

# DISCIPLINARY PROCEDURES



In the event that any member has deemed to have breached the our Policies, Rules or Code of Conduct then the disciplinary procedures should be followed:

## Report of Breaches

- I. Verbal or written reports can be received from Members, parents or spectators to any member of our staff
- II. The member of staff will acknowledge the complaint with a commitment as to what action will be taken and when. A report of the complaint will be sent to a Super Skills Officer
- III. Minor breaches will be dealt with at a one to one level with the offender by a Coach or Officer present
- IV. The complainant has the right to report to a higher authority if not satisfied

## Disciplinary Hearings

- I. For serious and repeated breaches a hearing will be called
- II. Written and verbal evidence will be collated and statements may be requested
- III. The date and format of the hearing will be advised to the offender with at least 7 days notice
- IV. Parents and a representative may accompany any member under the age of 18
- V. A representative may accompany any member

## Disciplinary Panel

- I. A disciplinary panel of three will be formed comprising of at least one Super Skills Officer. The remaining members of the panel may be officers and/or committee members
- II. The panel will review the evidence and have complete discretion to make appropriate judgments
- III. The result will be communicated immediately to the offender and confirmed in writing
- IV. All results will be recorded

## Appeals

- I. Offenders will have the right to appeal to any other Officer other than those who resided over the original hearing
- II. Appeals must be made in writing and received within seven days of the hearing
- III. A new appeal panel will be formed from Officers and committee members other than those who resided on the original hearing
- IV. The panel will review the original hearing and make a decision
- V. The result of the appeal will be communicated within seven days
- VI. The appeals decision is final