

GRAFTON NETBALL ASSOCIATION
DISCIPLINARY POLICY



Introduction

The Grafton Netball Association Disciplinary Policy outlines the foundation of how unacceptable conduct is managed within the association. This policy is the formal framework that is provided to members to assist them to deal with unacceptable on-court and off-court behaviour.

Procedure

Complaints regarding unacceptable behaviour can be made either verbally or in writing (including via email) by any member of Grafton Netball Association (or their parent / guardian if under 18 years of age) to any Executive member. The Executive member shall then complete a *Record of Complaint*. The President or Vice President shall then review the *Record of Complaint*, complete an *Incident Report* and follow up with the appropriate action.

Incident Classification

Incidents will be classified into one of three categories:

Level 1

- ❖ Abuse netball equipment, ground equipment or fixtures and fittings.
- ❖ Show dissent at an umpire's decision by action or verbal abuse.
- ❖ Use language that is obscene, offensive or insulting and/or the making of an obscene gesture.

Level 2

- ❖ Engage in inappropriate and deliberate physical contact with other players or umpires during the course of play.
- ❖ Charge or advance towards an umpire in an aggressive manner.
- ❖ Deliberately and maliciously distract or interfere with another player or umpire during the course of play.
- ❖ Throw the ball at or near a player or official in an inappropriate and/or dangerous manner.

Level 3

- ❖ Physically assault another player, umpire, coach, official or spectator.
- ❖ Substantial and willful damage to property and / or fixtures.
- ❖ Any activity resulting in police involvement.

Actions

An informal meeting will be held for first Level 1 incidents. A formal meeting will be held for subsequent Level 1 incidents and Level 2 or Level 3 incidents.

Penalties

Penalties will be handed out on a “case-by-case” basis, decided by the President, Vice President, relevant Club Delegate and Umpire / Coaching Co-ordinator. Range of penalties:

Incident Level	Penalty range ¹
Level 1 – 1 st offence	Warning given
Level 1 – subsequent offences	One to several week/s suspension from related involvement ²
Level 2 – 1 st offence (minor)	One to several week/s suspension from related involvement
Level 2 – subsequent or major offences	Two to five weeks suspension from related involvement
Level 3 – 1 st offence (minor)	Three to five weeks suspension across the board ³
Level 3 – subsequent or major offences	Five weeks suspension across the board to lifetime ban

Notes:

1. These penalty ranges are not absolute and are at the discretion of those administering them.
2. “Related involvement” refers to those duties for which a person has been given the penalty. For example if penalty given for on-court behaviour, then it would apply to playing only and the person could still perform other duties such as coaching / umpiring.
3. “Across the board” refers to all duties which the person performs, including playing, coaching, umpiring, Committee member, Club Delegate or spectator.

Appeals

Appeals will be accepted in writing for up to forty-eight hours from the date the penalty was given. An Appeals Committee of three independent parties will be appointed by the Executive Committee to hear the appeal. The Appeals Committee will have the power to decrease, increase, or leave the penalty as is. Should a Level 1 or Level 2 penalty be appealed, and the Appeals Committee is unable to meet prior to the next scheduled match day, the person is able to continue normal involvement until the appeal is heard. Should a person offend again during this period, the penalty will increase. Should a Level 3 penalty be appealed, the person will be suspended immediately after the penalty is given. Once the Appeal Committee reach a decision, any weeks of suspension already served will be considered part of the penalty.

Disciplinary Process Decision Tree

