



Football Netball Club

INCIDENT MANAGEMENT

The Avoca Football Netball Club aims to operate with the highest standards of professionalism and integrity. Policies and procedures are designed to set the framework for expected behaviours and outcomes; failure to adhere to these requirements will necessarily result in the Club taking action to protect the interests of the Club as a whole. This will always be done with regard to the rights of the individual(s) concerned. All breaches will be referred to the Incident Review Panel, which will comprise at least 2 members of the Club Committee.

PROCESS

The Avoca Football Netball Club will investigate (as per the Grievance Policy) alleged incidents ONLY when the following steps have been undertaken:

1. Any person who reports an incident to a member of the AFNC Committee will be asked to complete an Incident Report Form.
2. The Incident Report Form will be submitted to a member of the Executive Committee within seven (7) days of the incident occurring. If the form is submitted 7 days after the alleged incident it will not be considered by the Committee.
3. The Executive Committee will meet to discuss the details of the Report Form and if necessary seek further advice / information from witnesses, as per the Grievance Policy.
4. The Executive Committee will take whatever action is deemed appropriate based on the details provided and will provide a response to the person submitting the report within three (3) days as to the outcome of the incident.
5. Any action taken will be in-line with AFNC Constitution (and/or supporting policies) and will be documented and recorded.
6. Any information discussed / decided upon will be kept confidential.

MINOR OFFENCE

- 1st time A warning will be given either written or verbal (if verbal, documentation must be completed to outline action taken/date/time etc on the Incident Report Form).
- 2nd time Possible suspension from playing/coaching/match attendance or suspended sentence
- 3rd time (or worse) Suspended from playing from 1 game to indefinite

Minor offences include (but are not limited to): any breach of the Club's code of conduct and/or club policies including actions likely to cause a member to be reported under MCDNFL rules, umpire abuse, team mate abuse, interaction with opposing supporters,



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disobeying coaching instructions, deliberately causing disharmony among the playing group, arguing with team mates, coaching or support staff, vilifying, in any manner, team mates, coaching, support staff or administrators, endangering the health of team mates or self, or any action that may be construed as causing harm to the Club.

SERIOUS OFFENCE

- 1st time Suspended sentence or suspended for 1 to 4 games
- Repeat Suspended indefinitely or membership cancelled
Serious offences include (but are not limited to): physically dangerous actions towards team mates, opposition or others, playing or training under the influence of illegal drugs, playing or training while intoxicated with alcohol, receiving a 2nd yellow card in one season for abuse or placing the Club in a position where a sanction may be potentially placed on the Club as a whole.

GRAVE OFFENCE

- 1st time Suspended indefinitely or registration cancelled.
- Repeat Registration cancelled
Grave offences include (but are not limited to): physical attacks on team mates, coaching or support staff, physical attacks on any non-playing personnel from another Club or competition official, disclosing confidential information to opposing teams, racial vilification of opponents, team mates or any person at the ground or placing the Club in a position where a sanction may be potentially placed on the Club as a whole.

August 29th 2013