lacrosse leaders are committed to ensuring that the experience of the sport by beginners is primarily focused on fun and enjoyment. This is recognised as the foundation for new player recruitment and retention, and all other facets of Ireland Lacrosse's activities depend on this. As an entirely voluntary organisation, Ireland Lacrosse is equally committed to ensuring the best possible experience for any and all those wishing to support and take part in its various activities.

4.1 Policy on Gender and Sexual Orientation Equality

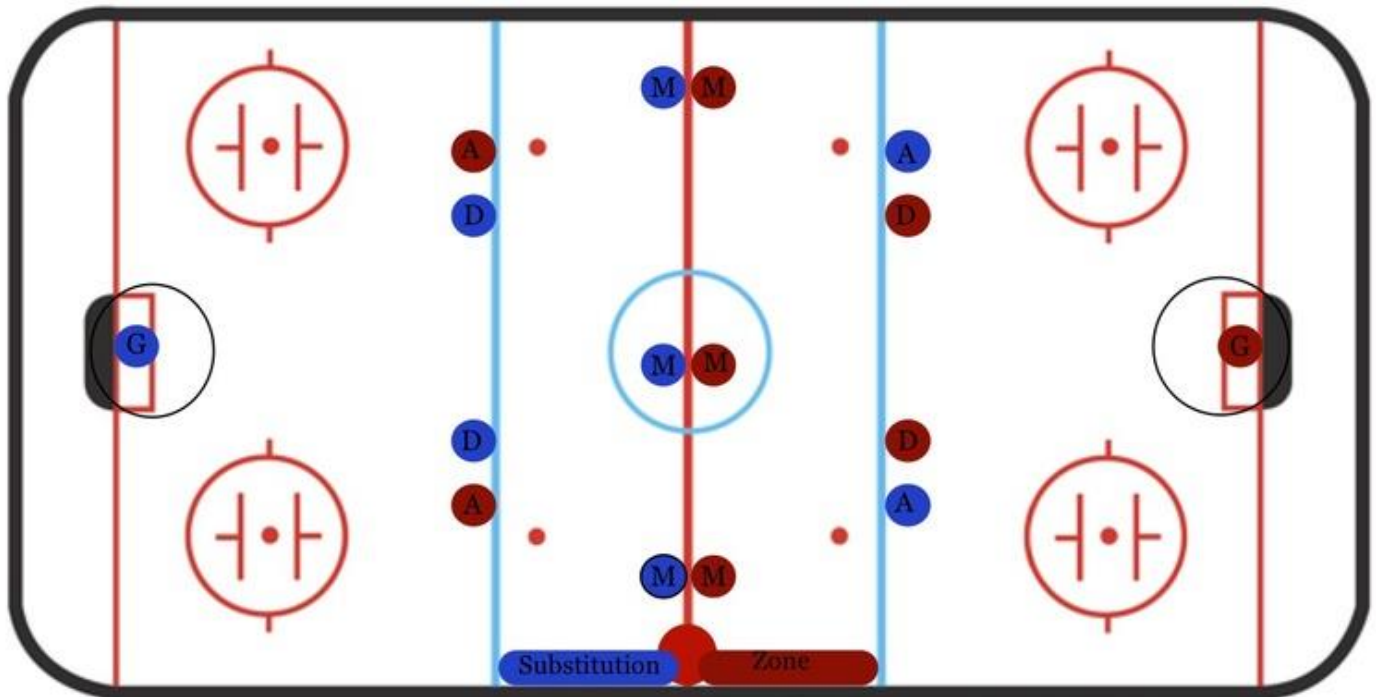
Ireland Lacrosse is committed to the promotion of gender and sexual orientation equality and acknowledge the different impacts that policies, programmes, and actions have on women, men and the LGBTQI community. The organisation recognises the barriers and blockages faced by men, women and members of the LGBTQI community, historical and existing, that impede their full inclusion in private and public life, and is committed to undertaking focussed actions to ensure that inequalities are addressed. All individuals can, and do, play a role in addressing inequality and promoting equality. Ireland Lacrosse is committed to positive action and other developments to address men, women and the LGBTQI community's varying needs through approaches that are tailored to local realities. Questions or comments on any aspect relating to Ireland Lacrosse's commitment to gender and sexual orientation equality may be addressed directly to the Secretary of the Ireland Lacrosse Executive Board for consideration by that Board as necessary or appropriate, via info@irelandlacrosse.ie.

In pursuit of gender and sexual orientation equality, Ireland Lacrosse:

- 4.1.1 Ensures that the Ireland Lacrosse Executive Board consists of at least 30% of women at senior management/leadership level of the organisation;
- 4.1.2 Ensures that parity and equal status is established and maintained for the men's and women's Irish Lacrosse Leagues (ILL), which are managed in exactly the same way in all aspects, as well as parity and equal status for inclusion of boys, girls and mixed schools in the Ireland Lacrosse programmes to develop lacrosse at school-level;
- 4.1.3 Ensures that parity and equal status is established and maintained for the men's and women's Irish national lacrosse teams, which are treated in exactly the same way in all aspects, including player and team selection, player eligibility, planning, and budgeting and finances;
- 4.1.4 Encourages and promotes women as leaders of the female-oriented programmes and activities of Ireland Lacrosse, including an all-female ILL Women's Committee and all-female coaching and support staff for the women's Irish national lacrosse teams;
- 4.1.5 Ensures that Ireland Lacrosse maintains a positive and supportive environment and a culture of dignity and respect towards all people regardless of their ability, age, gender, religion, social and ethnic background or political persuasion;
- 4.1.6 Promotes an understanding of bullying, sexual harassment and other forms of harassment and promotes awareness of steps which individuals may take if they believe that they are being bullied or harassed;
- 4.1.7 Includes in the list of possible offences which may be subject to disciplinary action in accordance with the *Ireland Lacrosse Irish Lacrosse League (ILL), Irish National Team or Ireland Lacrosse (NGB) Procedures for Discipline, Complaints and Appeals* of the following: discrimination, verbal abuse, physical intimidation or abuse, or harassment aimed towards any person based on their gender or sexual orientation;
- 4.1.8 Encourages, where possible, the informal resolution of conflicts and disputes arising from real or perceived discrimination, harassment or bullying which undermines the culture of dignity and respect within Ireland Lacrosse;
- 4.1.9 Supports and encourages attendance and participation by Ireland Lacrosse representatives at seminars and workshops which are focussed on the role of women and members of the LGBTQI community in sport in Ireland, including those delivered by Sport Ireland, Sport for Business and other similar local and national organisations, and any and all other similar education and training opportunities.

4.2 Athletes with Disabilities

Ireland Lacrosse is committed to the inclusion of any athlete with any disability in its activities. The Ireland Lacrosse CEO has had preliminary discussions with representatives of **Wheelchair Lacrosse USA** and the **Irish Wheelchair Association** about the prospect of developing a Wheelchair Lacrosse programme in Ireland.



Wheelchair Lacrosse Rules

Wheelchair Lacrosse is played as 8 v 8. Players are known as Attack, Midfield, Defense and Goalie. The lacrosse stick must be at least 40" in total length and the pocket depth cannot exceed the overall depth of the ball from the sidewall. Each team is allowed to have 2 D-Poles, which can measure up to 50" and only 2 are allowed on the court at any time. Each team must keep 3 players in their defensive half and 2 players in their offensive half at all times. Game time consists of four, fifteen minute quarters. Substitutions are done on the fly and do not require a stoppage of play. Personal and technical infractions may result in penalty minutes rendering the penalized team to one less player for a determined amount of time. A no-bounce indoor lacrosse ball is used for wheelchair lacrosse. Goal measurements are 4'x4' (box size) and pushed toward center line to create more space behind the net. A new crease is created.

4.3 Safety and Health Plan



IRELAND LACROSSE

Safety and Health Plan

Contents

- 4.3.1 Introduction
- 4.3.2 Lacrosse profile
- 4.3.3 Key Personnel
- 4.3.4 Roles and Responsibilities
- 4.3.5 Communications and Consultation
- 4.3.6 Emergency Contacts
- 4.3.7 Personal Protective Equipment
- 4.3.8 First Aid
- 4.3.9 Accidents and Near Misses
- 4.3.10 Hazard Identification and Measures Taken to Mitigate the Risk

Appendix 1 – Accident and Near Misses Log

Appendix 2 – Training Log

4.3.1 INTRODUCTION

This is the Safety and Health Plan of Ireland Lacrosse and it has been written in accordance with the requirements of the:

- Safety, Health and Welfare at Work Act, 1989
- Safety, Health and Welfare at Work (General Applications), 1993
- Health, Safety and Welfare at Work (Construction) Regulations, 2001
- Safety, Health and Welfare at Work (Safety Signs) Regulations, 1995
- Waste Management Act, 1996 and Regulations made under the Act

Ireland Lacrosse will ensure in as far as is reasonably practicable, the safety, health and welfare of all of its members while they are engaged in Ireland Lacrosse activities, and to provide such information, training and supervision as required for this purpose.

It is the policy of Ireland Lacrosse to protect, in as far as is reasonably practicable, persons who are not members of Ireland Lacrosse but who may be affected by the activities being carried out at the various sites where Ireland Lacrosse activities take place.

All Directors, coaches, staff, players and other members have a responsibility to take reasonable care of themselves and others. In addition, they are obliged to cooperate with individuals in leadership and management positions of Ireland Lacrosse to achieve a safe and healthy environment for the conduct of Ireland Lacrosse activities.

This Safety and Health Plan is available at all locations where Ireland Lacrosse performs clinics, training sessions, coaching seminars and referee/umpire seminars, as well as throughout the operation of the Irish Lacrosse League (ILL).

This Safety and Health Plan will be reviewed on a regular basis to ensure it is maintained and up-to-date, and in particular whenever new areas of activity commence or new sectoral, national or international guidelines are developed.

4.3.2 IRISH LACROSSE PROFILE

Ireland Lacrosse is primarily involved in activities such as lacrosse clinics, lacrosse training sessions, school sessions, national team trials, training camps, international tournaments, lacrosse coaching seminars, lacrosse referee/umpire seminars and the operation of the Irish Lacrosse League (ILL). Typically a lacrosse event will last one day but there will be exceptions such as national team trials, training camps and tournaments.

Typically an activity will involve some or all of the following:

- Running, jumping and general sporting movements
- Stretching and cardiovascular activities
- Playing a ball sport with a stick
- Bending over to pick up a ball
- Throwing/shooting/catching a ball with a lacrosse stick
- Stopping a ball from entering a goal (goalie)
- Moving the ball around to teammates (offense)
- Stopping the other team from scoring (defense)

4.3.3 KEY PERSONNEL

Name	Role	Email	Telephone
Michael Kennedy	Ireland Lacrosse CEO	mkennedy@irelandlacrosse.ie	087 7983854
Aisling Casey	Development Director	aislingmcasey@gmail.com	086 1020450
Sean Bodie	Coaching Development Director and Child Protection Officer	sbodie@hotmail.com	085 7195079
Laura O'Flynn	ILL (women) Chairperson	oflynnlaura@gmail.com	086 3126890
Cillian Murphy	ILL (men) Chairperson	cillian@ardglas.net	086 8964335

4.3.4 ROLES AND RESPONSIBILITIES

This is a non-exhaustive list of the roles and responsibilities of the Ireland Lacrosse Executive Board and its Directors, who may be assigned to undertake specific tasks or roles:

- Provide advice, guidance and instruction on safety matters to all members of Ireland Lacrosse, order the cessation of lacrosse play where an activity poses a serious threat to the safety, health and/or welfare of persons in that area, complete ongoing

safety inspections, and carry out investigations, establishing the cause of accidents, incidents or dangerous occurrence and provide recommendations for future accident prevention and avoidance.

- Arrange for the training of personnel as appropriate.
- Establish a Safety and Health Plan.
- Set health and safety objectives.
- Devise strategies for implementing the Safety and Health Plan.
- Participate in site management meetings (clinics and training sessions) as required and ensure that the conclusions and recommendations are enforced.
- Take overall responsibility for safety, health and welfare.
- Ensure that safety, health and welfare considerations are addressed in the planning stage of all Ireland Lacrosse activities.
- Ensure that safety considerations are addressed from the inception of each activity prior to commencement.
- Ensure that reasonably foreseeable hazards are identified and adequate measures are taken to safeguard against them prior to the commencement of any activity.
- Ensure that equipment allocated to each activity is inspected and suitable for purpose.
- Ensure that all lacrosse players, coaches and staff are aware of the Safety and Health Plan.
- Ensure that adequate protection is provided on all sites to protect the public.
- Carry out the induction courses of all new players/coaches/staff in accordance with this Safety and Health Plan, bringing their attention to this document.
- Ensure that all accidents and dangerous occurrences are entered into the Accident and Near Miss Logbook.
- Ensure that non-Ireland Lacrosse members and visitors are aware of this Safety and Health Plan.

4.3.5 COMMUNICATIONS AND CONSULTATION

Regular meetings will be held between any and all supervisors of Ireland Lacrosse activities, Directors, staff, coaches, coordinators and liaisons to ensure all players are aware of the risks being carried out during all lacrosse activities.

All participants in any Ireland Lacrosse activity are encouraged to raise any issues, concerns or suggestions for safety and health before, during or after any Ireland Lacrosse activity with the relevant supervisor(s) of that activity.

