



# **FOOTSCRAY HOCKEY CLUB DISCIPLINE POLICY**

**Date approved:** 1st December 2017  
**Written and approved:** Footscray Hockey Club Board  
**Review date:** Policy to be reviewed annually

Footscray Hockey Club expects members, spectators and coaches to observe acceptable standards of behaviour. Members and associates of FHC must not engage in behaviour that amounts to misconduct (including serious misconduct) when engaging in activities associated with Footscray Hockey Club. This includes where members or associates of FHC are playing or engaging at the FHC venue or outside the FHC venue, attending a hockey related meeting or function, including camps and social events.

## **CODES OF BEHAVIOUR**

Footscray Hockey club endorses the Hockey Victoria Codes of Behaviour. Every person in the Victorian Hockey Community has the right to participate in an environment which is safe, welcoming and inclusive. Equally every player, coach, official, spectator and administrator plays a part in ensuring their actions and behaviours are supportive of these values.

## **SELECTION CRITERIA AND EXPECTATIONS**

Footscray Hockey club endorses the Men's, Women's, Masters and Junior selection criteria and expectations with regards to behaviour and attitudes outlined in the criteria and expectations as playing members of our club.

## **MISCONDUCT**

Where a member or associate of FHC engages in misconduct or alleged misconduct or serious misconduct or alleged misconduct, the processes in this policy will be followed.

### **1) BREACHES OF SELECTION CRITERIA AND EXPECTATIONS**

Behaviour amounting to misconduct in the selection criteria and expectations includes, but is not limited to, the following:

- failing to demonstrate positive behaviour and support to your team mates and coach
- disrespectful behaviour towards your team mates, coach, opposition or umpires
- disruptive behaviour during training and on game days

The coach is to be notified and the coach is to determine the best course of action which may include but not be limited to:

- Bench the player during a game
- Provide the player with a warning and an opportunity to redeem themselves
- Select the player in a lower team
- Refer the behaviour to the Selection Panel
- Refer the behaviour if serious misconduct to the Section Director (See below)

## **2) BREACHES OF CODES OF BEHAVIOUR**

Behaviour amounting to misconduct or serious misconduct of the Hockey Victoria Codes of Behaviour includes, but is not limited to, the following:

- verbal abuse or sledging of other players, coaches, administration, officials or spectators.
- disrespecting the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.
- physical abuse of other players, coaches, administrators, officials or spectators.
- bullying, harassing, derogatory statements or actions towards other players, coaches, administration, officials or spectators
- theft or destruction of property of other players, coaches, administration, officials or spectators
- A report received by Hockey Victoria against an associate of FHC

The Section Administrator is to be notified in writing within 8 business days of the incident and must form a Section Disciplinary Panel of including of

- 1) Section Director
- 2) Other board member
- 3) Other person such as but not limited to MPIO officer, players rep, coordinator, chairperson of selectors, coach

The board must be notified that a Section Discipline panel of 3 has been formed.

The Section Administrator is to notify in writing to the person/s concerned the date and time of the incident/s, the allegation/s (i.e abuse, striking, bullying etc), meeting time and venue, attach the Code of Behaviour/Selection Criteria and

Expectations and ask them to explain their actions. The person/s may bring a support person/s with them (i.e MPIO, players rep, coach, parent or other person etc).

The panel will consider all the evidence and submissions made during the hearing regarding the incident/s. The panel may attach any weight to the evidence as it sees fit. The panel will consider the evidence and make a determination on the balance of probabilities with respect to whether or not the allegations or matter have been proven.

The person/s and support persons will be asked to leave the room. If the panel determines the misconduct has occurred, the person/s will be called back in and asked to provide any additional information or circumstances that may explain their actions.

The person/s and support person/s will be asked to leave the room. The panel will determine the best course of action which may include but not be limited to:

- Official written warning
- Compulsory attendance at an education program from the offender
- An apology from the offender
- Mediation
- Suspended sentence
- Suspension from playing
- Refer the incident to the FHC Board for review

The person/s and support person/s will be called back and the outcome will be disclosed. The Section Director will send in writing the outcome.

Any further matters pertaining to the case, such as but not limited to conditions imposed, suspensions, further breaches etc will be followed up and dealt with by the Women's Panel as they see fit.

### **3) BOARD DISCIPLINARY BEHAVIOUR**

If serious misconduct has thought to have occurred, it may be referred to the Footscray Hockey Club Board. Section Directors or the Section Discipline Panel may also refer misconduct to the President. The President is to be notified in writing within 8 business days of the incident, or within 8 business days of a Section Disciplinary Panel hearing if the panel choses to refer the incident to the FHC Board for review.

The President must form a Board Disciplinary Panel of

- 1) President
- 2) Another board member
- 3) Other person such as but not limited to other board member, MPIO officer, players rep, coordinator, chairperson of selectors, coach

The board must be notified that a Section Discipline panel of 3 has been formed. The President is to notify in writing to the person/s concerned the date and time of the incident/s, the allegation/s (i.e abuse, striking, bullying etc), meeting time and venue, attach the Code of Behaviour/Selection Criteria and Expectations and ask them to explain their actions. The person/s may bring a support person with them (i.e MPIO, players rep, coach, parent or other person etc).

The panel will consider all the evidence and submissions made during the hearing regarding the incident/s. The panel may attach any weight to the evidence as it sees fit. The panel will consider the evidence and make a determination on the balance of probabilities with respect to whether or not the allegations or matter have been proven.

The person/s and support persons will be asked to leave the room. If the panel determines the misconduct has occurred, the person/s will be called back in and asked to provide any additional information or circumstances that may explain their actions.

The person/s and support persons will be asked to leave the room.

If the misconduct is determined to have occurred, the panel will determine the best course of action which may include but not be limited to:

- Official written warning
- Compulsory attendance at an education program from the offender
- An apology from the offender
- Mediation
- Suspended sentence
- Suspension from playing, coaching, spectating etc
- Suspension of membership \*
- Expel the member from the club \*

The person/s and support person/s will be called back and the outcome will be disclosed. The Section Director will send in writing the outcome.

Any further matters pertaining to the case, such as but not limited to conditions imposed, suspensions, further breaches etc will be followed up and dealt with by the Board Panel as they see fit.

**\* SUSPENSION OF MEMBERSHIP RIGHTS OR EXPULSION FROM THE CLUB**

If the person/s concerned is deemed to warrant suspension of membership or expel the member from the club, the Board Panel must refer to the Footscray Hockey Club Constitution Rules 7.9 Disciplinary action.