



SUNSHINE HEIGHTS CRICKET CLUB

DISCIPLINARY POLICY

PURPOSE

Sunshine Heights Cricket Club may discipline a member or volunteer who engages in unacceptable behaviour.

The purpose of this policy is ensure that members and volunteers are aware of behaviour that could amount to misconduct and that all relevant parties are aware of Sunshine Heights Cricket Club's policy for dealing with misconduct.

SCOPE

This policy applies to all members and volunteers of Sunshine Heights Cricket Club unless otherwise specified.

POLICY

Sunshine Heights Cricket Club expects members to observe acceptable standards of behaviour.

Members and Volunteers must not engage in behaviour that amounts to misconduct (including serious misconduct) at the club. This includes where members and volunteers are participating in events away from the club or club held social events both at the club and off site.

MISCONDUCT

Where a member or volunteer engages in misconduct or alleged misconduct, the processes in this policy will be



followed.

Behaviour amounting to misconduct includes, but is not limited to, the following:

1. failing to obey lawful and reasonable instructions of Sunshine Heights Cricket Club, its Committee of Management or Coaches and Team Managers;
2. failing to follow defined policies, procedures and rules of the club;
3. has engaged in conduct prejudicial to the Club; and
4. unacceptable disruptive behaviour.

When proven, misconduct may provide a valid reason for expulsion from the club.

SERIOUS MISCONDUCT

Whether misconduct amounts to serious misconduct depends on the particular circumstances of a given case. The Committee of Management, administrator and Coaches should consider the circumstances fully as they apply to the particular member or volunteer when determining whether or not the member or volunteer has engaged in conduct that could be considered serious misconduct.

Behaviour amounting to serious misconduct includes, but is not limited to:

1. willful or deliberate behaviour that is inconsistent with the clubs Purpose, Vision & Values;



2. theft;
3. fraud;
4. assault;
5. intoxication at training or during matches.
6. use of derogatory, violent or abusive language;
7. fighting;
8. failure to observe club safety rules;
9. obscenity; dishonesty; and
10. criminal conduct

RESPONSIBILITIES

The Committee of Management is responsible for ensuring that:

1. the processes in this policy are followed in relation to all instances and allegations of misconduct;
2. members and volunteers that are the subject of any investigation are afforded procedural fairness; and
3. confidentiality is maintained to the greatest extent possible.

The duly appointed Disciplinary Sub-Committee are responsible for ensuring that:

1. where appropriate, they try to informally resolve any instances or allegations of member/volunteer misconduct with the member/volunteers(s) involved in first instance;
2. instances or allegations of misconduct are reported to the Committee of Management; and



3. all necessary action is taken in accordance with the procedures set down in Division 3 of the constitution to investigate and resolve any instance or allegation of misconduct.

Members and Volunteers are responsible for ensuring that they:

1. comply with this policy and related procedures; and
2. report any instances or allegations of misconducts to the Administrator, or a member of the Executive Committee, as appropriate.