4.3.6 EMERGENCY CONTACTS

In the event of an emergency, telephone 999 for Police, Ambulance or Fire as appropriate. A list of all local medical units, police stations, suppliers and other important emergency contacts will be made available in the context of all Ireland Lacrosse activities.

4.3.7 PERSONAL PROTECTIVE EQUIPMENT

All players must wear the necessary personal protective equipment when engaging in Ireland Lacrosse activities. This consists of, but is not limited to, the following:

- Helmet: all male players and female goalies
- Gloves: all male players and female goalies
- Mouth Guard / Gum Shield
- Arm Pads: all male players
- Chest Protectors: all goalies
- Lower extremities protection: all goalies
- Throat protectors: all goalies
- In addition to the required equipment it is also recommended that all male players wear shoulder pads, kidney pads and athletic supporters with an athletic cup

4.3.8 FIRST AID

The Ireland Lacrosse activity supervisor will ensure First Aid equipment is available during each Ireland Lacrosse activity. The supervisor will ensure all equipment is maintained and First Aid boxes are fully equipped and will be up to date with the Health and Safety Authority First Aid Guidelines.

4.3.9 ACCIDENTS AND NEAR MISSES

An Accident and Near Miss Log Book will be maintained by the Ireland Lacrosse activity supervisor for each activity.

4.3.10 HAZARD IDENTIFICATION AND MEASURES TAKEN TO MITIGATE THE RISK

HAZARD IDENTIFIED	MEASURE TAKEN	RISK LEVEL (High/Medium/Low)
The playing of lacrosse will take place on the playing fields available. Lacrosse is a physical game and therefore accidents may occur in which a player is seriously or gravely injured.	All players must be made aware of risks associated with the game of Lacrosse.	Medium
Collision with another player or goal.	Helmets (men and goalies) and gum shields to be worn. Ongoing training.	Medium
Risks associated with inexperienced players, where injuries are more common.	Training to be ongoing and never-ending.	Medium
Trips, slips and falls.	Players are required to wear appropriate footwear and training to be never-ending. Helmets and gum shields required for men and all goalies.	Medium
Knocked tooth from stick, ball or physical contact.	Gum shields must be worn and helmets by all males and goalies.	Low
Hit by ball.	Girls are not to engage in dangerous shots and men are required to wear helmets. All players required to wear gum shield. Whenever shooting on goal is taking place a helmet must be worn.	High
Bullying.	Maintain a strict anti-bullying policy.	Low
Contusions and lacerations, caused by the high degree of contact.	Training to be provided on how to play correctly and certain protective equipment must be worn. First Aid kit to be kept up-to-date.	High
Fractures of fingers, nose or ribs.	Lacrosse training provided and protective equipment must be worn.	Low
Sprains and strains of muscles.	Proper stretching before and after training. Warm-up and cool-down.	Medium
Hit by stick.	Protective equipment to be worn. Lacrosse training to be provided.	High
Inclement Weather: flu, cold, slipping, tripping, cramps, strains and sprains.	Make sure players are dressed appropriately and that there is a proper warm-up and cool-down stretch.	Medium



Appendix 1 – Accident and Near Misses Log

Date of Incident:	
Time of Incident:	
Persons Involved:	
Witnesses:	
Emergency Services Called:	

Briefly describe incident, detailing nature of occurrence, any injuries and action taken following the incident.

--

*Signed by Persons directly involved*_____

*Signed by Ireland Lacrosse activity supervisor*_____

I confirm this Safety and Health Plan has been made available to me and I have taken time to read and understand the contents.

[illegible]

4.4 Concussion Protocols

These protocols are based on the Federation of International Lacrosse (FIL) Policy on Concussion (identification, treatment and management) and apply to all Ireland Lacrosse activities.

The FIL and Ireland Lacrosse are committed to staying current with research into clinical best practice for head injuries, and specifically for the identification and management of concussions. The FIL and Ireland Lacrosse are aware of the serious impact of concussions on the well-being of athletes, both short term and long term. The FIL and Ireland Lacrosse are committed to promoting concussion awareness and education, and work together to provide proper concussion identification and management tools.

The FIL has developed, and Ireland Lacrosse is committed to ensuring compliance with, the **Policy on Concussion (identification, treatment and management)** as the basis for the management of concussions in the sport of lacrosse:

- a) To **Recognize** all concussive injuries;
- b) To **Remove** from play for proper evaluation any player suspected of having a concussive injury;
- c) To provide **Rest** and a *Graduated Return To Play (G RTP) Protocol* for the management of a player's **Recovery** and ultimately the player's **Return** to play.

Signs and Symptoms

A concussion is the temporary unconsciousness or confusion and other symptoms caused by a strong blow to the head. Any player suspected of having a concussion, should be removed immediately from the field and should not return on the same day under any condition. If a team doctor is present, the doctor must advise the person in charge of the team in this regard that the player must not be allowed to continue their participation in the game.

Contrary to popular belief, most concussion injuries occur without a loss of consciousness and so it is important to recognise the other signs and symptoms of concussion. Concussion must be recognised as an evolving injury in the acute stage. Some symptoms develop immediately while other symptoms may appear gradually over time. Monitoring of players after the injury is therefore an important aspect of concussion management.

Roles and Responsibilities

Irish Lacrosse League (ILL) and/or other Ireland Lacrosse Activities

Any player, coach, match official, staff member or other member of Ireland Lacrosse who has the authority to stop play for an injury time-out also has the authority to stop play for a suspected concussion injury. Should a match official declare a player is suspected of having a concussive injury, then that player must be removed from play and be evaluated by the appropriate person trained to use the **Pocket Concussion Identification Tool** (see Appendix 1).

Any player who has been declared to have a concussion must have medical clearance before returning to play.

- a) For teams with a Team Medical Officer (TMO), the TMO, in consultation with any Event Medical Officer (EMO) shall make the decision as to when the player may return to play. If the TMO and the EMO are not in agreement as to a player's readiness to return to play, the EMO shall have the final decision-making responsibility and authority.
- b) For teams without a TMO, the EMO shall make all decisions as to when a player is ready to return to play. If the team, or player do not agree with the EMO as to the player's readiness to return to play the EMO shall have the final decision-making responsibility and authority.
- c) In instances where there is no TMO or EMO present, the match official, or on-site First Aid qualified individual, shall make all decisions as to when a player is ready to return to play, always erring on the side of caution, and reserving the right to advise the player to attend the nearest hospital, or avail of other medical attention that may be available, prior to being considered for a return to play.

Irish National Team and Major International Tournaments

Ireland Lacrosse shall fully comply with the **FIL Policy on Concussion (identification, treatment and management)** (https://filacrosse.com/wp-content/downloads/fil/Policies/FIL_Concussion_Policy_2016.pdf) including all provisions relating to the use and administration of the **Sport Concussion Assessment Tool – 3rd Edition (SCAT3)** (see Appendix 2).

Appendix 1 – Pocket Concussion Identification Tool

Pocket CONCUSSION RECOGNITION TOOL™

To help identify concussion in children, youth and adults



FIFA®



FEI

RECOGNIZE & REMOVE

Concussion should be suspected **if one or more** of the following visible clues, signs, symptoms or errors in memory questions are present.

1. Visible clues of suspected concussion

Any one or more of the following visual clues can indicate a possible concussion:

Loss of consciousness or responsiveness
Lying motionless on ground / Slow to get up
Unsteady on feet / Balance problems or falling over / Incoordination
Grabbing / Clutching of head
Dazed, blank or vacant look
Confused / Not aware of plays or events

2. Signs and symptoms of suspected concussion

Presence of any one or more of the following signs & symptoms may suggest a concussion:

- | | |
|--------------------------|----------------------------|
| - Loss of consciousness | - Headache |
| - Seizure or convulsion | - Dizziness |
| - Balance problems | - Confusion |
| - Nausea or vomiting | - Feeling slowed down |
| - Drowsiness | - "Pressure in head" |
| - More emotional | - Blurred vision |
| - Irritability | - Sensitivity to light |
| - Sadness | - Amnesia |
| - Fatigue or low energy | - Feeling like "in a fog" |
| - Nervous or anxious | - Neck pain |
| - "Don't feel right" | - Sensitivity to noise |
| - Difficulty remembering | - Difficulty concentrating |

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3. Memory function

Failure to answer any of these questions correctly may suggest a concussion.

"What venue are we at today?"
"Which half is it now?"
"Who scored last in this game?"
"What team did you play last week / game?"
"Did your team win the last game?"

Any athlete with a suspected concussion should be IMMEDIATELY REMOVED FROM PLAY, and should not be returned to activity until they are assessed medically. Athletes with a suspected concussion should not be left alone and should not drive a motor vehicle.

It is recommended that, in all cases of suspected concussion, the player is referred to a medical professional for diagnosis and guidance as well as return to play decisions, even if the symptoms resolve.

RED FLAGS

If ANY of the following are reported then the player should be safely and immediately removed from the field. If no qualified medical professional is available, consider transporting by ambulance for urgent medical assessment:

- | | |
|--|---------------------------------|
| - Athlete complains of neck pain | - Deteriorating conscious state |
| - Increasing confusion or irritability | - Severe or increasing headache |
| - Repeated vomiting | - Unusual behaviour change |
| - Seizure or convulsion | - Double vision |
| - Weakness or tingling / burning in arms or legs | |

Remember:

- In all cases, the basic principles of first aid (danger, response, airway, breathing, circulation) should be followed.
- Do not attempt to move the player (other than required for airway support) unless trained to do so.
- Do not remove helmet (if present) unless trained to do so.

from McCrory et al, Consensus Statement on Concussion in Sport. Br J Sports Med 47 (5), 2013

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Appendix 2 – Sport Concussion Assessment Tool – 3rd Edition (SCAT3)








Sport Concussion Assessment Tool – 3rd edition

For use by medical professionals only

name _____

Date / Time of Injury: _____
Date of Assessment: _____

examiner: _____

What is the SCAT3?

The SCAT3 is a standardized tool for evaluating injured athletes for concussion and can be used in athletes aged from 13 years and older. It supersedes the original SCAT and the SCAT2 published in 2005 and 2009, respectively. For younger persons, ages 12 and under, please use the Child SCAT3. The SCAT3 is designed for use by medical professionals. If you are not qualified, please use the Sport Concussion Recognition Tool. Pre-season baseline testing with the SCAT3 can be helpful for interpreting post-injury test scores.

Specific instructions for use of the SCAT3 are provided on page 3. If you are not familiar with the SCAT3, please read through these instructions carefully. This tool may be freely copied in its current form for distribution to individuals, teams, groups and organizations. Any revision or any reproduction in a digital form requires approval by the Concussion in Sport Group.

NOTE: the diagnosis of concussion is a clinical judgment, ideally made by a medical professional. The SCAT3 should not be used solely to make, or exclude, the diagnosis of concussion in the absence of clinical judgement. An athlete may have a concussion even if their SCAT3 is "normal".

What is a concussion?

A concussion is a disturbance in brain function caused by a direct or indirect force to the head. It results in a variety of non-specific signs and / or symptoms (some examples listed below) and most often does not involve loss of consciousness. Concussion should be suspected in the presence of any one or more of the following:

- Symptoms (e.g., headache), or
- Physical signs (e.g., unsteadiness), or
- Impaired brain function (e.g., confusion) or
- Abnormal behaviour (e.g., change in personality).

Sideline ASSESSMENT

indications for emergency management

NOTE: A hit to the head can sometimes be associated with a more serious brain injury. Any of the following warrants consideration of activating emergency procedures and urgent transportation to the nearest hospital:

- Glasgow Coma score less than 15
- Deteriorating mental status
- potential spinal injury
- progressive, worsening symptoms or new neurologic signs

Potential signs of concussion?

If any of the following signs are observed after a direct or indirect blow to the head, the athlete should stop participation, be evaluated by a medical professional and should not be permitted to return to sport the same day if a concussion is suspected.

Any loss of consciousness?	<input type="checkbox"/> Y <input type="checkbox"/> N
If so, how long?	_____
Balance or motor incoordination (stumbles, slow / laboured movements, etc)?	<input type="checkbox"/> Y <input type="checkbox"/> N
Disorientation or confusion (inability to respond appropriately to questions)?	<input type="checkbox"/> Y <input type="checkbox"/> N
loss of memory:	<input type="checkbox"/> Y <input type="checkbox"/> N
If so, how long?	_____
"Before or after the injury?"	_____
Blank or vacant look:	<input type="checkbox"/> Y <input type="checkbox"/> N
Visible facial injury in combination with any of the above:	<input type="checkbox"/> Y <input type="checkbox"/> N

glasgow coma scale (GCS)

Best eye response (e)	
no eye opening	1
eye opening in response to pain	2
eye opening to speech	3
eyes opening spontaneously	4
Best verbal response (v)	
no verbal response	1
Incomprehensible sounds	2
Inappropriate words	3
Confused	4
oriented	5
Best motor response (m)	
no motor response	1
extension to pain	2
Abnormal flexion to pain	3
Flexion / Withdrawal to pain	4
localizes to pain	5
obeys commands	6
glasgow Coma score (e + v + m)	of 15

GCS should be recorded for all athletes in case of subsequent deterioration.

