

Commitment and Discipline Policy

Effective 1st April 2016



1. Purpose

The policy seeks to promote and strengthen the good reputation of Netball, and the Berwick Netball Club (hereinafter referred to as BNC) by establishing standards of performance and behaviour for Berwick Netball Club Players. The primary focus of the policy is to educate players on the importance of maintaining appropriate standards, and on the adverse effect such conduct may have on the standing and reputation of the game, the BNC, and the member himself/herself.

Where a Player's conduct attracts some form of discipline under this policy, it is the intention that Club Management and Leadership Group representatives will impose a range of sanctions. It is important to note that under this policy, conduct of a serious nature may lead to a player being delisted by the Club, or summarily dismissed.

2. Player Responsibilities

2.1 Behaviour

BNC players aspire to the highest standards of sportsmanship and professional conduct. BNC players shall conduct themselves in a manner so as not to bring netball, and the BNC into disrepute. This clause applies to a Player's behaviour which:

- (i) occurs during the course of any match, training session, Club or associated function, camp or tour, including travelling to and from related commitments; or
- (ii) involves public comment or comments made to the media. This clause also includes any form of social media, blog, chat, or forum; or
- (iii) involves criminal conduct which directly impacts in a material way upon the Player's ability to perform their duties as a netballer or impacts upon the reputation of the BNC in any way; or
- (iv) involves conduct deemed by the BNC to have brought the club into disrepute; or
- (v) involves conduct that contravenes Netball Victoria's Codes of Conduct or Member Protection Policy.

2.2 Playing

BNC Players shall not wilfully engage or participate in any activity which may cause or aggravate any injury or illness and which prevents BNC players from playing to the best of the individual's ability.

2.3 Fitness

BNC Players shall present themselves at all matches, training sessions and other related activities in an acceptable state of fitness. An acceptable state of fitness shall be determined by the BNC. BNC players must provide at least 24 hours notice of an injury that will prevent them taking part in any of the activities mentioned. Forsaking circumstances that are exceptional or deemed reasonable that prevent the player from complying.

2.4 Attendance

BNC Players shall (unless granted express permission otherwise, or provide an explanation satisfactory to the BNC) attend when selected, and attend punctually, all matches, Club training and related events.

2.5 Apparel

A BNC Player shall wear appropriate apparel as directed by the committee during all matches, training, and functions when carrying out his/her obligations as a member. Our uniform is designed not only to promote a sense of club belonging, but to convey an image of the BNC brand to the local community. Players shall wear navy boyleg shorts and their dress must fully cover these shorts. During matches and training, cosmetics should be of natural and subtle appearance and jewellery should be removed for safety reasons

2.6 Functions

BNC Players shall (unless granted express permission otherwise) attend mandatory social events as advised during the year. During such events Players shall wear appropriate apparel if stipulated. Behaviour Clause 2.1 will strictly apply to these events.

2.7 Property

BNC Players shall show due regard for the property and facilities of the BNC. Also the property, facilities and staff of other providers (including hotel, bus and aeroplane operators) which a BNC Player may utilise during any authorised activities. Where a BNC Player breaches this provision, they may be required to pay the relevant person or body an amount equivalent to the cost of repairing or replacing the damage the Player caused to the property and/or facility.

2.8 Confidentiality of Club Information

BNC Players shall maintain the confidentiality of all material provided in confidence by the BNC to Players. Such material may without limitation include details of training methods, coaching manuals, team selections and records of a confidential nature of the BNC.

