



SOUTH WEST DISTRICT FOOTBALL NETBALL LEAGUE

NETBALL BY-LAWS

EFFECTIVE FROM

8.2.2021

LAST UPDATED

8.2.2021

DEFINITIONS

“SWDFNL” Herein is the South West District Football Netball League, a structure of football and netball competitions of affiliated clubs operated under the Western Districts Australian Football Commission Limited (AFL Western District).

“SWDFNL - Netball” Herein is the South West District Football Netball League – Netball Competitions.

“Club” includes all affiliated clubs.

“Club Delegate” is a representative of the Club who liaises with the SWDFNL Netball Operations Coordinator.

“Advisory Committee Member” is comprised of members of the League who are elected to Advisory Committee positions as per the League AGM.

“Registered Junior Player” To be considered a registered junior player, that player must have taken the court a minimum of 5 times as part of their club’s junior teams - U17, U15, U13.

“Bylaws” are additional rules which apply to members which generally deal with internal and administrative matters and include how the SWDFNL - Netball will be run.

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BYLAWS

These Bylaws are the rules governing the internal affairs and conduct of the netball competitions of the South West District Football Netball League - Netball.

1. FORUMS

- 1.1** Every Club must be represented by their Netball Coordinator at each forum (Or a designated Delegate). All Clubs are required to nominate a minimum of 2 delegates email addresses for all correspondence to the SWDFNL Netball Operations Coordinator by no later than the 31st of January of the preceding year. 1 of these contacts must be the Club secretary and 1 must be the Club Netball Coordinator who attends each forum throughout the season. All Clubs must be represented by at least one delegate at all SWDFNL Netball Forums. Non-attendance at any forum will result in the below penalty being enforced.

Penalty: Non-attendance to a forum prior to, during or after the season shall result in the club being fined \$200.00 unless voted otherwise by the SWDFNL Advisory Committee. This will be notified in writing by the SWDFNL Netball Operations Coordinator to the offending club within 48 hours proceeding the forum that has not been attended and an invoice for payment will be forwarded by the RAC.

- 1.2** There will be a minimum of 2 forums in each year at the dates, times and places determined by the SWDFNL Netball Operations Coordinator. Notice of each forum must be given to each Club no later than 7 days before the date of the forum.

2. CORRESPONDENCE

- 2.1** ALL correspondence from Clubs to be received on club letterhead and signed or electronically sent by the club secretary to the SWDFNL Netball Operations Coordinator and SWDFNL Executive Committee Secretary.

Requests by the SWDFNL Netball Operations Coordinator may be returned via standard email by the required Coach/Delegate to the SWDFNL Netball Operations Coordinator.

Penalty - Correspondence not actioned.

3. REGISTRATIONS

3.1 V.N.A. Registration as follows:

Netball Victoria 2021 Memberships (valid from 1 January 2021 – 31 December 2021)			
CATEGORY	AGE GROUP	DEFINITION	PRICE
Suncorp NetSetGO (NSG)	5-10 years (born on or after 01/01/2011)	Price inclusive of Netball Australia national program fee and participant pack. Also covers all modified U/9 competitions.	\$68.00
Junior	11-17 years (born between 01/01/2004 and 31/12/2010)	For players, umpires, coaches and bench officials.	\$58.00
Senior	18 and over (born on or before 31/12/2003)	For players, umpires, coaches and bench officials.	\$78.00
All Abilities (AA)	Any Age	For members with a disability (on receipt of Valid ID)	\$58.00
Off the Court	Any Age	For committee members, administrators, volunteers, parents & spectators (noting players, coaches, umpires and bench officials must be a current Senior, Junior or AA member).	\$46.00

Prices are inclusive of GST
Please note players 8 years of age and younger must register as a NSG participant.

3.2 All registration fees to be paid online via the appropriate Club link, prior to the commencement of the 1ST Round of the SWDFNL season. Each Club must forward all team lists with all players and coaches noted for each grade to the SWDFNL Netball Operations Coordinator prior to the season commencing. Failure for a Club to ensure that all players within their Club are correctly registered and that all team lists have been correctly forwarded, will incur the penalty as stated below.

Penalty: \$200.00 fine per team in which that player/splayed.

3.3 All subsequent Registration Fees after Round 1 must be paid via the appropriate on-line Club link by 10pm on the Thursday prior to the match in which the new player wishes to play and notice by email to the SWDFNL Netball Operations Coordinator is to be given by the Netball Coordinator of the Club concerned, stating all relevant information regarding the player no later than 10pm Thursday prior to the match in which the wish to play. Requests outside of this time frame may be declined by the SWDFNL Netball Operations Coordinator. Failure to do so will incur the penalty listed below with confirmation email to be sent by the SWDFNL Netball Operations Coordinator of acknowledgement or non-payment within 7 days of issue.