2

maddocks Score:

"I am going to ask you a few questions, please listen carefully and give your best effort." Modified Maddocks questions (1 point for each correct answer)

What venue are we at today?	0	1
Which half is it now?	0	1
Who scored last in this match?	0	1
What team did you play last week / game?	0	1
Did your team win the last game?	0	1
maddocks score	of 5	

Maddocks score is validated for sideline diagnosis of concussion only and is not used for serial testing.

notes: mechanism of injury ("tell me what happened?")

Any athlete with a suspected concussion should be removed from play, medically assessed, monitored for deterioration (i.e., should not be left alone) and should not drive a motor vehicle until cleared to do so by a medical professional. No athlete diagnosed with concussion should be returned to sports participation on the day of injury.

Background

Name: _____ Date: _____

Examiner: _____

Sport/team/school: _____ Date/time of injury: _____

Age: _____ Gender: ☐ M ☐ F

Years of education completed: _____

Dominant hand: ☐ right ☐ left ☐ neither

How many concussions do you think you have had in the past? _____

When was the most recent concussion? _____

How long was your recovery from the most recent concussion? _____

Have you ever been hospitalized or had medical imaging done for a head injury? ☐ Y ☐ N

Have you ever been diagnosed with headaches or migraines? ☐ Y ☐ N

Do you have a learning disability, dyslexia, ADD/ADHD? ☐ Y ☐ N

Have you ever been diagnosed with depression, anxiety or other psychiatric disorder? ☐ Y ☐ N

Has anyone in your family ever been diagnosed with any of these problems? ☐ Y ☐ N

Are you on any medications? If yes, please list: _____ ☐ Y ☐ N

SCAT3 to be done in resting state. Best done 10 or more minutes post exercise.

Symptom Evaluation

How do you feel?

"You should score yourself on the following symptoms, based on how you feel now".

	none	mild	moderate	severe
Headache	0	1	2	3
"Pressure in head"	0	1	2	3
Neck Pain	0	1	2	3
Nausea or vomiting	0	1	2	3
Dizziness	0	1	2	3
Blurred vision	0	1	2	3
Balance problems	0	1	2	3
Sensitivity to light	0	1	2	3
Sensitivity to noise	0	1	2	3
Feeling slowed down	0	1	2	3
Feeling like "in a fog"	0	1	2	3
"Don't feel right"	0	1	2	3
Difficulty concentrating	0	1	2	3
Difficulty remembering	0	1	2	3
Fatigue or low energy	0	1	2	3
Confusion	0	1	2	3
Drowsiness	0	1	2	3
Trouble falling asleep	0	1	2	3
More emotional	0	1	2	3
Irritability	0	1	2	3
Sadness	0	1	2	3
Nervous or Anxious	0	1	2	3

Total number of symptoms (Maximum possible 22)

Symptom severity score (Maximum possible 132)

Do the symptoms get worse with physical activity? ☐ Y ☐ N

Do the symptoms get worse with mental activity? ☐ Y ☐ N

☐ self rated

☐ self rated and clinician monitored

☐ clinician interview

☐ self rated with parent input

Overall rating: if you know the athlete well prior to the injury, how different is the athlete acting compared to his/her usual self?

Please circle one response:

☐ no different ☐ very different ☐ unsure ☐ N/A

Scoring on the SCAT3 should not be used as a stand-alone method to diagnose concussion, measure recovery or make decisions about an athlete's readiness to return to competition after concussion. Since signs and symptoms may evolve over time, it is important to consider repeat evaluation in the acute assessment of concussion.

Cognitive & Physical Evaluation

4

Cognitive assessment

Standardized Assessment of Concussion (SAC)

Orientation (1 point for each correct answer)

What month is it?	0	1
What is the date today?	0	1
What is the day of the week?	0	1
What year is it?	0	1
What time is it right now? (within 1 hour)	0	1

Orientation score **of 5**

Immediate memory

List	Trial 1	Trial 2	Trial 3	Alternative word list
elbow	0	1	0	1
apple	0	1	0	1
carpet	0	1	0	1
saddle	0	1	0	1
bubble	0	1	0	1
Total				

Immediate memory score total **of 15**

Concentration: Digits Backward

List	Trial 1	Alternative	digit list
4-9-3	0	1	5-2-9
3-8-1-4	0	1	3-2-7-9
6-2-9-7-1	0	1	1-5-2-8-6
7-1-8-4-6-2	0	1	5-3-9-1-4-8
Total of 4			

Concentration: Month in Reverse Order (1 pt. for entire sequence correct)

Dec-Nov-Oct-Sept-Aug-Jul-Jun-May-Apr-Mar-Feb-Jan ☐ 0 ☐ 1

Concentration score **of 5**

Neck Examination:

Range of motion Tenderness Upper and lower limb sensation & strength Findings:

Balance examination

Do one or both of the following tests:
Footwear (shoes, barefoot, braces, tape, etc.)

Modified Balance Error Scoring System (BESS) testing:

Which foot was tested (i.e. which is the non-dominant foot) ☐ Left ☐ Right

Testing surface (hard floor, field, etc.)

Condition

Double leg stance: Errors

Single leg stance (non-dominant foot): Errors

Tandem stance (non-dominant foot at back): Errors

And/Or

Tandem gait:

Time (best of 4 trials): _____ seconds

Coordination examination

Upper limb coordination

Which arm was tested: ☐ Left ☐ Right

Coordination score **of 1**

SAC Delayed Recall

Delayed recall score **of 5**

Instructions

Words in *italics* throughout the SCAT3 are the instructions given to the athlete by the tester.

Symptom Scale

"You should score yourself on the following symptoms, based on how you feel now."

To be completed by the athlete. In situations where the symptom scale is being completed after exercise, it should still be done in a resting state, at least 10 minutes post exercise.

For total number of symptoms, maximum possible is 22.

For Symptom severity score, add all scores in table, maximum possible is $22 \times 5 = 112$.

SAC4

Immediate Memory

"I am going to test your memory. I will read you a list of words and when I am done, repeat back as many words as you can remember, in any order."

Trials 2&3:

"I am going to repeat the same list again. Repeat back as many words as you can remember, in any order, even if you said the word before."

Complete all 3 trials regardless of score on trial 1&2. Read the words at a rate of one per second. Score 1 pt. for each correct response. Total score equals sum across all 3 trials. Do not inform the athlete that delayed recall will be tested.

Concentration

Digits backward

"I am going to read you a string of numbers and when I am done, you repeat them back to me backwards, in reverse order of how I read them to you. For example, if I say 7-4-2, you would say 2-4-7."

If correct, go to next string length. If incorrect, read trial 2. One point possible for each string length. Stop after incorrect on both trials. The digits should be read at the rate of one per second.

Months in reverse order

"Now tell me the months of the year in reverse order. Start with the last month and go backward. So you'll say December, November Go ahead!"

1 pt. for entire sequence correct

Delayed Recall

The delayed recall should be performed after completion of the Balance and Coordination Examination.

"Do you remember that list of words I read a few times earlier? Tell me as many words from the list as you can remember, in any order."

Score 1 pt. for each correct response

Balance Examination

Modified Balance Error Scoring System (BESS) testing:

The balance testing is based on a modified version of the Balance Error Scoring System (BESS). A stopwatch or watch with a second hand is required for this testing.

"I am now going to test your balance. Please take your shoes off, roll up your pant legs above ankle (if applicable), and remove any ankle taping (if applicable). This test will consist of three twenty-second tests with different stances."

(a) Double leg stance:

"The first stance is standing with your feet together with your hands on your hips and with your eyes closed. You should try to maintain stability in that position for 20 seconds. I will be counting the number of times you move out of this position. I will start timing when you are set and have closed your eyes."

(b) Single leg stance:

"If you were to kick a ball, which foot would you use? (This will be the dominant foot) Now stand on your non-dominant foot. The dominant leg should be held in approximately 30 degrees of hip flexion and 45 degrees of knee flexion. Again, you should try to maintain stability for 20 seconds with your hands on your hips and your eyes closed. I will be counting the number of times you move out of this position. If you stumble out of this position, open your eyes and return to the start position and continue balancing. I will start timing when you are set and have closed your eyes."

(c) Tandem stance:

"Now stand heel-to-toe with your non-dominant foot in back. Your weight should be evenly distributed across both feet. Again, you should try to maintain stability for 20 seconds with your hands on your hips and your eyes closed. I will be counting the number of times you move out of this position. If you stumble out of this position, open your eyes and return to the start position and continue balancing. I will start timing when you are set and have closed your eyes."

Balance testing – types of errors

1. Hands lifted off iliac crest
2. Opening eyes
3. Step, stumble, or fall
4. Moving hip into > 30 degrees abduction
5. Lifting forefoot or heel
6. Remaining out of test position > 5 sec

Each of the 20-second trials is scored by counting the errors, or deviations from the proper stance, accumulated by the athlete. The examiner will begin counting errors only after the individual has assumed the proper start position. The modified

BESS is calculated by adding one error point for each error during the three 20-second tests. The maximum total number of errors for any single condition is 10. If a athlete commits multiple errors simultaneously, only one error is recorded but the athlete should quickly return to the testing position, and counting should resume once subject is set. Subjects that are unable to maintain the testing procedure for a minimum of five seconds at the start are assigned the highest possible score, ten, for that testing condition.

OPTION: For further assessment, the same 3 stances can be performed on a surface of medium density foam (e.g., approximately 50 cm x 40 cm x 6 cm).

Tandem Gait

Participants are instructed to stand with their feet together behind a starting line (the test is best done with footwear removed). Then, they walk in a forward direction as quickly and as accurately as possible along a 30mm wide (sports tape), 3 meter line with an alternate foot heel-to-toe gait ensuring that they approximate their heel and toe on each step. Once they cross the end of the 3m line, they turn 180 degrees and return to the starting point using the same gait. A total of 4 trials are done and the best time is retained. Athletes should complete the test in 14 seconds. Athletes fail the test if they step off the line, have a separation between their heel and toe, or if they touch or grab the examiner or an object. In this case, the time is not recorded and the trial repeated, if appropriate.

Coordination Examination

Upper limb coordination

Finger-to-nose (FTN) task:

"I am going to test your coordination now. Please sit comfortably on the chair with your eyes open and your arm (either right or left) outstretched (shoulder flexed to 90 degrees and elbow and fingers extended), pointing in front of you. When I give a start signal, I would like you to perform five successive finger to nose repetitions using your index finger to touch the tip of the nose, and then return to the starting position, as quickly and as accurately as possible."

Scoring: 5 correct repetitions in < 4 seconds = 1

Note for testers: Athletes fail the test if they do not touch their nose, do not fully extend their elbow or do not perform five repetitions. Failure should be scored as 0.

References & Footnotes

1. This tool has been developed by a group of international experts at the 4th International Consensus meeting on Concussion in Sport held in Zurich, Switzerland in November 2012. The full details of the conference outcomes and the authors of the tool are published in The BJSM Injury Prevention and Health Protection, 2013, Volume 47, Issue 5. The outcome paper will also be simultaneously co-published in other leading biomedical journals with the copyright held by the Concussion in Sport Group, to allow unrestricted distribution, providing no alterations are made.
2. McCrory P et al., Consensus Statement on Concussion in Sport – the 3rd International Conference on Concussion in Sport held in Zurich, November 2008. British Journal of Sports Medicine 2009; 43: 176-89.
3. Maddocks, DL; Dicker, GO; Baling, MM. The assessment of orientation following concussion in athletes. Clinical Journal of Sport Medicine. 1995; 5(1): 32-3.
4. McCrea M. Standardized mental status testing of acute concussion. Clinical Journal of Sport Medicine. 2001;11: 176-181.
5. Guskiewicz KM. Assessment of postural stability following sport-related concussion. Current Sports Medicine Reports. 2003; 2: 24-30.
6. Schneiders, A.G., Sullivan, S.J., Gray, A., Hammond-Tooke, G. & McCrory, P. Normative values for 16-37 year old subjects for three clinical measures of motor performance used in the assessment of sports concussions. Journal of Science and Medicine in Sport. 2010; 13(2): 196-201.
7. Schneiders, A.G., Sullivan, S.J., Kvamstrom, J.K., Olson, M., Yden, T. & Marshall, S.W. The effect of footwear and sports-surface on dynamic neurological screening in sport-related concussion. Journal of Science and Medicine in Sport. 2010; 13(4): 382-388

4.5 Volunteers

Volunteers are crucially important to any major sporting organisation and Ireland Lacrosse is no different. The entire Executive Board of Ireland Lacrosse is made up of volunteers, and the vast majority of individuals involved in Ireland Lacrosse activities are volunteers. Many hours of time and energy are dedicated by volunteers through a wide variety of ways. Without the dedication and enthusiasm of such individuals, Ireland Lacrosse would not be where it is today.

When recruiting volunteers Ireland Lacrosse endeavours to identify the needs of the organisation, including the tasks and timescale involved. Ireland Lacrosse acknowledges that volunteers will be much more willing to offer their time and support if they know exactly what is required. Having clear roles and expectations for volunteers for the organisation will allow events to run smoother and the organisation to have much more continued success. It is also useful to consider how and where volunteering opportunities are publicised so that potential volunteers are aware of the upcoming events and schedule of the organisation.

