



# **FOOTSCRAY HOCKEY CLUB INVESTIGATION & DISCIPLINE POLICY**

**Date approved:** March 2024  
**Written and approved:** Footscray Hockey Club Board  
**Review date:** Policy to be reviewed 2029

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 Australia Codes of Conduct. Every person in the Victorian Hockey Community has the right to participate in an environment that 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.

## **HOCKEY VICTORIA MATRIX**

Footscray Hockey Club, as a guide, will use the Hockey Victoria Schedules document HV Penalty Guideline 4.2 4.2 Charge & Penalty Details (Misconduct Penalty System). Refer Appendix A This can also be found on the Hockey Victoria Website, Competitions and Events, Winter Competition, Rules and Regulations, Schedules <https://www.hockeyvictoria.org.au/competitions-events/winter-competition>

## **SELECTION CRITERIA AND EXPECTATIONS**

Footscray Hockey Club endorses the Men's, Women's, Masters and Junior selection criteria and expectations with regard to behaviour and attitudes outlined in the criteria and expectations as playing members of our club. If there is a grievance about selection, please see the grievance policy.

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

All outcomes relating to this nature of breach will be managed by coaches

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 teammates and coach
- Disrespectful behaviour towards your teammates, 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 grade.
- Refer the behaviour to the Selection Panel
- Refer the behaviour if serious misconduct to the Section Director (See below)

## **MISCONDUCT OR SERIOUS MISCONDUCT**

All outcomes relating to this nature of breach will use the matrix in Appendix A as a guide.

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

## **BREACHES OF CODES OF BEHAVIOUR**

Behaviour amounting to misconduct or serious misconduct of the Hockey Australia Codes of Conduct 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

## **NOTIFYING THE CLUB**

The incident must be reported in writing within 8 business days of the incident and any one of the following can be notified of misconduct or serious misconduct of the Hockey Australia Codes of Conduct:

- President or Vice President
- Board member
- Coach (who then will inform the section director)
- Team manager (who then will inform the section director)

## **INVESTIGATION OFFICER**

Generally, using the Hockey Victoria Schedules document HV Penalty Guideline 4. Investigation & Discipline, an investigation officer will be appointed by the Board for those matters that are not sent directly to an Investigation Panel.

For clarity, Level 3 Offenses and charges of Vilification will be sent directly to an Investigation Panel for determination of guilt and penalty (if found guilty).

An investigations officer is to investigate to the best of their ability the incident.

The investigation Officer is to be notified in writing within 10 business days of the incident.

The Investigation Officer 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), phone call/meeting time and venue, attach the Code of Behaviour/Selection Criteria and Expectations and will contact them (via phone or in person) to ask them to explain their actions. The person/s may have a support person/s with them on the phone or in person (i.e Hockey Safe Officer, players rep, coach, parent or other person etc).

The investigation officer will consider all the evidence and submissions made during the hearing regarding the incident/s. The investigation officer may attach any weight to the evidence as it sees fit. The investigation officer 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.

If the investigations officer determines the misconduct has occurred, they will liaise with 2 other board members to 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 matter to an investigation panel
- Refer the incident to the FHC Board for review

The investigation officer will notify the outcome in writing.

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 Investigation Officer.

## **SECTION DISCIPLINARY PANEL**

The Section Director is to be notified in writing within 10 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 Hockey Safe officer, players rep, coordinator, chairperson of selectors, coach or anyone else approved by the board.

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

The Section Director 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

Hockey Safe Officer, 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 them 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 Panel as they see fit.

## **BOARD DISCIPLINE PANEL**

If serious misconduct is thought to have occurred, or a repeat offence, the matter 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 10 business days of the incident or within 10 business days of a Section Disciplinary Panel hearing if the panel chooses to refer the incident to the FHC Board for review.

The President must form a Board Disciplinary Panel of

- 1) President (or another appointed board member)
- 2) Other person (board member, ex board member, life member etc)
- 3) Other person such as but not limited to other board member, Hockey Safe Officer, players rep, coordinator, chairperson of selectors, coach or anyone else approved by the board.

The board must be notified that a Board 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 Hockey Safe Officer, 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 President Director will send them in writing the outcome.

Should the President be in a position of Conflict of Interest, another board member shall take the lead.

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 14.1 Disciplinary action.

