



## **COLDLANDS COLTS FOOTBALL CLUB**

### **DISCIPLINARY CODE**

#### **This Applies to:**

This Code applies to Members (players), Members Representatives (i.e. parents and guardians), other family members, and supporters of Coldlands Colts, Team Managers and Coaches, as well as the Officers of the Club.

The Code will come into force whenever a contravention of the club rules occurs.

The club rules include, but shall not be limited to the following:

- Rules and Constitution
- Club Charter
- Codes of Conduct
- Policies and procedures
- Any decisions or enactments agreed by the Management Committee issued from time to time and in force at the time of the alleged event
- Any action, or behaviour likely to bring the Club into disrepute or might be construed as gross misconduct

This code identifies two types of contravention, namely:

- Minor infringement
- Major transgression

These terms are defined as follows:

#### **Minor Infringement**

Any act or omission of the Club rules that in itself has no wider implication outside of the act or omission itself or the age group to which the alleged transgressor belongs.

#### **Major Transgression**

The misappropriation of Club funds, resources or assets, or their use on things not consistent with the aims and rules of the Club.

Any contravention of the Clubs Rules & Constitution, Charter, Codes of Conduct, policies and procedures, which have significant and wider



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implications for the Club; for example any allegation regarding equal opportunities and child welfare.

Violence; attempted or threatened violence and aggressive behaviour

Any other fact that might be reasonably construed to be gross misconduct or bring the Club into disrepute

A major transgression can also arise where an individual has previously been found guilty of repeated, or a series of minor infringements.

#### **How to make a complaint**

Oral complaints will be dealt with informally and outside of these procedures with the complainant, an Officer of the Club to whom the complaint has been notified, and the individual being complained of being interviewed by that Officer of the Club in an attempt to find some form of reconciliation, apology or other suitable solution.

Formal complaints must be in writing and delivered to an Officer of the Club stating the following:

- The name of the person making the complaint and their status within the Club (e.g. Member; Members Representative or other)
- The person who is the cause or at the centre of the complaint and/or allegation
- The nature of the complaint together with any relevant facts and any other person who may be able to corroborate those facts.

In relation to any child welfare matter the Clubs Child Welfare Officer must be informed.



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#### **Dealing with an Allegation**

##### **Who can decide?**

##### Minor Infringement

Minor infringements by Members or Members Representatives can be dealt with by the duly appointed Team Manager for the age group to which the alleged transgressor belongs, or is associated to.

If felt appropriate the duly appointed Team Manager may also deal with minor infringements by coaches and assistants provided the Club Secretary is informed of the outcome for noting in the Clubs records.

Officers of the Club acting in their official capacity may also deal with minor infringements, by Team Managers, Coaches, Members and Members Representatives. For example the Treasurer may sanction Members Representatives and Team Managers in respect of outstanding monies, or the tardy submission of accounts. Similarly the Club Secretary may take action in respect of the none, or late submission, of information or registrations, or where Team Managers have repeatedly incurred fines from the league for the none, or late, submission of results or other information.

The Club Chairman will deal with minor infringements by other Club Officers.

The Club President will deal with any minor infringement by the Club Chairman.

##### Major transgression

A major transgression by Members, Members Representatives, other family members and supporters of Coldlands Colts, as well as team Managers and Coaches will be dealt with by the Disciplinary Panel comprising the Club Secretary, Treasurer and Senior Coach. In these instances there will be a formally constituted disciplinary hearing at which the complainant and the party being complained of can attend and/or be represented. The Hearing will be chaired by the Club Chairman

Major transgressions by Club Officers may be dealt with by the Chairman, or referred to an EGM.



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#### Sanctions Available

The penalty for minor infringement is the suspension of the Member from training sessions or competitive games for any period of up to four weeks, at the discretion of the Team Manager.

Minor infringements by Members Representatives, other family members and supporters of Coldlands Colts will result in that individual being banned from attending the ground for a period of up to four weeks.

Minor infringements by Team Managers, Coaches and Officers of the Club will result in a reprimand or their suspension from duties for a period not exceeding two weeks.

The penalty for major contraventions by Members is not limited to but can be one of the following:

- ❑ Suspension from training and/or completeive games for periods greater than four weeks
- ❑ Expulsion from The Club

The penalty for major contraventions by Members Representatives, other family members and supporters of Coldlands Colts is not limited to but can be one of the following:

- ❑ Suspension from attending the ground for periods greater than four weeks
- ❑ A total ban from attending the ground or any club function for a period to be determined, but not less than 52 weeks.

Penalties for Team Manages and Coaches are not limited to but can be one of the following:

- ❑ Written warning
- ❑ Suspension for any period of up to thirteen weeks
- ❑ Restitution of any monies owed or misappropriated
- ❑ Removal from post



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Penalties for Officers of the Club are not limited to but can be one of the following:

- ❑ Written warning
- ❑ Suspension for any period of up to thirteen weeks
- ❑ Restitution of any monies owed or misappropriated
- ❑ Removal from office

#### **Appeals Procedure**

For minor infringements dealt with by Team Managers the Member or Members Representatives may elect to have the decision and penalty reviewed by the Officers of the Club who have the power to set aside, increase or reduce the sanction, or decide on some other suitable sanction.

Minor infringements dealt with by a Club Officer may be referred to the Disciplinary Panel, but in this case the Officer concerned will not sit on the panel, The Panel has the power to set aside, increase/reduce the previous sanction, or determine some other suitable sanction

There is no appeal for minor infringements by Club Officers.

For major transgressions Members, Members Representatives, other family members and supporters of Coldlands Colts Team Managers and Coaches may ask the Club President to review the decision and penalty.

Major transgressions by Club Officers can only be reviewed at an EGM.