



North Canberra Netball Competition

Sporting Behaviour and Discipline Policy and Procedures

1 Aim

- 1.1 The policy introduces a process for dealing with reports of behaviour contrary to the levels of sportsmanship and conduct that the Canberra and Belconnen Netball Associations expect of members participating in the North Canberra Netball Competition.
- 1.2 The purpose is to deal with competition related offences and disputes which may arise in the conduct of the netball competition in an effective, appropriate and timely manner. It sets out the procedures to be followed to educate members and steps to be taken in dealing with breaches of the codes of conduct.
- 1.3 The Canberra and Belconnen Netball Associations are committed to:
 - 1.3.1 upholding the [member protection policy adopted by Netball Australia](#) for all participants in netball where individuals are treated with respect;
 - 1.3.2 providing an environment focused on the rights of people of all ages to enjoy themselves and develop social and physical skills;
 - 1.3.3 a netball environment which is free of verbal and physical abuse and intimidation;
 - 1.3.4 providing a supportive environment for administrators, coaches, officials and volunteers to enable them to fulfill their roles; and
 - 1.3.5 administration of a fair competition.

2 Objectives

- 2.1 The objectives are to:
 - 2.1.1 provide a fun, safe and fair netball environment for players, administrators, coaches, officials and volunteers;
 - 2.1.2 establish a standard of behaviour expected of members and spectators; and
 - 2.1.3 institute a procedure for dealing with breaches of the codes of conduct or competition rules.

3 Codes of Conduct

- 3.1 Members agree to abide by the [codes of conduct](#) which outline the standard of behaviour expected. Codes of conduct will be available and promoted via clubs and the Associations' websites to all members.

- 3.2 Corrective and/or disciplinary action may be taken against anyone who is found to be in breach of the codes of conduct or competition rules as outlined in this policy.
- 3.3 Corrective action involves a three-phase process designed to assist members better understand their role in netball and to provide opportunity for addressing undesirable behaviour through a continuous education process:
 - 3.3.1 Phase one – education for a first breach of a code of conduct/competition rules.
 - 3.3.2 Phase two – cautions and/or sanctions for second and/or serious breaches.
 - 3.3.3 Phase three – disciplinary measures for repeated or very serious breaches.

4 Application of Policy

- 4.1 The policy applies to the following organisations and individuals:
 - 4.3.1 Affiliated Clubs and Entity Teams
 - 4.3.2 Players
 - 4.3.3 Coaches
 - 4.3.4 Umpires
 - 4.3.5 Other Officials
 - 3.4.6 Parents, Spectators and Visitors
- 4.2 A competition related offence is an action that is not permitted within the competition rules, is contrary to the codes of conduct and/or causes intentional harm (physical or verbal).

5 Procedure

5.1 Reporting an Incident

- 5.1.1 Any member may make a report regarding inappropriate competition related behaviour. An incident report form can be obtained from the Canberra or Belconnen Netball Association Secretary and will be available at the Lyneham and Charnwood pavilions and from the CNA and BNA websites.
- 5.1.2 It would be expected that incident reports are submitted by a club official (umpire, coach, team manager, team captain or committee member) and/or with the knowledge of a club official. Regardless, a member reporting an incident should also inform club official/s of their report.
- 5.1.3 A report should be submitted immediately but in any case must be received within 48 hours of the incident, unless exceptional circumstances exist.
- 5.1.4 The report may relate to a person, team or club that has breached competition rules or codes of conduct endorsed by Canberra and Belconnen Netball Associations.
- 5.1.5 The report must relate to an incident arising from activities related to the North Canberra Netball Competition.

5.2 Match Review Officer

5.2.1 The Match Review Officer is a person appointed by each Association to administer the process for dealing with a report. Depending on the venue at which the incident occurred, the person responsible will be the Match Review Officer appointed by either Belconnen or Canberra Netball Associations.

5.3 Match Review Committee

5.3.1 The Match Review Committee is a panel of officials from the Canberra and Belconnen Netball Associations formed to review reports and determine any action to be taken in relation to incidents occurring in the North Canberra Netball Competition.

5.3.2 A quorum for a Match Review Committee hearing, if required, will be three members of the committee made up of:

- The Canberra Netball Association Match Review Officer
- The Belconnen Netball Association Match Review Officer
- The President or Vice President of the Canberra Netball Association
- The President or Vice President of the Belconnen Netball Association
- The Canberra Netball Association Convenor [of the competition category that the report relates to]; or
- The Belconnen Netball Association Convenor [of the competition category that the report relates to].

5.3.3 An alternate Official/Competition Convenor may be appointed where a member of the Match Review Committee is ineligible to hear a matter due to an actual or perceived conflict of interest.

5.3.4 A committee member shall be deemed to have a conflict of interest where:

- the official declares the existence of a conflict;
- an affiliated club of which she or he is a member is a party to the hearing; or
- a majority view of the remainder of the Committee believes them to have a conflict.

5.4 Process for Dealing with Reports

5.4.1 Officials responsible for implementing this policy will keep confidential the names and details related to breaches of the codes of conduct unless disclosure is necessary as part of the corrective process.

