



Grievance Policy

This grievance policy sets out the procedure for dealing with matters of grievance between a member and another member of Oakdale Netball Club.

Grievance Matters

Disputes that may be dealt with in accordance with this policy are those disputes that relate to:

- Grievances by any member who feels aggrieved by a decision or action of Oakdale Netball Club;
- Disputes between members relating to the conduct or administration of netball; and
- Disputes under provision of the constitution or policies of Oakdale Netball Club.

Disciplinary Procedure Matters

A member of Oakdale Netball Club must not initiate a grievance in relation to a matter that is the subject of a disciplinary procedure until the disciplinary procedure is completed.

Procedure

The following steps may be taken to assist in the resolution of a grievance or complaint:

- At the first instance, the parties to a dispute must attempt to resolve the dispute between themselves within 14 business days of the dispute coming to the attention of each party.
- If the parties to a dispute are unable to resolve the dispute between themselves within 14 business days, the parties may within 10 business days notify Oakdale Netball Club of the dispute in writing to the Club Secretary.
 - By email: secretary@oakdalenetballclub.com.au
 - Or by mail to: The Secretary, Oakdale Netball Club, PO BOX 10256, ADELAIDE BC SA 5000
- Agree to or request the appointment of a mediator; and attempt in good faith to settle the dispute by mediation. If the mediation process does not resolve the dispute, the parties may seek to resolve the dispute otherwise by writing to Netball SA or by law.

Mediation

The mediators' role is not to determine the dispute but must be:

- A person chosen by agreement between the parties; or
- In the absence of agreement:
 - If the dispute is between a member and another member – a person appointed by Oakdale Netball Club; or
 - If the dispute is between a member and the Executive or committee of Oakdale Netball Club – a person may be appointed by Netball SA.

A mediator appointed by Netball SA may be a member or former member but may not be a person who has a personal interest in the dispute; or Is biased in favour of or against any party.

References

Netball Australia Grievance Policy (effective May 2015) Cited May 2018.

This policy is reviewed and endorsed by the Committee of the Oakdale Netball Club.

Last reviewed by M Kroschel January 2023

Signed: 

Bronwyn Thain President of Oakdale Netball Club Date: January 2023
oakdalenetballclub.com.au