

DISCIPLINARY



Policy	Disciplinary Policy	Version	1
Drafted	October 2023	Approval Date	24 January 2024
Responsibility	Coastal Sparks Netball Club	Review Date	November 2024

Commitment

Coastal Sparks Netball Club is committed to providing a safe environment for participation of netball. There is zero tolerance for aggressive, threatening, intimidating or other inappropriate behaviour by members, their families, their friends, and other sporting personnel while attending a game or event.

As representatives of Coastal Sparks Netball Club, it is expected that all members act in an appropriate way at all times, both on and off the court.

Breaches of the Coastal Sparks Netball Club policies, by-laws may result in disciplinary action.

Disciplinary Action

All issues regarding a breach of policy will be dealt with by the Coastal Sparks Netball Club Executive Committee. The Executive Committee consists of the President, Vice President, Secretary and Treasurer. In the event that the issue involves a member of the Executive Committee, that person is not permitted to be involved in dealings regarding the disciplinary action.

Disciplinary Outcomes

Following a grievance investigation, disciplinary action may include:

- Verbal warning followed by a written warning to member involved, outlining consequences if the inappropriate behaviour continues.
- Copy of relevant policy to be provided to the member and signed by the member. A copy will be kept by the Club on file.
- Members may be suspended from playing games for a set period of time.
- Membership may be cancelled and no refund provided.
- A monetary fine may be imposed, as per the fines table, appendix A.

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- Future registration with Coastal Sparks Netball Club would be considered at Executive Committee level at the commencement of a new season.

Wanneroo Districts Netball Association

Coastal Sparks Netball Club is governed by Wanneroo Districts Netball Association (WDNA). The Association has their own policies in regard to conduct and discipline. Any complaints made to the Association are dealt with at this level.

Any disciplinary actions handed down to a Coastal Sparks Netball Club member by WDNA (as a result of a direct complaint to WDNA) is at the decision of the Association.

In the event that a complaint is made directly to WDNA and disciplinary action is handed down by WDNA, Coastal Sparks Club reserves the right to impose any further disciplinary action as required in line with Club policies and by-laws.

Players, Spectators or Teams receiving a written complaint from WDNA will be notified by Coastal Sparks Netball Club. Players, Spectators or Teams will be notified of any disciplinary action passed down to them.

In the event that WDNA imposes a monetary fine on a player, spectator or team, the player and or the player's parent/guardian, spectator or team is responsible for the payment.

Coastal Sparks Netball Club will not be responsible for any individual or team fines imposed by WDNA for incidents relating to a breach of policy. If a player and/or the player's parent/guardian or team do not pay the fine from WDNA, the player or team will be considered unfinancial and not permitted to take the court whilst the fine remains unpaid.

If an outstanding fine is not paid during the season and the player/team re registers the following season, their registration will not to be accepted until the fine is paid in full.

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Appendix A

	Reason for Fine/Penalty	Fine	Penalty
1	Breach Code of Conduct – first offence	Up to \$100	Written Warning
2	Breach Code Conduct – second offence	\$250	Penalty at the discretion at the Executive Committee, which could result in termination of club membership
3	Breach of Cyber Safety Policy	\$250+	Penalty at the discretion at the Executive Committee, which could result in termination of club Membership
4	Breach of Club Policy or By-laws	\$100-\$500	Penalty at the discretion at the Executive Committee