5.4.2 The Match Review Officer will review the complaint to determine if the report is a breach of competition rules or codes of conduct.

5.4.3 The Match Review Officer will (a) provide the respondent with a copy of the incident report and an opportunity to respond, along with access to this policy; (b) determine with the Match Review Committee if a hearing is required; and (c) set a hearing date/time and notify all parties.

5.4.4 The complainant may be represented by or accompanied by an official of their affiliated club. A member under the age of 18 years must be accompanied by an adult representative.

5.4.5 The respondent may be represented by or accompanied by an official of their affiliated club. A member under the age of 18 years must be accompanied by an adult representative.

5.4.6 The hearing will be conducted as soon as is practicable, preferably within five days and wherever possible within two calendar weeks.

5.4.7 The Match Review Sub-Committee will conduct a hearing and determine the steps to be taken, including whether a penalty should be imposed, in accordance with the three phase approach outlined below.

5.4.8 The decision of the Match Review Sub-Committee will be communicated to all parties by the Match Review Officer.

5.4.9 The Match Review Officer shall keep a record of all incident reports and the outcomes communicated to all parties.

6 Appeals

6.1 Either party may appeal a decision of the Match Review Sub-Committee on the basis that the matter was reviewed without correct application of this policy, and may also contest the severity of a penalty imposed.

6.2 Any appeal should be submitted in a timely manner, within two weeks.

6.3 Appeals Sub-Committee

6.3.1 A sub-committee comprising club officials representing the clubs participating in the category and division in which the incident incurred will consider appeals.

6.3.2 An appeal will be considered by a quorum of three club officials that represent clubs participating in the relevant category and division, not affiliated with the club of either the complainant or respondent.

6.3.3 The administrative process will be managed by the original or a newly appointed Match Review Officer, or an executive member of either Canberra or Belconnen Netball Associations, not a party to the original decision of the Match Review Committee.

6.3.4 The Appeals Sub-Committee may uphold or revoke the decision of the Match Review Committee and may vary the penalty imposed.

6.3.5 The outcome of any appeal will be communicated to all parties.

7 Education and Sanctions

7.1 Any measure imposed under this policy must be fair and reasonable, based on the information presented and the seriousness of the breach.

7.2 The match review committee will have regard for the knowledge or level of understanding that could reasonably be expected of the player/team.

7.3 Possible measures that may be taken include:

- education to address behaviour;
- a verbal and/or written apology;
- sanctions that restrict participation in the competition or removal of membership; or
- forms of discipline or penalties that the Match Review Sub-Committee considers reasonable and appropriate.

7.4 Phase One – Education

7.4.1 Phase One generally applies to the first breach of a code of conduct/competition rule.

7.4.2 The Association will contact the respondent within five days of receiving an incident report to inform the member of the breach and provide the codes of conduct or appropriate information that will:

- promote sportsmanlike values;
- explain what behaviour discourages and encourages a positive sporting experience;
- inform the offender of phases two and three.

7.4.3 If the breach is considered to be of a serious nature, phase two may be instigated at the discretion of the Match Review Committee.

7.5 Phase Two – Cautions and/or Sanctions

- 7.5.1 Phase Two generally applies to the second breach of a code of conduct/competition rule in a 12 month period, or the current season, or a more serious breach.
- 7.5.2 The offender will be contacted within five days of receiving the incident notice to arrange a meeting with the Match Review Committee.
 - 7.5.2.1 Failure to attend the meeting may result in the suspension of membership until the meeting requirement is met.
- 7.5.3 A non-exhaustive and non-mandatory guide to the list of possible penalties is provided at 8.2.

7.6 Phase Three – Disciplinary measures

- 7.6.1 Phase three applies to the third breach of a code of conduct in a 12 month period, or the current season, or a repeated or very serious breach.
- 7.6.2 The offender will be contacted within five days of receiving the incident notice to arrange a meeting with the Match Review Committee.
- 7.6.3 The offender will be informed in writing, detailing the reported incident and the consequences, including the penalty to be imposed and/or removal of membership.
- 7.6.4 Once membership has been removed, the offender will not be permitted to participate in any NCNC competition. There will be no refund of membership fees.
- 7.6.5 The member can apply to Canberra or Belconnen Netball Associations for membership at the start of the next netball season. Renewal will be at the discretion of the relevant Association.

8 Possible Penalties

- 8.1 Appropriate sanctions or disciplinary measures will be considered in accordance with the three phase process outlined in this policy and imposed at the discretion of the Match Review Committee.
- 8.2 A non-exhaustive and non-mandatory list of possible penalties is provided as a guide following:

	<i>Offence</i>	<i>Possible Penalty</i>
1	Striking/kicking	3 playing weeks
2	Striking with ball	2 playing weeks
3	Deliberate tripping	3 playing weeks
4	Deliberate elbowing	1-2 playing weeks
5	Undue rough play	Reprimand
6	Racial/discriminatory abuse	3 playing weeks
7	Use of abusive or obscene language	1-2 playing weeks
8	Unsporting conduct	1 playing week
9	Deliberate breaches of competition rules	Deduction of competition points