## APPENDIX A

### 4.2 Charge & Penalty Details (Misconduct Penalty System)

<b><u>Offensive, insulting, abusive or intimidating language and/or gestures</u></b>			
OFFENSE & LEVEL	TOWARD	RECOMMENDED PENALTY	IMMEDIATELY REFERRED TO TRIBUNAL
LEVEL 1 <i>Using language and/or gestures in frustration</i>	N/A	1 Match Suspension	No
LEVEL 2 <i>Using offensive, insulting, abusive or intimidating language and/or gestures;</i>	Match Participant (Player, Coach, Team Official)	2 Match Suspension	No
	Match Spectator	1 Match Suspension	No
	Match / Team / HV / HA Official	3 Match Suspension	No
LEVEL 3 <i>Incitement to violence, or repeated use of offensive, abusive or intimidating language and/or gestures</i>	Match Participant (Player, Coach, Team Official)	4 Match Suspension	Yes
	Match Spectator	4 Match Suspension	Yes
	Match / Team / HV / HA Official	6 Match Suspension	Yes

<b><u>Vilification</u></b>			
OFFENSE & DEFINITION	TOWARD	RECOMMENDED PENALTY	IMMEDIATELY REFERRED TO TRIBUNAL
<i>Acting or speaking in such a way that threatens, disparages, vilifies or insults another person on the basis of that person's age, gender, sexual orientation, physical or mental ability, race, culture or religion.</i>	Match Participant (Player, Coach, Team Official)	6 Match Suspension	Yes
	Match Spectator	6 Match Suspension	Yes
	Match / Team / HV / HA Official	7 Match Suspension	Yes

<b><u>Violent Conduct</u></b>			
OFFENSE & LEVEL	TOWARD	RECOMMENDED PENALTY	IMMEDIATELY REFERRED TO TRIBUNAL
LEVEL 1 <i>Physical Conduct: Pushing, grabbing, tripping, etc.)</i>	Match Participant (Player, Coach, Team Official)	2 Match Suspension	No
	Match Spectator	2 Match Suspension	No
	Match / Team / HV / HA Official	3 Match Suspension	No
LEVEL 2 <i>Attempted Strike: with body or implement (E.g. stick, ball, etc.)</i>	Match Participant (Player, Coach, Team Official)	6 Match Suspension	No
	Match Spectator	6 Match Suspension	No
	Match / Team / HV / HA Official	8 Match Suspension	No
LEVEL 3 <i>Striking: Open or closed fist, elbow, leg, etc or with use of an implement (E.g. stick, ball, etc) (Contact Made)</i>	Match Participant (Player, Coach, Team Official)	8 Match Suspension	Yes
	Match Spectator	8 Match Suspension	
	Match / Team / HV / HA Official	10 Match Suspension	

<b><i>Misconduct - Other</i></b>		
<b><i>OFFENSE</i></b>	<b><i>RECOMMENDED PENALTY</i></b>	<b><i>IMMEDIATELY REFERRED TO TRIBUNAL</i></b>
<i>Constant/Repeated attempts to influence an officials decision</i>	<i>Reprimand</i>	<i>No</i>
<i>Making public statements which are not fair, constructive or reasonable and involve a personal attack on another player, umpire, appointed official or administrator</i>	<i>3 Week Suspension</i>	<i>Yes</i>
<i>Not leaving field of play when directed</i>	<i>2 Match Suspension</i>	<i>No</i>
<i>Participation in a match in an unfit state E.g. under the influence of alcohol or drugs</i>	<i>4 Match Suspension</i>	<i>No</i>
<i>Unauthorised entry to field of play</i>	<i>2 Match Suspension</i>	<i>No</i>
<i>Bringing the game into disrepute</i>	<i>5 Match Suspension</i>	<i>No</i>
<i>Contempt of or shows contempt for the Tribunal and/or Tribunal or Appeals process</i>	<i>\$500</i>	<i>No</i>

For clarity, Level 3 Offenses and charges of Vilification will be sent directly to a Tribunal for determination of guilt and penalty (if found guilty).

As a guide, when considering the disciplinary history of the party charged (Rule 7.9 and Rule 7.20.4)

- (a) A second guilty charge (under this system for any charge of Misconduct) shall attract an additional 50% to the minimum advertised penalty.
- (b) A third or greater guilty charge (under this system for any charge of Misconduct) shall attract an additional 100% to the minimum advertised penalty.