



DISCIPLINE POLICY

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Drafted by	Norae Fisher	Approved Date	27/04/17
Responsibility	Quinns District Netball Club	Review Date	27/04/18

Our Commitment

Quinns Districts Netball Club is committed to providing a safe environment for participation of netball. Aggressive, threatening or other inappropriate behaviour by members, their families, their friends, and other sporting personnel while attending a game or event will not be tolerated. As representatives of the **QUINNS DISTRICTS NETBALL CLUB**, it is expected that all members of this club act in an appropriate way at all times both on and off the court.

As a club all members, their parents and other sporting personnel will be given the opportunity to view the clubs Code of Behaviour and make clear what is expected and the consequences of non-compliance. The current Code of Behaviour can be located on the QDNC website www.quinnsnetballclub.net or by requesting a copy from the club at registrar@quinnsnetballclub.net

Inappropriate behaviours are outlined in our Code of Behaviour and specifically include:

- using bad language
- harassing or ridiculing players, coaches, officials or other spectators
- making racist, religious, sexist or other inappropriate comments to players, coaches, officials or other spectators
- any threatening behaviour or physical altercation between spectators and players, coaches, officials or other spectators
- putting undue pressure on children, berating them or putting down their performance
- Alcohol consumption at a game or training or being drunk at a club event.
- Any breaches of the **Quinns Districts Netball Club** Communication Policy.

Disciplinary Action

All issues of misconduct will be dealt with by the current Executive Committee of Quinns Districts Netball Club as per the current Constitution. The Executive Committee consists of the **President, Vice President, Secretary, Registrar and Treasurer**. In the event that the issue involves one of the members of the Executive Committee that person is NOT permitted to be involved in the dealings with the incident and decisions in disciplinary action.

All issues of misconduct will be dealt with in a confidential matter at club committee level.

- All members have the right and are encouraged to make complaints directly to the committee as soon as possible after the incident.
- All issues will be documented and all parties involved will be kept informed of the outcome of the incident.
- Complaints will all be assessed individually and members have the right to appeal any decisions made by the committee.

- For a decision to be reached a quorum must be present.

Joondalup Netball Association

This club is governed by the Joondalup Netball Association (JNA). The association has their own policies in regard to conduct and discipline. Please note that any complaints made to the association are dealt with at this level and any decisions made are supported by this club in the interest of the game.

We will support our players to the best of our abilities but any disciplinary actions handed down to any Quinns District Netball Club members by JNA are final. Any further disciplinary action by the club will be looked at on a case to case basis as per the club policy guidelines.

In the event that a complaint is made directly to JNA and a punishment is handed down by JNA, Quinns District Netball Club will fully support that decision and reserves the right to impose any further punishment as seen fit.

Players, Spectators or Team receiving a written complaint from JNA will be notified by QDNC.

Players, Spectators or Team will be notified of any disciplinary action passed down to them.

In the event of an appeal, QDNC will liaise between JNA and the player, spectator, team to ensure a prompt outcome.

In the event of a monetary fine imposed on a player, spectator or team, payable to JNA, the player and or the player's parent/guardian, spectator or team is/are responsible for the payment.

QDNC is NOT responsible for any fines imposed by JNA for incidents relating to inappropriate behaviour. Behaviour deemed as inappropriate is outlined in the Club Code of Conduct.

If a player, spectator or team feels that the club is responsible for payment of said fine, then a written request can be forward to the committee for review. The committee's decision is final.

If a player and or the player's parent/guardian or team do not pay the fine from JNA, then player or team are NOT permitted to play netball for QDNC while the fine remains unpaid.

Please note that in most cases if a single player has an outstanding fine with JNA the TEAM they belong to is deemed 'un-financial' and CANNOT take the court until the fine is paid. In such cases QDNC will pay the fine allowing the team involved to resume playing. The player/parent will be invoiced by the club. If a team is involved QDNC will NOT pay the fine and the whole team will be forfeited from games until it is paid, any costs involved with forfeit will be passed onto the parents of the team involved.

The player/team in question CAN NOT play until the invoice is paid. If an outstanding fine is not paid during the season and the player/team re registers the following season, their registration will not to be accepted until the fine is paid.

Disciplinary Process

Quinns District Netball Club takes pride in taking complaints and working quickly to find a resolution that meets all the needs of the members involved.

1. Complaint is received and a committee meeting is called as soon as possible.
2. Discussion of incident.

First Offence

1. Verbal discussion and letter to the member involved informing them a complaint has been made and that the committee is working towards a solution.
2. Verbal warning followed by a written warning to member involved, outlining consequences if the inappropriate behaviour continues.
3. Copy of Code of Behaviour signed and given to the member. A copy of which will be kept by the club on file.
4. Complainant notified of outcome.

Further Offences

1. Written notification to the member involved informing them a complaint has been made against them. A committee meeting will be called and decision made regarding consequences of behaviour.
2. Signed copy of Code of Behaviour will be given to member to remind them they signed this document assuring the club of their commitment to the club and its policies.
3. Member will receive written notification of their punishment.
4. This committee has the right to suspend players for 1 – 3 games or cancel a member's registration based upon the severity of the offence. This decision will be made at committee level and the player notified in writing.
5. If a member is an umpire for the club any suspension will extend to umpiring.
6. All members have the right to respond to any offence against them in writing to the committee.
7. Complainant will be notified of outcome.

Cancellation of Registration

- Quinns Districts Netball Club Committee has the right to cancel registration as outlined above and as per the club constitution and relevant by-laws.
- No refunds will be offered
- Future registration with the club will be discussed at Executive committee level at the commencement of the new season.

(In writing refers to correspondence via letter or email to QDNC or from QDNC.)

Date adapted – 22nd November 2012

Adapted by – Quinns Districts Netball Club Committee

Acknowledgements – PLAY BY THE RULES (www.playbytherules.net.au)

Date policy adopted by Quinns Districts Netball Club 28th November 2012

Revised – 16 January 2015 by Vynca Dorrington (Registrar)

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