3. Discipline

- 3.1 If the club determines that disciplinary proceedings are to be commenced against a Player, the club may take the steps it considers necessary to:
 - (i) Obtain information about the alleged conduct the subject of the disciplinary process, including but not limited to undertaking an investigation, reviewing relevant documentary material or interviewing relevant witnesses;
 - (ii) Provide the player with an opportunity to respond to the allegations the subject of the disciplinary process;
 - (iii) Determine whether or not the alleged conduct that is the subject of the disciplinary process has/did/may have occurred; and
 - (iv) Determine what, if any, disciplinary action to take against the player
- 3.2 The BNC sets out staged disciplinary actions. This ensures a clear process that is easily understood and is not influenced upon by relationships between club members. For every subsequent disciplinary action required, the player will move onto the following step. This will continue throughout the player's playing career at the club.
- 3.3 Once a formal meeting takes place between a player and coach, the club secretary is to be informed so that this can be recorded on the club incident register.
- 3.4 Any disciplinary action required will take place prior to the following training session.
- 3.5 The process is as follows:
 - (i) A 1:1 discussion regarding the issue will be held with the coach or relevant person (*entry point for minor breach*);
 - (ii) A discussion will be held between the coach, player leadership group member/s and player and the player will be on the bench for the following game. Prior to the discussion, the club executive will be consulted to determine the appropriate leadership group member/s to participate and will document the action being taken;
 - (iii) A verbal warning will be provided by the club executives, coach and player leadership group member/s and the player will be on the bench for the following game (*entry point for major breach*);
 - (iv) A written warning will be provided by the club executive, coach and player leadership group member/s and the player will be suspended from playing for a period determined by the coach, player leadership group and club executive;

- (v) A final written warning will be provided by the club executive, coach and player leadership group member/s and the player will be suspended from playing for an increased period of time determined by the coach, player leadership group and club executive;
- (vi) The player will no longer be able to play for BNC.

3.6 Common breaches include, but are not limited to deemed breaches of Behaviour clause 2.1 as well as;

- (i) Disrespect (directed at coaches, players, umpires, spectators, or officials of BNC or opponent clubs);
- (ii) Tardiness for or failure to attend a training, club duty, match or function;
- (iii) Unsportsmanlike verbal or nonverbal behaviour;
- (iv) Inappropriate social media content;
- (v) Use of illicit or performance enhancing drugs. Or supply / trafficking of illicit drugs within, or external to the club community;
- (vi) Under the influence of alcohol;

Action Summary				
Entry Point	Step	Process	Participants	Documentation
Minor breach	1	• Discussion	• Player • Coach	Coach
	2	• Meeting • Bench	• Player • Coach • Player Leadership Group Member/s	Secretary
Major breach	3	• Meeting • Verbal Warning • Bench	• Player • Coach • Player Leadership Group Member/s • Club executive	Secretary
	4	• Meeting • Written Warning • Suspension	• Player • Coach • Player Leadership Group Member/s • Club executive	Secretary
	5	• Meeting • Final Written Warning • Increased Suspension	• Player • Coach • Player Leadership Group Member/s • Club executive	Secretary
	6	• Meeting • Club dismissal	• Player • Coach • Player Leadership Group Member/s • Club executive	Secretary

6. Dispute Resolution Procedure

- (a) Before seeking formal review as provided in sub-clause (b) below, the BNC shall undertake to fully investigate, consider and, if so requested by the relevant Player, review its decision to impose a disciplinary measure on a Player for breach of this Policy.
- (b) If such informal review fails to satisfactorily resolve the Player's dispute, the relevant Player may formally (written) appeal (within 72 hours from the date of the BNC's decision to impose a disciplinary measure) to a Dispute Resolution Panel.
- (c) The Dispute Resolution Panel shall consist of the President of the BNC (or other BNC appointee), a delegate from the Player Leadership Group, and a third party appointed by the mutual agreement of the BNC and the Player Leadership Group.
- (d) The Dispute Resolution Panel shall conduct a fresh investigation of the alleged breach by the relevant Player and form its own view about the appropriate disciplinary measure, if any, to be imposed. Its decision must be made within 72 hours from the date when the relevant Player first instituted their appeal and shall be communicated in writing to the Player.
- (e) The decision of the Dispute Resolution Panel shall be final and binding on the relevant Player.
- (f) The time limits set out in this clause may be extended by agreement between the Player and the BNC.
- (g) For the avoidance of doubt, the intention of this clause and the Dispute Resolution Panel is to include a third party independent of the original decision that has been made in relation to a breach of the Policy by a Player.

7. Relationship between the Policy and Other Instruments/Documents

Where a BNC Player breaches the provisions of this Policy, the BNC may, if it decides to take any action, will do so in addition to any other sanctions that may be applied from bodies such as Leagues and Associations in which the incident took place.