Ireland Lacrosse usually recruits volunteers from members of the organisation, including parents and other family members of the members of the organisation. Having a community of engaged and enthusiastic people that are tied to the organisation ensures that the work undertaken to support the various events of Ireland Lacrosse are of the highest quality. However, Ireland Lacrosse doesn't only recruit from within the organisation. It is crucial to the organisation to have an open recruitment policy so that as many people as possible can learn more about lacrosse as a sport and get involved in supporting its development in Ireland. It may be the case that many potential volunteers feel that they don't fit the profile of a national volunteer and so they don't offer to help – to address this, Ireland Lacrosse encourages people from every background to undertake a volunteering position with the organisation, no matter the role.

In the course of recruiting volunteers, it is important to find the role that best fits each volunteer so that they are comfortable and excited to work for Ireland Lacrosse. That is why specific and educational training is an integral part of the volunteer process. By providing external or internal training for volunteers, the volunteer should feel more motivated and confident to carry out their tasks effectively.

Once the event is completed, it is vital to reward and recognise the volunteers who worked to show how valuable they were. By thanking volunteers with personal praise, presenting awards to the volunteers based on their contribution and even providing food and refreshments, volunteers will be much happier and will be excited to return to the next event. In this way, Ireland Lacrosse seeks to ensure the best possible experience for any volunteer wishing to get involved with its activities.

4.6 Child Protection Policy

Ireland Lacrosse is committed to ensuring that children of all ages can play and participate in lacrosse activities in a safe environment, and that all members of Ireland Lacrosse who may interact with children are familiar with, and comply with the associated provisions of, the **Children First Act 2015** and the **Sport Ireland Code of Ethics and Best Practice for Children's Sport in Ireland**. Lacrosse is a tremendous opportunity for people to increase their confidence, practice and learn new skills and teach one another the fundamentals of teamwork and camaraderie. As a sport, lacrosse is designed to be fun and inclusive for people of all skills and ages and provide a platform for further development. It is for these reasons that the safety and welfare of all children is of the highest priority.

All members of Ireland Lacrosse, including and especially coaches, volunteers, team managers and parents, are strongly advised to download the **Sport Ireland Safe Sport App** (see https://www.sportireland.ie/Participation/Code_of_Ethics/Code-Of-Ethics-App/). The app provides a very useful quick reference guide on Safe Sport, information on reporting procedures, and a travel tracker where parents and coaches/team managers can share information on the whereabouts of children.

Principles

- The safety, health, general welfare and dignity of each player at every age must be respected.
- Sports leaders in lacrosse must consider the safety, health, welfare and dignity of all players to be paramount and superior to all other considerations and must familiarise themselves with the *Sport Ireland Code of Ethics and Best Practice for Children's Sport in Ireland*.
- The enjoyment of lacrosse by each player should be pursued as an objective.
- It is the role and responsibility of every officer and member of a team, club, and school together with Ireland Lacrosse to ensure that the spirit of this policy and all other policies, guidelines and codes of conduct of Ireland Lacrosse are promoted, implemented and monitored successfully.
- All members of Ireland Lacrosse, in particular all coaches, who coach and/or otherwise interact with children must complete the **Child Protection in Sport Qualification** and be **Garda Vetted**.
- Ireland Lacrosse clubs should review this policy and its associated procedures each year, normally via the Annual General Meeting (AGM).

Medical

- Appropriate medical assistance and equipment shall be available whenever players are training or playing a game.
- Effective procedures for responding to and recording injuries, incidents and treatments must be developed and maintained.
- A parent should be notified as soon as possible following an injury or incident.
- Under no circumstances may any player be allowed to train or play lacrosse contrary to medical advice.
- Procedures for using and recording medication prescribed for any player must be established and followed.
- All Irish national team players (or national development team players) are required to provide medical information (including medical history, injury history, past or current medications, etc.) to the relevant officer of Ireland Lacrosse upon request. Failure to do so may result in exclusion from participation with the relevant team.

Safety

No coach or staff member should be appointed or retained unless they:

- Have a qualification appropriate to the level of the players concerned;
- Have completed a Child Protection in Sport Qualification;
- Have been Garda Vetted;
- Have agreed to Ireland Lacrosse's Guidelines for Irish National Team Coaches and Staff;
- Are adequately resourced and supported;
- Maintain and furnish such records and evidence as specified by Ireland Lacrosse.

No pitch, premises or equipment may be used which is unsafe for any player.

Proper instruction and supervision should be given to all players who are following a specified strength and conditioning programme provided by a relevant officer of Ireland Lacrosse, and records of all such activity which occurs under the supervision of an Ireland Lacrosse representative must be taken.

Abuse/Neglect

- Complaints or suspicions of abuse relating to any player wherever and whenever arising must be reported to the Child Protection Officer without delay who must take immediate steps to safeguard the player and to refer the complaint or suspicion of abuse to the Statutory Authorities and to the National Child Welfare Officer.
- Procedures for making, investigating and determining complaints about abuse (including confidentiality conditions) are outlined in the various *Ireland Lacrosse Procedures for Discipline, Complaints and Appeals*, which are published and are readily available to everyone, and followed as soon as possible upon receipt of a complaint.
- An Ireland Lacrosse member against whom a complaint relating to abuse of any player is made to one of the Statutory Authorities should stand aside as a sports leader until and after the relevant determination has been made.
- The Ireland Lacrosse Child Protection Officer must be notified of all allegations of abuse relating to a sports leader or volunteer or any other member of Ireland Lacrosse and all questions from the Ireland Lacrosse Child Protection Officer must be answered immediately.
- It is not the role of the person who conveys a complaint or suspicion about abuse of any player to determine the guilt or innocence of the accused but every complaint must be made and acted upon without delay.

Management Practices

- All teams and clubs (including schools) must retain records for all its players, sports leaders and volunteers and keep records concerning them in accordance with the procedures and forms suggested by Sport Ireland and/or any other relevant agency.
- The terms of engagement for sports leaders, volunteers and any other member of Ireland Lacrosse involved with any player are subject to review at the Annual General Meeting (AGM).
- Teams, clubs and schools shall promote best practice for all players by following the recommendations of Ireland Lacrosse, Sport Ireland and/or any other relevant agency.

Anti-Doping and Health

All teams, clubs and schools, sports leaders and players:

- Must not promote, condone or use sports supplements contrary to Ireland Lacrosse policies and guidelines;
- Must participate in the education of themselves and others about the detrimental effects of using substances taken to enhance performance;

- Must familiarise themselves with the WADA World Anti-Doping Code, FIL Anti-Doping Rules, Sport Ireland Policy Against Doping in Sport and Sport Ireland Anti-Doping Rules and the Athlete Learning Program about Health and Anti-Doping (ALPHA).

Active measures should be taken to minimize psychological stress, burnout and drop out of players. Functions and facilities of whatever kind attended by players must be managed in a manner which recognizes the potential detrimental effect of alcohol. It is a priority to ensure that the culture and practices on premises associated with lacrosse and to which any player is exposed will prevent and discourage alcohol abuse.

Roles and Responsibilities of the Child Protection Officer

The primary role of the Child Protection Officer is the welfare and safety of the children participating in lacrosse in Ireland. The Child Protection Officer should be available to any young Ireland Lacrosse players and/or parent to discuss any issues which may arise in relation to child safety. The contact information for the Child Protection Officer is available to all members of Ireland Lacrosse, specifically parents of young people, via the [About Us section of the Ireland Lacrosse website](#). The role description for the Child Protection Officer is available in the [Ireland Lacrosse Governance Manual](#). The Child Protection Officer must operate independently of Ireland Lacrosse and all committee members or coaches. In doing so, they have a responsibility to:

- Promote awareness of necessary child welfare policies and procedures, including the *Sport Ireland Code of Ethics and Best Practice for Children's Sport in Ireland*;
- Influence policy within Ireland Lacrosse and all associated teams, clubs and schools in order to prioritize children's needs;
- Be an accessible resource to children and parents;
- Encourage the involvement of parents in lacrosse activities and to work with them to guarantee a safe and fun environment for children;
- Be available to meet with the Ireland Lacrosse Executive Board and any relevant team, club or school committee as required or on request by any relevant party.

The Child Protection Officer should be child-centered in focus and should have their primary aim as the establishment of a child-centered ethos within Ireland Lacrosse and all associated teams, clubs and schools. They are the link between adults and children within the sport and it is their responsibility to monitor and report to the Executive Board and members of Ireland Lacrosse on how this policy impacts children and leaders within the sport of lacrosse throughout the island of Ireland. The Child Protection Officer must be approachable and maintain confidentiality at all times.

Roles and Responsibilities of Ireland Lacrosse and all associated teams, clubs and schools

Ireland Lacrosse and all associated teams, clubs and schools must:

- Educate themselves and their officers and members about the responsibilities of volunteers, employees, staff, coaches, sports leaders and players in relation to child safety, in accordance with the advice and recommendations of the Child Protection Officer.
- Notify the Child Protection Officer without delay of the criminal record and convictions (for violence, abuse or neglect of children and related offenses) of each of its volunteers, employees, staff, coaches, sports leaders and players.
- Must follow the directions of the Child Protection Officer and any member of the Ireland Lacrosse Executive Board concerning any volunteers, employees, staff, coaches, sports leaders and players.



4.7 Child Safeguarding Statement



Ireland Lacrosse provides various sporting activities and opportunities for young people through participation in clubs, regional/provincial events and through our national teams.

Ireland Lacrosse is committed to safeguarding children and by working under the guidance of the **Ireland Lacrosse Child Protection Policy** our staff, both volunteers and employed, working with our young people, throughout the organisation, seek to create a safe environment for young people to grow and develop.

Ireland Lacrosse has published a **Child Risk Assessment for Ireland Lacrosse** which indicates the areas of potential risk of harm, the likelihood of the risk occurring, and gives the required policy, guidance or process documents required to alleviate these risks.

The **Ireland Lacrosse Child Protection Policy** has been developed in line with requirements under the **Children First Act 2015** and the **Sport Ireland Code of Ethics and Best Practice for Children's Sport in Ireland**. In addition to our **Child Risk Assessment for Ireland Lacrosse** and our **Safety and Health Plan**, there are further procedures that support our intention to safeguard children while they are availing of our activities.

Ireland Lacrosse has the following procedures in place as part of our safeguarding policies:

- Procedures for the management of allegations of abuse or misconduct by staff or volunteers against a child availing of our activities;
- Procedures for the safe recruitment of staff and volunteers to work with children in our activities;
- Procedures for access to child safeguarding training and information, including the identification of the occurrence of harm;
- Procedure for reporting of child protection or welfare concerns to Statutory Authorities.

The Mandated Person for Ireland Lacrosse is the **Child Protection Officer**. The contact information for the Child Protection Officer is available to all members of Ireland Lacrosse, specifically parents of young people, via the [About Us section of the Ireland Lacrosse website](#). The role description for the Child Protection Officer is available in the [Ireland Lacrosse Governance Manual](#).

We recognise that implementation is an ongoing process. Ireland Lacrosse is committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children safe from harm while availing of our activities.

This Child Safeguarding Statement will be reviewed annually, normally at the Ireland Lacrosse Annual General Meeting (AGM).

A handwritten signature in dark ink, appearing to read 'Michael Kennedy', is shown over a white rectangular background.

Signed:

Date: 13 April 2018

(On behalf of Ireland Lacrosse)

Name: Michael Kennedy

Phone no: 087 7983854

Role: Chief Executive Officer (CEO), Ireland Lacrosse

For queries on this Child Safeguarding Statement, please contact the **Child Protection Officer** – contact details are available on the [About Us section of the Ireland Lacrosse website](#).

4.8 Child Risk Assessment for Ireland Lacrosse



This risk assessment considers the potential for harm to come to children whilst they are in Ireland Lacrosse's care. This risk assessment precedes the **Child Safeguarding Statement** which is developed following this risk assessment process. In accordance with the requirements of Section 11 (1) of the **Children First Act 2015**, the risk is of abuse and not general health and safety risk (covered separately under the Ireland Lacrosse **Safety and Health Plan**).

Section 11 (1) of the Children First Act 2015 states that where a person proposes to operate as a provider of a relevant service, he or she shall, within 3 months from the date on which he or she commences as such a provider —

- (a) Undertake an assessment of any potential for harm to a child while availing of the service (in this section referred to as a "risk").

