

# DISCIPLINARY ACTION POLICY AND PROCEDURE FOR PLAYERS, PARENTS AND VISITORS

<b>Policy Title:</b>	<b>Disciplinary Action for Players, Parents and Visitors</b>
<b>Policy Type:</b>	<b>Risk Management</b>

## POLICY

This organisation is committed to maintaining the standard of behaviour of players, parents and visitors.

The club's Management Committee, will take necessary steps to address any behaviour issues or incidents of misconduct as needed.

Player, parent and visitor conduct is governed by the organisation's policies and procedures, and code of conduct. (note: There is a separate policy in regard to volunteers/officials.) Where a player, parent or visitor fails to act within the scope of these conditions, this may result in disciplinary action.

Strict confidentiality according to the Privacy Act and compliance with the organisation's code of conduct and policies and procedures will apply to all disciplinary action.

## PROCEDURE

### COMPLAINTS

Our club takes all complaints about on and off-field behaviour seriously. Our club will handle complaints based on the principles of procedural fairness, and ensure:

- all complaints will be taken seriously;
- the person making the complaint (complainant) will be given full details of what is being alleged against them and have the opportunity to respond to those allegations;
- irrelevant matters will not be taken into account;
- decisions will be unbiased; and
- any penalties imposed will be reasonable.

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our club will need to report the behaviour to the police and/or relevant government authority.

### COMPLAINT HANDLING PROCESS

When a complaint is received by our club, the person receiving the complaint (e.g. President, Member Protection Information Officer) will:

- listen carefully and ask questions to understand the nature and extent of the concern;
- ask what the complainant how they would like their concern to be resolved and if they need any support;
- explain the different options available to help resolve the complainant's concern;
- inform the relevant government authorities and/or police, if required by law to do so; and
- where possible and appropriate, maintain confidentiality but not necessarily anonymity.

Once the complainant decides on their preferred option for resolution, the club will assist, where appropriate and necessary, with the resolution process. This may involve:

At any stage of the process, a person can seek advice from an anti-discrimination commission or other external agency and, if the matter is within their jurisdiction, may lodge a complaint with the anti-discrimination commission or other external agency.

## **DISCIPLINARY SANCTIONS**

Our club may take disciplinary action against anyone found to have breached our policy or made false and malicious allegations. Any disciplinary measure imposed under our policy must:

- be applied consistent with any contractual and employment rules and requirements;
- be fair and reasonable;
- be based on the evidence and information presented and the seriousness of the breach;  
and
- be determined by our constituent documents, by Laws and the rules of the game.