

DISCIPLINARY POLICY

PURPOSE

The Disciplinary Policy governs how Oakdale Netball Club ("The Club") responds to reports of breaches of the Club's Code of Conduct.

POLICY PROCEDURES

In the event of a notification of potential breach of the Club's Code of Conduct, the Club will act to support the individuals involved and protect the integrity of the Club, through the following steps:

- Upon identification or reporting of a potential breach of the Club Code of Conduct, the incident is formally investigated by the Club Officials relevant to the accused person's position in the Club. These may include coaches, age level coordinators and/or members of the Club's Executive.
- If the alleged breach involves an allegation of bullying, consideration will first be given to whether conciliation is appropriate under the specific circumstances, as per the Club's Anti-Bullying Policy.
- If it is determined that a breach of the Code of Conduct has occurred, there will then be a determination as to whether the accused person should face disciplinary action. Any disciplinary action will be determined by the Club Officials conducting the investigation and will reflect the severity and circumstances of the incident.
- For an athlete, initial disciplinary measures may include a period of "bench time" (suspension from participation in games). The duration of the period of bench time will be at the Club's discretion.
- For an athlete, official, parent or any other club member determined to have been involved in a serious breach of the Code of Conduct, or involved in behaviour which has persisted or escalated, the disciplinary measure may include removal entirely from the Club environment for a period of time determined by the Club. This includes exclusion from training sessions, games, and Club events during the determined period.
- In cases of continued misconduct or a severe single breach, the person's contract, membership or association with the Club will be terminated. This constitutes full termination of their affiliation with the Club. The termination of an affiliation of a parent who has been determined to have breached the Code does not necessarily terminate the affiliation of their child, if the child is a junior athlete.

RELATED POLICIES OF THE ASSOCIATION(S)

This disciplinary process of the Club is separate to any process which may be considered appropriate by Netball SA or Netball Australia for a contracted athlete or official, or in respect of the Disciplinary Policies and Member Protection Policies of those organisations.

APPEALS PROCESS

Any person disciplined under the Club Code of Conduct has the right to appeal any disciplinary decision. Appeals must be submitted in writing to the Club Secretary by email within 2 days of receiving notice of the decision and will be reviewed by members of the Club's Executive. A final decision on the appeal will be communicated within a reasonable timeframe following the request. Any further dispute is to be dealt with under the Club's Grievance Policy.

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

Signed *Bronwyn Thain*

Oakdale Netball Club President

6 May 2025