Potential risk of harm to children	Likelihood of harm happening L-M-H	Relevant Policy, Guidance and Procedure document(s)	Responsibility Club/Region/National	Further action required ...
CLUB & COACHING PRACTICES				
Lack of coaching qualification	L	<ul style="list-style-type: none"> Ireland Lacrosse Coaching Development Programme Garda Vetting Policy Ireland Lacrosse Coach/Staff Code of Conduct Procedure for the Appointment of Coaches and Staff for the Irish National Teams Criteria for Head Coach – Men's and Women's National Teams Criteria for Assistant Coach – Men's and Women's National Teams Guidelines for Irish National Team Coaches and Staff Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures Safety and Health Plan Child Protection Policy 	Club & NGB	Ongoing monitoring
Supervision issues	L	<ul style="list-style-type: none"> Ireland Lacrosse Coaching Development Programme Garda Vetting Policy Ireland Lacrosse Coach/Staff Code of Conduct Procedure for the Appointment of Coaches and Staff for the Irish National Teams Criteria for Head Coach – Men's and Women's National Teams Criteria for Assistant Coach – Men's and Women's National Teams Guidelines for Irish National Team Coaches and Staff Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures Safety and Health Plan Child Protection Policy 	Club & NGB	Ongoing monitoring
Unauthorised photography & recording activities	M	<ul style="list-style-type: none"> Ireland Lacrosse Membership Policy Ireland Lacrosse Data Protection Policy 	Club & NGB	Ongoing monitoring
Behavioural Issues	M	<ul style="list-style-type: none"> Irish Lacrosse League (ILL) Bye-Laws Garda Vetting Policy 	Club & NGB	Ongoing monitoring

Potential risk of harm to children	Likelihood of harm happening L-M-H	Relevant Policy, Guidance and Procedure document(s)	Responsibility Club/Region/National	Further action required ...
		<ul style="list-style-type: none"> Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Ireland Lacrosse Player Code of Conduct Guidelines for Irish National Team Players Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures 		
Lack of gender balance amongst coaches	L	<ul style="list-style-type: none"> Ireland Lacrosse Policy on Gender and Sexual Orientation Equality Ireland Lacrosse Coaching Development Programme Ireland Lacrosse Coach/Staff Code of Conduct Procedure for the Appointment of Coaches and Staff for the Irish National Teams Criteria for Head Coach – Men’s and Women’s National Teams Criteria for Assistant Coach – Men’s and Women’s National Teams Guidelines for Irish National Team Coaches and Staff 	Club & NGB	Ongoing monitoring
No guidance for travelling and away trips	L	<ul style="list-style-type: none"> Irish Lacrosse League (ILL) Bye-Laws Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Ireland Lacrosse Player Code of Conduct Guidelines for Irish National Team Players Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures National Teams – Tournament Planning and Finance Policy 	Club & NGB	Ongoing monitoring
Lack of adherence with misc procedures in Safeguarding policy (i.e. mobile, photography, transport)	L	<ul style="list-style-type: none"> Ireland Lacrosse Membership Policy Ireland Lacrosse Data Protection Policy Irish Lacrosse League (ILL) Bye-Laws Garda Vetting Policy Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Ireland Lacrosse Player Code of Conduct Guidelines for Irish National Team Players Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures Safety and Health Plan Child Protection Policy 	Club & NGB	Ongoing monitoring
COMPLAINTS & DISCIPLINE				
Lack of awareness of a Complaints & Disciplinary policy	L	<ul style="list-style-type: none"> Irish Lacrosse League (ILL) Bye-Laws Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Ireland Lacrosse Player Code of Conduct Guidelines for Irish National Team Players Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team 	Club & NGB	Ongoing monitoring

Potential risk of harm to children	Likelihood of harm happening L-M-H	Relevant Policy, Guidance and Procedure document(s)	Responsibility Club/Region/National	Further action required ...
		and Ireland Lacrosse (NGB) Procedures		
Difficulty in raising an issue by child & or parent Reason: Covered above	L	<ul style="list-style-type: none"> Irish Lacrosse League (ILL) Bye-Laws Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Ireland Lacrosse Player Code of Conduct Guidelines for Irish National Team Players Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures Safety and Health Plan Child Protection Policy 	Club & NGB	<i>Ongoing monitoring</i>
Complaints not being dealt with seriously	L	<ul style="list-style-type: none"> Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures Child Protection Policy 	Club & NGB	<i>Ongoing monitoring</i>
REPORTING PROCEDURES				
Lack of knowledge of organisational and statutory reporting procedures	L	<ul style="list-style-type: none"> Ireland Lacrosse Governance Manual Ireland Lacrosse Book of Rules 	Club & NGB	<i>Ongoing monitoring</i>
No Mandated Person appointed	L	<ul style="list-style-type: none"> Ireland Lacrosse Governance Manual Ireland Lacrosse Coaching Development Director and Child Protection Officer Role Description 	NGB	<i>N/A</i>
No Designated Liaison Person (DLP) Appointed	L	<ul style="list-style-type: none"> Ireland Lacrosse Governance Manual Ireland Lacrosse Coaching Development Director and Child Protection Officer Role Description 	NGB	<i>N/A</i>
Concerns of abuse or harm not reported	M	<ul style="list-style-type: none"> Irish Lacrosse League (ILL) Bye-Laws Ireland Lacrosse Coaching Development Programme Garda Vetting Policy Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Ireland Lacrosse Player Code of Conduct Guidelines for Irish National Team Players Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures Safety and Health Plan Child Protection Policy 	Club & NGB	<i>Ongoing monitoring</i>
Not clear who YP should talk to or report to	L	<ul style="list-style-type: none"> Ireland Lacrosse Governance Manual Ireland Lacrosse Coaching Development Director and Child Protection Officer Role Description Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Ireland Lacrosse Player Code of Conduct Guidelines for Irish National Team Players Discipline, Complaints and Appeals – Irish 	Club & NGB	<i>Ongoing monitoring</i>

Potential risk of harm to children	Likelihood of harm happening L-M-H	Relevant Policy, Guidance and Procedure document(s)	Responsibility Club/Region/National	Further action required ...
		Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures <ul style="list-style-type: none"> ▪ Safety and Health Plan ▪ Child Protection Policy 		
FACILITIES				
Unauthorised access to designated children's play & practice areas and to changing rooms, showers, toilets etc.	M	<ul style="list-style-type: none"> ▪ Ireland Lacrosse Coaching Development Programme ▪ Garda Vetting Policy ▪ Ireland Lacrosse Coach/Staff Code of Conduct ▪ Guidelines for Irish National Team Coaches and Staff ▪ Ireland Lacrosse Player Code of Conduct ▪ Guidelines for Irish National Team Players ▪ Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures ▪ Safety and Health Plan ▪ Child Protection Policy 	Club & NGB	Ongoing monitoring
Unauthorised exit from children's areas	M	<ul style="list-style-type: none"> ▪ Ireland Lacrosse Coaching Development Programme ▪ Ireland Lacrosse Coach/Staff Code of Conduct ▪ Guidelines for Irish National Team Coaches and Staff ▪ Ireland Lacrosse Player Code of Conduct ▪ Guidelines for Irish National Team Players ▪ Safety and Health Plan ▪ Child Protection Policy 	Club & NGB	Ongoing monitoring
Photography, filming or recording in prohibited areas	M	<ul style="list-style-type: none"> ▪ Ireland Lacrosse Membership Policy ▪ Ireland Lacrosse Data Protection Policy 	Club & NGB	Ongoing monitoring
Missing or found child on site	L	<ul style="list-style-type: none"> ▪ Ireland Lacrosse Coaching Development Programme ▪ Ireland Lacrosse Coach/Staff Code of Conduct ▪ Guidelines for Irish National Team Coaches and Staff ▪ Safety and Health Plan ▪ Child Protection Policy 	Club & NGB	Ongoing monitoring
Children sharing facilities with adults e.g. dressing room, showers etc.	L	<ul style="list-style-type: none"> ▪ Ireland Lacrosse Coaching Development Programme ▪ Ireland Lacrosse Coach/Staff Code of Conduct ▪ Guidelines for Irish National Team Coaches and Staff ▪ Safety and Health Plan ▪ Child Protection Policy 	Club & NGB	Ongoing monitoring
RECRUITMENT				
Recruitment of inappropriate people	L	<ul style="list-style-type: none"> ▪ Ireland Lacrosse Coaching Development Programme ▪ Garda Vetting Policy ▪ Procedure for the Appointment of Coaches and Staff for the Irish National Teams ▪ Criteria for Head Coach – Men's and Women's National Teams ▪ Criteria for Assistant Coach – Men's and 	Club & NGB	Ongoing monitoring

Potential risk of harm to children	Likelihood of harm happening L-M-H	Relevant Policy, Guidance and Procedure document(s)	Responsibility Club/Region/National	Further action required ...
		Women's National Teams <ul style="list-style-type: none"> Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures Safety and Health Plan Child Protection Policy 		
Lack of clarity on roles	L	<ul style="list-style-type: none"> Ireland Lacrosse Governance Manual Ireland Lacrosse Coaching Development Programme Procedure for the Appointment of Coaches and Staff for the Irish National Teams Criteria for Head Coach – Men's and Women's National Teams Criteria for Assistant Coach – Men's and Women's National Teams Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures Safety and Health Plan Child Protection Policy 	Club & NGB	Ongoing monitoring
Unqualified or untrained people in role	L	<ul style="list-style-type: none"> Ireland Lacrosse Governance Manual Ireland Lacrosse Coaching Development Programme Garda Vetting Policy Procedure for the Appointment of Coaches and Staff for the Irish National Teams Criteria for Head Coach – Men's and Women's National Teams Criteria for Assistant Coach – Men's and Women's National Teams Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures Safety and Health Plan Child Protection Policy 	Club & NGB	Ongoing monitoring
COMMUNICATIONS AND SOCIAL MEDIA				
Lack of awareness of 'risk of harm' with members and visitors	M	<ul style="list-style-type: none"> Ireland Lacrosse Membership Policy Ireland Lacrosse Book of Rules Safety and Health Plan Child Protection Policy 	Club & NGB	Ongoing monitoring
No communication of Child Safeguarding Statement or Code of Behaviour to	L	<ul style="list-style-type: none"> Ireland Lacrosse Membership Policy Ireland Lacrosse Book of Rules Safety and Health Plan Child Protection Policy Child Safeguarding Statement 	Club & NGB	Ongoing monitoring

Potential risk of harm to children	Likelihood of harm happening L-M-H	Relevant Policy, Guidance and Procedure document(s)	Responsibility Club/Region/National	Further action required ...
members or visitors				
Unauthorised photography & recording of activities	M	<ul style="list-style-type: none"> Ireland Lacrosse Membership Policy Ireland Lacrosse Data Protection Policy 	Club & NGB	Ongoing monitoring
Inappropriate use of social media and communications by under 18's	M	<ul style="list-style-type: none"> Ireland Lacrosse Brand Guidelines Ireland Lacrosse Social Media Policy Ireland Lacrosse Membership Policy Ireland Lacrosse Data Protection Policy Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Ireland Lacrosse Player Code of Conduct Guidelines for Irish National Team Players Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures 	Club & NGB	Ongoing monitoring
Inappropriate use of social media and communications with under 18's	M	<ul style="list-style-type: none"> Ireland Lacrosse Brand Guidelines Ireland Lacrosse Social Media Policy Ireland Lacrosse Membership Policy Ireland Lacrosse Data Protection Policy Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Ireland Lacrosse Player Code of Conduct Guidelines for Irish National Team Players Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures 	Club & NGB	Ongoing monitoring
GENERAL RISK OF HARM				
Harm not being recognised	M	<ul style="list-style-type: none"> Ireland Lacrosse Coaching Development Director and Child Protection Officer Role Description Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Ireland Lacrosse Player Code of Conduct Guidelines for Irish National Team Players Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures Safety and Health Plan Child Protection Policy Child Safeguarding Statement 	Club & NGB	Ongoing monitoring
Harm caused by <ul style="list-style-type: none"> child to child coach to child volunteer to child member to child visitor to child 	M	<ul style="list-style-type: none"> Ireland Lacrosse Coaching Development Director and Child Protection Officer Role Description Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Ireland Lacrosse Player Code of Conduct Guidelines for Irish National Team Players Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures Safety and Health Plan 	Club & NGB	Ongoing monitoring

Potential risk of harm to children	Likelihood of harm happening L-M-H	Relevant Policy, Guidance and Procedure document(s)	Responsibility Club/Region/National	Further action required ...
		<ul style="list-style-type: none"> Child Protection Policy Child Safeguarding Statement 		
General behavioural issues	M	<ul style="list-style-type: none"> Irish Lacrosse League (ILL) Bye-Laws Ireland Lacrosse Coach/Staff Code of Conduct Guidelines for Irish National Team Coaches and Staff Ireland Lacrosse Player Code of Conduct Guidelines for Irish National Team Players Discipline, Complaints and Appeals – Irish Lacrosse League (ILL), Irish National Team and Ireland Lacrosse (NGB) Procedures Safety and Health Plan Child Protection Policy Child Safeguarding Statement 	Club & NGB	Ongoing monitoring

Explanation of terms used:

- **Potential risk of harm to children** – these are identified risks of harm to children whilst accessing activities in the Club/Region/NGB.
- **Likelihood of harm happening** – the likelihood of the risk occurring in the Club/Region/NGB measured by you as Low/Medium or High.
- **Relevant Policy, Guidance and Procedure document** – indication of the documentation used to alleviate the risk.
- **Responsibility** – provider should indicate where the responsibility for alleviating the risk lies.
- **Further action...** – indicates further action that might be necessary to alleviate any risk ongoing.

This Risk Assessment document has been discussed and completed by **Ireland Lacrosse** on **13 April 2018**.



Signed:

(On behalf of Ireland Lacrosse)

Name: Michael Kennedy

Role: Chief Executive Officer (CEO), Ireland Lacrosse

Date: 13 April 2018

Phone no: 087 7983854



4.9 Garda Vetting Policy

The **National Vetting Bureau (Children and Vulnerable Persons) Acts 2012-2016**, which came into effect on **29 April 2016**, make it mandatory for people working with children or vulnerable adults to be vetted by the Garda Síochána National Vetting Bureau of Ireland. The National Vetting Bureau of the Garda Síochána (formerly the Garda Central Vetting Unit) deals with requests to provide information on certain prospective employees or other workers. The Bureau carries out vetting for relevant organisations that are registered with it.

Under the Act, any person whose work or activity involves access to children or vulnerable adults must be vetted. Workers include staff, volunteers and those on student placements working for a relevant organisation through which they have access to children and/or vulnerable adults. Section 2 of the Act defines “relevant organisation” as one that employs or permits a person to carry out work or activities which mainly consist of them having access to, or contact with, children or vulnerable adults. Vetting is not conducted for individual persons on a personal basis. Applications for self-employed people can only be submitted through a relevant organisation as defined in Section 2 of the Act.

Ireland Lacrosse is a member of the **Federation of Irish Sport (FIS)** and the FIS provides a Garda Vetting service whereby all applications for Garda Vetting for individuals involved in relevant Ireland Lacrosse activities must be submitted by Ireland Lacrosse to the Federation of Irish Sport, which will in turn liaise with the Garda Síochána National Vetting Bureau on behalf of Ireland Lacrosse.

All coaches involved in lacrosse activities for any school, club, national team or national development team must be Garda Vetted. The process may be initiated by contacting the **Coaching Development Director and Child Protection Officer**, the contact details for whom are available on the [About Us section of the Ireland Lacrosse website](#).

Garda Vetting is a measure which is now incorporated into our recruitment and selection procedure for recruitment of personnel with access to children and vulnerable adults involved in the activities of Ireland Lacrosse at local, regional, national and international level. It will make our organization, clubs and teams better protected against possible perpetrators of child abuse by being a barrier for an individual who is unsuitable to work with children.

All individuals involved in the activities of Ireland Lacrosse with access to children and those making decisions regarding the welfare of children at local, regional, national and international level will be Garda Vetted. This includes:

- All new employees and current employees including part-time and support staff used on national teams
- Executive Board members
- Coaches and Team Managers at national level
- Children’s Officers, Designated Persons, Club Team Managers
- Standing and Board Appointed Committees
- Regional Boards or Committees
- Coaches and Team Managers at regional, club and school level
- Officers of Club Committees
- Any other key personnel and leaders in Ireland Lacrosse

When a prospective worker is vetted by the National Vetting Bureau, their criminal record (if any) is disclosed to the authorised liaison person in the registered organisation. A vetting disclosure will include details of all convictions and pending prosecutions and a statement of specified information (if any) or a statement that there is no criminal record or specified information relating to the person being vetted. Specified information (also known as “soft” information) is information other than criminal convictions where such information leads to a bona-fide belief that a person poses a threat to children or vulnerable people.

Minor offences: Under Section 14A of the Acts, convictions for certain minor offences in the District Court that are over 7 years old are not included in the disclosure. However this provision does not apply to offences that are specified in Schedule 3 of the Acts and in Schedule 1 of the Criminal Justice (Spent Convictions and Certain Disclosures) Act 2016.

Re-vetting: Section 20 of the Acts provides for the re-vetting of employees and other workers after a certain period of time which is to be set out in regulations. Until then, good practice suggests that re-vetting should be carried out every 5 years.

e-Vetting

To use e-Vetting you must be aged over 16. You must have a valid email address and complete the “proof of identity” process. The e-Vetting procedure is as follows:

- You will be sent a vetting invitation form by the registered organisation where you are applying for a position. You must complete the form and return to the organisation together with proof of your identity.

- The organisation will validate your proof of identity and send you an email with a link to the vetting application form.
- You complete the vetting application form online and submit it to the organisation.
- The organisation reviews your vetting application form and submits it to the National Vetting Bureau.
- The National Vetting Bureau processes the application and sends a vetting disclosure to the organisation.
- The organisation reviews the disclosure and will send you a copy of it.

Further information about the process may be obtained from the **Coaching Development Director and Child Protection Officer**, the contact details for whom are available on the [About Us section of the Ireland Lacrosse website](#).

Data Protection

All individuals involved in the activities of Ireland Lacrosse are advised to familiarize themselves with the organisation's **Data Protection Policy** (section 1.2 of the Ireland Lacrosse Book of Rules). Applications for Garda Vetting submitted to Ireland Lacrosse for processing are shared with the Federation of Irish Sport, who in turn submit them to the Garda Síochána National Vetting Bureau of Ireland – further information is available on their website at <https://vetting.garda.ie/>. In accordance with the **EU General Data Protection Regulation** (known as 'GDPR'), which comes into effect from **25 May 2018**, Ireland Lacrosse, the Federation of Irish Sport and the Garda Síochána National Vetting Bureau of Ireland will:

- Obtain and process information fairly and accurately
- Keep this information only for one or more specified, explicit and lawful purposes
- Use and disclose information only in ways compatible with these purposes
- Keep information safe and secure
- Keep information accurate, complete and up-to-date
- Ensure that any information is adequate, relevant and not excessive
- Retain information for no longer than is necessary for the purpose or purposes required
- Give a copy of his/her personal information to an individual, or destroy that information, on request

Dispute Resolution

The Garda Síochána National Vetting Bureau of Ireland has a dispute resolution mechanism in place in the event that an individual wishes to contest the disclosed information. Where a vetting subject disputes the detail contained in a vetting disclosure from the National Vetting Bureau, he or she may refer the issue to the National Vetting Bureau dispute process. This process is activated by the Vetting Subject, who should outline the basis of his or her dispute, in writing, to the Liaison Person for the organisation who is conducting vetting. The Liaison Person then submits the complete application file to the National Vetting Bureau for further checks.

In instances where a Vetting Subject wishes to dispute any detail contained in a Garda Vetting Disclosure issued to a Liaison Person in respect of them, the following procedure should be implemented:

- The Vetting Subject should outline the exact basis of their dispute and submit it in writing to the Liaison Person.
- The Liaison Person should submit the report received from the vetting subject, along with the original Garda Vetting Application Form in respect of them, to the National Vetting Bureau for further checks to be conducted.
- If the Vetting Subject indicates there were errors or omissions made by them while completing the original application form, they should be requested to complete a new application form; and both the original and the new application forms should then be submitted together with the request for further checks to be conducted.
- If, following the result of further checks, the Vetting Subject still disputes any detail in the Garda Vetting Disclosure issued in respect of them, arrangements will be made for further validation procedures to be undertaken in order to resolve the matters at issue in the dispute.
- At the conclusion of the dispute resolution procedure, decisions in respect of the suitability of the Vetting Subject for a position within the Relevant Organisation are the responsibility of the Decision Maker/Decision Making committee within the Relevant Organisation concerned, and the National Vetting Bureau will have no input into any such decisions.

The dispute process relates to any information disclosed, other than specified information. The making of an appeal against disclosure of specified information is a separate process.

Appeals

Under Section 17 of the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 and 2016 the Minister may appoint one or more persons to be appeals officers. The appeals process in relation to specified information is entirely independent of An Garda Síochána. An appeals officer appointed by the Minister shall be a practising barrister or practising solicitor of not less than 7 years standing and shall be independent in the performance of his or her functions.

Section 18 of the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 and 2016 outlines the process of appeal of the determination of the Chief Bureau Officer. Where a person wishes to appeal the determination of the Chief Bureau Officer in relation to the disclosure of specified information, he or she may, not later than 14 days after the date the notification of the determination is sent to the vetting subject, appeal to an appeals officer against that determination. The period of 14 days may, at the request in writing of the vetting subject, be extended for a further period not exceeding 14 days, if the appeals officer determines that there is a good and sufficient reason to do so. The appeal should be made in writing and include a statement of grounds for appeal by the vetting subject. The request should also indicate whether the vetting subject wishes the appeals officer to conduct an oral hearing for the purpose of the appeal.

The appeal procedure to be followed in respect of appeals is prescribed by the Minister as set out at Section 18(4) of the Act. The appeals officer may:

- Affirm in whole or in part the determination of the Chief Bureau Officer, or
- Set aside the determination of the Chief Bureau Officer in whole or in part and replace it with such other decision as the appeals officer considers appropriate.

The appeals officer shall inform the vetting subject and the Chief Bureau Officer in writing of his or her determination and the reasons for it. The Vetting Subject may withdraw an appeal at any time by sending a notice of withdrawal to the appeals officer.

Any party to an appeal may appeal to the High Court from a determination of an appeal by an appeals officer, on a point of law and the determination of the High Court in such appeals shall be final and conclusive.



5. Financial Management, Budgeting and Accountability

5.1 Corporate Governance

Ireland Lacrosse is committed to the principles of Accountability, Openness and Integrity in all its operations, including and especially with respect to financial management and budgeting.

Ireland Lacrosse Sporting Association Company Limited by Guarantee (with the registered business name ‘**Ireland Lacrosse**’) has been fully registered with the Companies Registration Office since **5 October 2009** (29: 475980). The registered address for the headquarters of Ireland Lacrosse is:

40 Wainsfort Crescent
Terenure
Dublin 6W
IRELAND

Ireland Lacrosse is also registered with the Office of the Revenue Commissioners in Ireland as a **Sporting Body with Tax Exemption** under Section 235 of the Taxes Consolidation Act, 1997, **registration number 2925**.

Ireland Lacrosse is governed by an Executive Board, with defined Terms of Reference for the Executive Board and Role Descriptions for all Executive Board positions. The Ireland Lacrosse Executive Board also oversees a number of sub-committees which have responsibility for the various Ireland Lacrosse activities.

Ireland Lacrosse has maintained company accounts since 2009, and the Annual Financial Report, which is presented to the Ireland Lacrosse membership at the Annual General Meeting (AGM), is developed by the Ireland Lacrosse Financial Director. The Ireland Lacrosse accounts are externally audited by:

Brian Hogan & Co.
Incorporated Public Accountants
10 Seaview Wood
Shankill
Co. Dublin
IRELAND

Ireland Lacrosse North America, Inc. has been fully registered with the State Corporation Commission of the Commonwealth of Virginia in the USA since **4 February 2016** and has been confirmed by the Internal Revenue Service as being exempt from Federal Income Tax under Section 501(c)(3) of the Internal Revenue Code of 1986 (and has been assigned an Employee Identification Number (EIN): 81-0842200)). Ireland Lacrosse North America is formally constituted as a sub-committee of the Ireland Lacrosse Executive Board. The registered address for the headquarters of Ireland Lacrosse North America in the USA is:

1402 Rainbow Court
Herndon, Virginia 20170
USA

General information about governance of Ireland Lacrosse is provided in the [Ireland Lacrosse Governance Manual](#).

5.2 Financial Oversight and Management Policy

This policy should be read in conjunction with the **National Teams – Tournament Planning and Finance Policy**, and together these policies establish the Ireland Lacrosse ‘Internal Control System’ for all of its financial activities. The overall management of this policy, and the financial oversight and management of Ireland Lacrosse more generally, shall primarily be the responsibility of the Financial Director, in ongoing consultation with the Ireland Lacrosse Executive Board and via the Budget, Finance and Sponsorship Committee.

The Budget, Finance and Sponsorship Committee, on the delegated authority of the Executive Board of Ireland Lacrosse, with the assistance of frequent and meaningful consultation with its members, shall devise an annual budget. As a general principle regarding budgetary planning, Ireland Lacrosse shall seek to regulate its annual expenditure according to the following ratio of distribution across its primary activities:

- **Lacrosse Development in Ireland: 60% of annual expenditure**
Items of expenditure include, but are not limited to equipment, clinics, pitch rental and funding a Lacrosse Development Officer (LDO) programme.

- **National Teams:** **10% of annual expenditure**
Items of expenditure include, but are not limited to, training costs, equipment and apparel, tournament entry fees, transport, accommodation, meals, and coaching costs. As has been the case since the formation of its various national teams, the cost of participation in all major international tournaments shall be met primarily through individual player contributions.
- **Operating Costs:** **30% of annual expenditure**
Items of expenditure include insurance, bank charges, FIL and ELF membership dues, advertising, miscellaneous overhead costs.

The prime sources of income currently, and expected in the immediate future, are:

- Membership Subscriptions
- Merchandising and Equipment Sales
- Donations
- Sponsorship
- Player Financial Obligations for National Teams

The main expenditure items are:

- Development (inc equipment purchase)
- Insurance (public liability, personal injury, travel)
- Administrative/Overhead costs
- National Team Tournament Participation costs

All members of Ireland Lacrosse, in relation to any aspect of any of its activities which have financial and/or budgetary implications, must:

- Exercise due care over the organisation's funds
- Ensure that all activities are financially sustainable, and there must be a plan to ensure that the costs of any activity are covered by clearly identified and realistic sources of income
- Derive income for development purposes to "put sticks in kids hands"
- Avoid unnecessary expenditure
- As appropriate make careful investment decisions to seek the most favourable returns

Bank (or other) Accounts

Any bank (or other) accounts shall be opened only with the agreement of the Ireland Lacrosse Financial Director and the Executive Board and after execution of the correct Bank Account operating authority completed in accord with the motion of the Executive Board.

All Accounts shall bear the name Ireland Lacrosse (or Ireland Lacrosse North America) as the prime name on the account and any additional accounts shall have a further designation. Bank statements shall be available on-line to those authorised, by the Executive Board, to have this facility or if not possible a copy of each bank statement shall be forwarded, by the bank, and on a monthly basis, to the nominated address (normally that of the Financial Director). At the close of a financial year all supporting information and all prime accounting records shall be forwarded to the appointed auditor for review in the accounting audit.

Ireland Lacrosse maintains its primary bank account with AIB in Dublin, and Ireland Lacrosse North America operates a bank account with Wells Fargo in Virginia in the USA. Both organisations also operate PayPal accounts, which are linked to the respective bank accounts. Only the Financial Director and Ireland Lacrosse CEO are permitted to authorize transactions on the Ireland Lacrosse bank (and PayPal) accounts.

All receipts of Ireland Lacrosse shall be banked intact without deduction. Payments shall be made using the most cost efficient means including inter-bank transfers, PayPal, check (cheque) etc. All payments will be appropriately authorised. Payments to Ireland Lacrosse North America must be made out to 'Ireland Lacrosse North America' to ensure compliance with US tax regulations. Payments over €1,000 (outside of a pre-agreed tournament budget) require the majority authorisation of the Executive Board.

Annual Financial Accounts

Annual Accounts or Annual Financial Statements shall be prepared each year to properly report the financial activities of Ireland Lacrosse for the year and to provide a statement on the financial position of Ireland Lacrosse at the year end. These accounts shall be audited and conform to the requirements of Irish financial laws and regulations. The accounts shall be made available to the Budget, Finance and Sponsorship Committee and the Executive Board at regular intervals and/or upon request, and to the general membership at the Annual General Meeting (AGM). The Annual Financial Statements:

- Include all financial transactions of the organization during the course of the accounting year;
- Identify separately and categorise each grant paid by either Sport Ireland or any other body during the accounting period in question;
- Include a Balance Sheet, Profit and Loss (Income and Expenditure) Account and a full set of detailed notes;
- Be signed by two Executive Boards members (normally the Financial Director and the Chief Executive Officer) of the organization.

Audit

The accounts of Ireland Lacrosse shall be audited annually by an Incorporated Public Accountant as required by the Revenue Commissioners and the CRO.

Budget

An Annual Budget shall be prepared by the Financial Director, reviewed by the Budget, Finance and Sponsorship Committee, and agreed by the Executive Board. The Director responsible for each area of responsibility shall be expected to provide the detail of the budgeted expenditure in each area of responsibility and to assist in monitoring and controlling the budgeted expenditure for that area.

Chart of Accounts

The format of accounts used for the recording of the financial transactions of Ireland Lacrosse shall be set-up to relate to the objectives of the Strategic Plan.

Claims (expenses)

Claims or requests for payment shall be forwarded to the Financial Director and shall be accompanied by full documentation and any supporting evidence for audit purposes. Claims shall be authorised at the time of submission by the Financial Director and one other Director who is responsible for the area in which the expenditure has been incurred. It is the intent that all claims will be paid within one week of submission.

Competitive Procurement

Directors are expected to ensure that all expenditure is incurred in a competitive environment and that the acquisition of all goods and services is at the most cost effective rates available to Ireland Lacrosse. In the instance of expenditure in excess of €500 at least three competitive quotes should be obtained if there are alternative suppliers. Cognisance is expected to be taken of existing sponsorship/partnership arrangements and any sponsor/partner must be given the opportunity to match competitive pricing obtained from a non-sponsor/partner.

Credit Card Control Protocol

When deemed appropriate the Ireland Lacrosse Credit Card may be provided to a Director to assist in particular with bookings and overseas purchases. Credit card transactions are notified by e-mail to the Financial Director and appear on the on-line bank statement. Directors should also be aware that certain establishments charge a premium for credit card use and these premiums should be avoided wherever possible. The Ireland Lacrosse Credit Card, or any other credit card issued by the Financial Director (hereinafter collectively referred to as “the Card”), must be used in line with the following Credit Card Control Protocol:

- 1) The authorised users of the Card are the Financial Director and Chief Executive Officer.
- 2) The Financial Director and the Chief Executive Officer must jointly decide if another Director or member of Ireland Lacrosse may be provided with the Card, temporarily, and for a particular activity or event (e.g. national team tournament).
- 3) The Chief Executive Officer is to be the main cardholder and name on the Card. The Chief Executive Officer will notify the Financial Director when they are no longer in possession of the Card and also inform same when they are in possession of the Card again.
- 4) Any purchases outside of national team tournaments over €1,000 must have the pre-approval of the Executive Board.
- 5) All purchases and expenses in relation to national team tournaments must be charged to the Card rather than individuals using their own credit cards/bank accounts. Use of personal credit cards/bank accounts for any costs which are part of the agreed budget for a national team – and included in the Tournament Business Plan and in the budget for that national team as overseen and managed by the Financial Director – is prohibited, except where explicitly agreed with the Financial Director.

- 6) Any cash that will need to be taken out on the Card must be pre-agreed with the Financial Director. This is to ensure the correct amount of money is transferred from the bank account and put onto the Card and so ensuring that charges are kept to a minimum.
- 7) When there is an option, the preference is to put purchases on the Card rather than withdrawing money and paying cash.
- 8) Receipts must be obtained for all purchases and passed on to the Financial Director.
- 9) All members of Ireland Lacrosse agree to abide by the above rules of use of the Card.

Payments

All payments shall be made by the most efficient and cost effective means available. All payments shall be supported by relevant evidence supporting the payment.

Publication and Public Comment

No Director shall make comment publicly on the financial position or financial performance or any other financial aspect of Ireland Lacrosse (or any of its subsidiaries) without that proposed comment being approved in advance by the Financial Director and Chief Executive Officer.

Reports

The Financial Director shall present to the Executive Board a Management Financial Report at least one week before the AGM, or more often as determined by the Financial Director and/or the Executive Board. All information contained in the Management Financial Report is confidential to the Directors and shall not be supplied to others or the contents of the Report transmitted to others unless that disclosure is approved in advance by the Executive Board.

Membership Subscriptions

Membership subscriptions are determined by the membership and may not be increased without a specific resolution put to the membership and subsequent acceptance by vote. Any Member who has not paid in full all subscriptions and fees within ninety (90) days from notification of the subscription or fee shall not be entitled to participate in any Ireland Lacrosse events or vote at the Ireland Lacrosse meetings. This may result in loss of membership.

The Financial Oversight and Management Policy ensures that there is good corporate governance and financial accountability in operation throughout Ireland Lacrosse.



5.3 Sponsorship and Partnership Policy

All members of Ireland Lacrosse are encouraged to explore any and all sponsorship/partnership arrangements that will assist the organisation in its mission. A standard template has been developed which is used to formalise any such arrangement. In all instances, any such sponsorship/partnership proposals must be put forward to the Budget, Finance and Sponsorship Committee for review, and the Ireland Lacrosse Executive Board for approval, and only the Chief Executive Officer (CEO) is entitled to sign any such agreement. The template used for this purpose is included herein:

Members of Ireland Lacrosse are encouraged to explore any and all sponsorship/partnership arrangements. This template may be used as the basis for any such arrangement. In all instances, any such proposals must be put forward to the Ireland Lacrosse Executive Board for approval, and only the CEO is entitled to sign-off on any such agreement.



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SPONSORSHIP/PARTNERSHIP AGREEMENT

THIS AGREEMENT is made the [] day of []

BETWEEN

(A) Ireland Lacrosse, of 40 Wainsfort Crescent, Terenure, Dublin 6W, Ireland
and

(B) Sponsor/Partner

IT IS AGREED AS FOLLOWS:

1. Scope of the Agreement

It is agreed that Sponsor/Partner will collaborate with Ireland Lacrosse to support the [Irish Men's National Team / Irish Men's U19 Team / Irish Women's National Team / Irish Women's U19 Team / Irish Men's Indoor Team / Irish Lacrosse League / Newtownards Cup / Ireland Lacrosse].

2. Sponsorship/Partnership Rights and Responsibilities

- a) Ireland Lacrosse agrees to provide:
 - (i) Etc.
 - (ii) Etc.
 - (iii) Etc.
- b) The Sponsor/Partner agrees to provide:
 - (i) Etc.
 - (ii) Etc.
 - (iii) Etc.
- c) The rights of either party under this agreement shall not be transferable or assignable either in whole or in part.

3. Duration

- a) The Sponsorship/Partnership will be for the period of [insert dates].
- b) Either Party may notify the sponsor/partner at least one month in advance of the end of the agreement of its intention to i) renew the agreement for a further period; ii) renegotiate the terms of the agreement for a further period; or iii) conclude the partnership/sponsorship in accordance with the terms of this agreement.



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4. Dispute Resolution

- a) In the event of a dispute arising that the parties themselves cannot resolve, the parties agree to refer the matter to an independent arbitrator appointed by mutual agreement;
- b) If the parties cannot agree on an arbitrator, or both parties do not agree with the decision of the arbitrator appointed, the agreement may be terminated in the following manner:
 - i) If the breach is one that can be rectified, then the non-breaching party can request in writing that the breach be rectified in 14 days. If the breach is not rectified within that time, the non-breaching party may terminate the Agreement immediately;
 - ii) If the breach is one that cannot be rectified, the non-breaching party may terminate the Agreement by giving 14 days written notice of their intention to terminate;
 - iii) If either party goes into liquidation, is wound up, dissolved (except for the purpose of reconstruction or amalgamation), enters into a scheme of arrangement or is placed under official management or in receivership, the other party may terminate the Agreement by giving 14 days written notice of their intention to terminate under the clause.
 - iv) In the event of a termination under this Agreement, each party's rights and liabilities will cease immediately but the termination shall not affect a party's rights arising out of a breach of this agreement by the other party.

5. Indemnity and Liability

- a) Where one party is unable to carry out its obligations under this agreement due to circumstances beyond its control or which it could not have prevented, those obligations are suspended whilst those circumstances continue, provided the other party is notified and the first party uses its best endeavours to overcome the circumstances preventing its obligations from being carried out.
- b) Each party shall indemnify the other against any claims arising from any breach of the agreement by either party.

6. Confidentiality

The terms and conditions of this agreement shall not be disclosed to any third parties without the prior written consent of both parties.

7. Notice and Other Communication

All notices, requests, demands, approvals or consents, or other communications hereunder other than day-to-day communications shall be in writing and shall be deemed given if delivered by post or via email to the appropriate party at the address below:

For Ireland Lacrosse:

Michael Kennedy
CEO, Ireland Lacrosse
40 Wainsfort Crescent
Terenure, Dublin 6W, Ireland
mkennedy@irelandlacrosse.ie

For **Sponsor/Partner**:



www.irelandlacrosse.ie

8. Signatures

IN WITNESS WHEREOF the parties have entered into this agreement

SIGNED BY:

Michael Kennedy
CEO, Ireland Lacrosse

for and on behalf of
Ireland Lacrosse
40 Wainsfort Crescent
Terenure, Dublin 6W, Ireland

in the presence of:

Witness (Sign and Print Name)

Date: _____

SIGNED BY:

Sponsor/Partner representative

for and on behalf of
Sponsor/Partner address

in the presence of:-

Witness (Sign and Print Name)

Date: _____

5.4 Fundraising Proposal Template

FUNDRAISING PROPOSAL

This Fundraising Proposal template may be used by any member of Ireland Lacrosse to propose an event, campaign or strategy to raise money for an Ireland Lacrosse activity. The proposal should provide details of the activity, the timeframe for delivery, any requirements which Ireland Lacrosse can assist with, and the intended outcome of the activity. Completed proposals should be forwarded to the Secretary of Ireland Lacrosse (info@irelandlacrosse.ie) and the proposal will then be considered by the Ireland Lacrosse Executive Board.

Name:

Email address:

Postal address:

Team/Club/School:

Proposal:

Please provide details of your fundraising proposal, including a basic description of the activity being proposed, where it will be held, when it will be held, and who will be responsible for managing it.

Aims, Objectives and Outcomes:

In simple bullet-point format, please provide a basic outline of the aims, objectives and outcomes of the proposed activity.

Financial Plan:

Please provide a basic outline of the financial plan for this activity (ie is some initial investment required, if so, how much and for what, what are the projected earnings from this activity, etc).

**Ireland Lacrosse assistance:**

What, in your view, can Ireland Lacrosse do to assist you in making this activity a success.



Completed forms should be emailed to the Secretary of Ireland Lacrosse (info@irelandlacrosse.ie).

5.5 Tax Clearance Certificate

Tax Clearance Application Result



Tax Clearance Certificate Issued

We confirm that your tax affairs are in order, and you have been issued with a tax clearance certificate.

In order to confirm to a third party that you have a tax clearance certificate, you will need to provide them with your PPSN/tax reference number and the tax clearance access number below.

Applicant Name: Ireland Lacrosse Sporting Association Company Limited By Guarantee

Applicant PPSN/Tax Reference Number: 9782121G

Access Number: 585587

Please note that in order to retain your tax clearance certificate you need to continue to keep your tax affairs in order. Revenue will review your tax affairs periodically and will rescind your tax clearance certificate if your tax affairs are not in order at any stage.

PDF/Print date: 16/10/2017

5.6 Executive Accountability, Transparency and Risk Management

Ireland Lacrosse, its Executive Board and all of its members are committed to the following principles with a view to ensuring and promoting accountability, transparency and the management of risk:

- A commitment by Ireland Lacrosse Directors, members and other volunteers to **competence and integrity** and the development of an appropriate culture to support these principles.
- Communication of appropriate **agreed standards of business behaviour and control consciousness** to all members of Ireland Lacrosse (e.g. through written codes of conduct, formal standards of discipline, performance appraisal, codes of conduct for working with volunteers, etc.).
- An **appropriate organizational structure** within which business can be planned, executed, controlled and monitored to achieve the Ireland Lacrosse's objectives so that it can manage its financial affairs accordingly.
- Allocation of sufficient time and resources to **internal control and risk management** issues by the Executive Board.
- The creation of an environment that **promotes learning** on risk and control issues, including the provision of relevant training.
- Appropriate **delegation of authority, with accountability**, which has regard to acceptable levels of risk.
- A **professional approach** to attaining **standards of corporate and professional excellence** throughout Ireland Lacrosse.

Elements of Risk

Strategic Risk

The risk that the NGB would take a strategic direction or engage in activity at variance with its mission statement or fundamental organisational objectives.

Operational Risk

The risk that the NGB's policies, procedures or activities would fail to make progress towards achieving its organisational objectives.

Financial Risk

The risk of failing to safeguard company assets, financial impropriety, financial misreporting or failure to achieve value for money.

Reputational

The risk that the organisation would engage in activities or be perceived to engage in activities that would threaten its good name brand and public image.



6. Ireland Lacrosse Anti-Doping Policy

Ireland Lacrosse fully acknowledges and recognizes the necessity to support the **World Anti-Doping Agency (WADA)** and to adhere to their policies and guidelines. The threat of performance enhancing drugs throughout the organisation, by players involved in the Irish Lacrosse League (ILL) and with the various Irish national teams, will constantly remain a threat and the organisation will ensure that Ireland Lacrosse acts in accordance with the rules and regulations necessary to maintaining fair sport. Ireland Lacrosse will work hand-in-hand with Sport Ireland, the Federation of International Lacrosse (FIL), the European Lacrosse Federation (ELF) and any other relevant agency to ensure and demonstrate a complete anti-doping programme through the organisation. To ensure that Ireland Lacrosse follows all relevant policies, guidelines, rules and regulations, the organisation will take particular cognizance of, and ensure full and complete compliance with, the provisions set out in the:

- **WADA World Anti-Doping Code** (<https://www.wada-ama.org/en/resources/the-code/world-anti-doping-code>)
- **FIL Anti-Doping Rules** (https://filacrosse.com/wp-content/downloads/wada/2015_FIL_Anti-Doping_Rules_v1.0_Oct-2015.pdf)
- **Sport Ireland Policy Against Doping in Sport and Sport Ireland Anti-Doping Rules** (<http://www.sportireland.ie/Anti-Doping/2015-Anti-Doping-Rules/2015-Anti-Doping-Rules.pdf>)
- **Athlete Learning Program about Health and Anti-Doping (ALPHA)** (<http://alpha.wada-ama.org/login/index.php>)

6.1 WADA World Anti-Doping Code



This code is a core document that lists the anti-doping policies, rules and regulations within numerous sport organisations around the world. This code names five major international standards (Testing, Laboratories, Therapeutic Use Exemptions, the List of Prohibited Substances and Methods and the Protection of Privacy and Personal Information). To date, more than 660 sport organisations have accepted the World Anti-Doping Code, including the Federation of International Lacrosse (FIL). Other major organisations include the International Olympic Committee and the International Paralympic Committee, both of which are at the pinnacle of athletic achievement. Sports organisations are required to undertake three steps in order to be compliant with the Code: **acceptance**, **implementation** and **enforcement**.

- **Acceptance:** Acceptance of the code means that a sports organisation agrees to the fundamental principles of the Code and will do everything within its power to comply with the Code. Through Ireland Lacrosse's membership of the Federation of International Lacrosse (FIL), which includes mandatory compliance with all policies, guidelines, rules and regulations of the FIL, Ireland Lacrosse confirms its acceptance of the WADA World Anti-Doping Code and the accompanying FIL Anti-Doping Rules.
- **Implementation:** After accepting the Code, sports organisations must then implement it. Ireland Lacrosse has implemented the WADA World Anti-Doping Code and the accompanying FIL Anti-Doping Rules through the development of this Anti-Doping Policy, which is also included in its *Irish Lacrosse League (ILL) Player Code of Conduct* and its *Irish National Team Player Code of Conduct*.
- **Enforcement:** Ireland Lacrosse has implemented the rule and followed the final step for demonstrating compliance with the code: enforcement. Players on the Irish national lacrosse team have been tested on two occasions to-date, as follows:
 - 2006 FIL Men's World Championships – London, Ontario, Canada
 - 2011 FIL Men's World Indoor Championships – Prague, Czech Republic

In both instances the tests were returned with a negative result. If and when WADA asks to test our players further in future, we will comply with their requests.

WADA Prohibited List

The list of WADA Prohibited substances is available on the WADA website at <https://www.wada-ama.org/en/resources/science-medicine/prohibited-list-documents>.

6.2 FIL Anti-Doping Rules

These are a set of Anti-Doping Rules established and implemented by the Federation of International Lacrosse (FIL) in accordance with the WADA World Anti-Doping Code. These rules took key elements from the WADA Code and implemented them into the relevant documentation so that countries and teams that are a part of the FIL could continue their efforts to eradicate doping in sport. The FIL seeks to govern the conditions in which people play lacrosse so that there is consistency in sporting values such as: fair play and honesty, health, excellence in performance, character and education and commitment.

International Standard for Testing and Investigations

This document sets the standard for effective and intelligent testing both in competition and outside of competition. It is also used to maintain the integrity and the identity of the samples collected from the athlete up until testing. To that end, the International Standard for Testing and Investigations establishes mandatory standards for test distribution planning, notification of athletes, preparing for and conducting sample collection, security/post-test administration of samples and documentation, and transport of samples to laboratories for analysis. The second purpose of the International Standard for Testing and Investigations is to establish mandatory standards for the efficient and effective gathering, assessment and use of anti-doping intelligence and for the efficient and effective conduct of investigations into possible anti-doping rule violations.

International Standard for Therapeutic Use Exemptions (TUE)

The International Standard for Therapeutic Use Exemptions (TUE) is used to establish the conditions that must be satisfied in order for a Therapeutic Use Exemption to be granted, permitting the presence of a prohibited substance in an athlete's sample or the athlete's use/attempted use of a prohibited substance for therapeutic reasons. It is also used in establishing the responsibilities imposed on anti-doping organisations in making Therapeutic Use Exemptions and the process for an athlete to apply for a Therapeutic Use Exemption. Finally, it is used to show the process for WADA to review Therapeutic Use Exemptions.

International Standard for the Protection of Privacy and Personal Info (ISPPPI)

The intent of the International Standard for the Protection of Privacy and Personal Info (ISPPPI) is to ensure that anti-doping organisations apply appropriate and sufficient privacy protections to the personal information that they process when conducting anti-doping programs with athletes. The Code under WADA ensures that a lot of personal information is submitted to anti-doping organisations and it is the goal of the ISPPPI to make sure that the personal information is protected and that the process, both to meet legal standards and ensure the continued confidence of those involved in the sport, is legitimate.

6.3 Sport Ireland Policy Against Doping in Sport and Sport Ireland Anti-Doping Rules



Sport Ireland's National Anti-Doping Programme acts to protect Ireland's sporting integrity against the threat of doping. The Anti-Doping programme has been in place for over 10 years and has evolved continuously over that time. It was developed to "take what action it considers appropriate, including testing, to combat doping in sport."

The Anti-Doping programme for sport in Ireland is aimed at educating athletes and participants in sport in Ireland, and facilitating Anti-Doping Programmes so that athletes, coaches and sports administrators are aware of the problems doping can cause. Sport Ireland seeks to ensure that an effective, quality driven testing programme that provides accurate and quality testing for athletes is in place. Sport Ireland oversees and manages Anti-Doping testing of Irish athletes, including also administration of disciplinary action, as articulated in the *Sport Ireland Anti-Doping Rules (2015)*. Sport Ireland has established a long-term research programme which compliments and progresses Anti-Doping research nationally and which entails collaboration with relevant international initiatives. Sport Ireland realises that the fight against doping in sport requires an international and multi-agency approach, and because of that, they have aligned themselves with the best practices maintained by the World Anti-Doping Agency (WADA). Ireland Lacrosse likewise aligns itself in this regard with Sport Ireland, the European Lacrosse Federation (ELF), the Federation of International Lacrosse (FIL) and WADA.

6.4 Athlete Learning Program about Health and Anti-Doping (ALPHA)

The [Athlete Learning Program about Health and Anti-Doping \(ALPHA\)](#) has been developed with the input of eLearning specialists, athletes, anti-doping specialists and anti-doping social scientists. It was officially launched at the ADO Symposium, in Lausanne on **25-26 March 2014**. Based on the latest findings in Social Science research and learning technology, the aim of this tool is to change attitudes and therefore have an impact on those who intend to dope. Therefore, if effective, the tool will potentially reduce doping behavior amongst athletes who are already doping, or prevent other athletes from doing so at all. If the intention of the learner was not to dope, the tool provides all the necessary information for an athlete and reinforces the protective factors.

The uniqueness of this tool lies in its ability to provide positive solutions to athletes to stay clean. By studying all the performance-related areas, such as rest and recovery, training, nutrition and helping athletes to identify where they could do better, the tool shifts the focus away from what athletes are not allowed to do to instead providing athletes with solutions to allow continued progression in a clean way. The tool also allows athletes to recognise when they are in situations which put them at risk of doping, and provides them with ready-made solutions to resist pressures to dope.

ALPHA's effectiveness can be measured through the provision of information, whereby knowledge is measured through pre- and post-tests that measure all predictions of doping intention. This includes self-efficacy, subjective norms, perceived control, beliefs and willingness. The measurement of effectiveness allows for evaluation and, therefore, the programme's continuous improvement.

Once a pre-test is complete, the learner is taken through a short introduction explaining the learning process. The first six sessions included in the programme are based on the same structure. A motivational scenario is presented, placing the learner in a position where they have to help a teammate solve a problem. The learner is then provided with material such as a tutorial and other information/resources, and a moral reasoning activity. This allows the learner to help their teammates, by explaining the "how" and "why" of the solution.

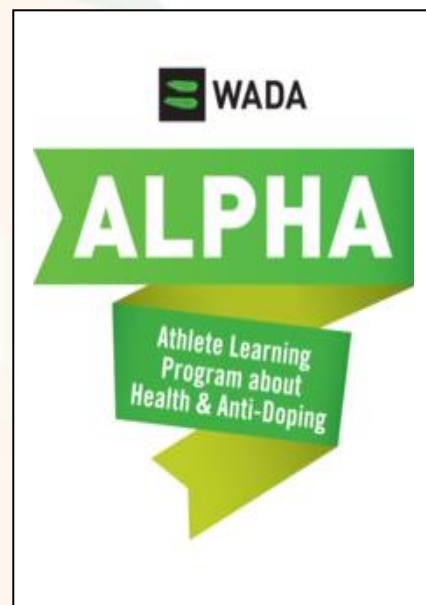
The six sessions are:

- Ethical Reasons not to Dope
- Medical Reasons not to Dope
- The Doping Control Process
- Rights and Responsibilities
- Therapeutic Use Exemptions (TUE)
- Whereabouts

The final two sessions of the programme concentrate on providing athletes with positive solutions to enhance performance, and ways to identify risk factors. The use of video messages from the WADA Athlete Committee members is expected to have a strong impact, as it is a use of peer-to-peer education. The message does not emanate from authorities, but from fellow experienced athletes.

With booster sessions proven to increase effectiveness, a reminder is sent by email six months after the completion of the programme.

Ireland Lacrosse is committed to ensuring that all coaches, and eventually all Ireland Lacrosse members, take the online ALPHA test so that they understand the influence and impact that doping has on sport. Alpha is accessible at <http://alpha.wada-ama.org/login/index.php>.



6.5 Ireland National Team – Player Commitment Declaration



IRELAND NATIONAL TEAM PLAYER COMMITMENT DECLARATION

I agree to be Code compliant to the Anti-Doping Rules established by the World Anti-Doping Agency (WADA), the Federation of International Lacrosse (FIL) and Sport Ireland whilst a member of the Ireland National Lacrosse Team. I also agree to refrain from the use of tobacco products whilst a member of the Ireland National Lacrosse Team.

I agree to fully commit to a comprehensive training programme designed for peak performance in each tournament that I compete in as a member of the Ireland National Lacrosse Team.

If for any reason I become unable to fulfill this commitment, I will immediately notify the Ireland National Teams Director. I understand that I may be withdrawn from the team should I fail to abide by this commitment declaration or if circumstances interfere with my preparation for peak performance.

Athlete's Printed Name

Athlete's Signature

Date

Witness

Relationship to Athlete

Complete this form and scan/email it to the National Teams Director, John Cavanaugh, at JTCAV@aol.com.

IRELAND LACROSSE

'I dTEANNTA A CHÉILE!' - 'Together as One!'