Penalty: \$100.00 fine per game/grade played by player concerned to the offending Club.

3.4 Single Game Vouchers (\$10 per voucher). Players using these vouchers must be noted on the score sheet. A single game voucher may only be used 3 times by any one person. Vouchers can be requested no later than 10.00pm the Thursday preceding the match in which they wish to play.

Penalty: \$50.00 fine to the offending Club for information not being forwarded.

Penalty: \$200.00 fine to the offending Club for any player taking the court without the appropriate voucher request being made within the said time frame as per the above Bylaw.

3.5 A new player must be noted on the score sheet. All fees and relevant information related to that player must be forwarded to the SWDFNL Netball Operations Coordinator as per 3.3 and/or 3.4 (inclusive of the penalty awarded).

3.6 All non-playing umpires and coaches must be registered with Netball Victoria for the current season.

Penalty: \$100.00 fine to the offending club.

4. UMPIRES & COACHES

- 4.1** Each team must supply 1 umpire for each game. Umpires are NOT to be dressed in playing uniform/club uniform and or merchandise and must wear a white top and appropriate sporting footwear. Umpires must use a netball whistle, no basketball whistles permitted. To umpire A Reserve, B or C Grade umpires must wear white attire, be *preferably* C Grade Badged, and have completed a Level 1 Netball Victoria Umpiring Course and the online Netball VIC theory exam. To umpire A Grade, umpires must at least have a fully accredited and current C Grade Badge and wear white attire.

Penalty: \$50.00 fine to offending Club.

Club umpires can only umpire a total of 3 games on any given day. No more than 2 games can be umpired in succession. (Note: 11/Under umpiring will not be counted in the game ruling).

As a duty of care/OH&S to umpires in preventing injuries, umpires are permitted to wear white waterproof pants.

After umpiring a game and completing official duties the umpire is entitled to 5 minutes to get changed and warm up.

- 4.2** Discipline Pro Forma – The following should be followed when deducting discipline points.

Player sent off	10 points
Official Warning	2 points
Umpire Dissent	2 points

*At no time are points to be deducted in regard to uniform or nails.

Umpires are required to comment on the scoresheet to deduct any discipline points and both umpires are to initial the comments. Points are to be discussed for both teams and decided upon by both umpires together.

- 4.3** All Club umpires and coaches are required to hold a current WWC check and must adhere to the adopted Child Safety Code of Conduct found at www.aflwesterndistrict.com.au.

- 4.4** All Clubs are required to pay via cash/cheque or supply umpires with a voucher for the **MINIMUM** of the following amount per game:

HOME & AWAY GAMES

Badged - \$20

Unbadged - \$10

5. UNIFORMS

- 5.1** Each Club shall register new and/or altered uniforms and colours for all Club Delegates to approve prior to season commencement. A letter to the SWDFNL Netball Operations Coordinator detailing the design and a full colour diagram is required. Subject to approval by the Executive Committee. Clubs not adhering to the above will incur the below penalty for each game played in the unapproved design.

Penalty: Loss of 4 Premiership points to the offending Club

- 5.2** All teams must be in full uniform whilst playing the game. If not in full Club uniform player/s will not be able to take the court until such time as they are in complete uniform. Compression socks shall be allowed but must be black in colour and no higher than knee length. NB: Uniforms include socks.
- 5.3** A player may not wear gloves or tracksuit pants unless for medical or religious reasons. Refer to above as per Bylaw 5.2. Requests for wearing of these items can be sent via email to the SWDFNL Netball Operations Coordinator by the Club Secretary on Club Letterhead (as per Bylaw 2.1).
- 5.4** Uniforms in 11/Under competition are not compulsory so long as the playing bib is visible.

6. INCLUSIVE ENVIRONMENTS

- 6.1** The SWDFNL Netball Division is committed to providing a safe, fair, and inclusive sporting environment where all people can contribute and participate.
- 6.2** The SWDFNL Netball Division will endeavor to provide opportunities for males to participate in mixed and male competitions.
- 6.3** The SWDFNL Netball Division supports participation in netball on the basis of the gender with which a person identifies. If issues arise, the SWDFNL Netball Division will seek advice on the application of the applicable Victorian discrimination laws for the particular circumstances.
- 6.4** All competitions will be clearly labelled in regard to age group and gender. This includes additional references to all genders that are permitted to play. All competition labelling will be clear and transparent.
- 6.5** The SWDFNL Netball Division observes the Netball Victoria Gender Regulation in regard to male participation:
- Males who are 13 years (and older) are not permitted to participate in female competition. This means that males must be less than 13 years of age (actual age) as at the first day of the competition or season; and
 - Males that turn 13 during that competition or season will be permitted to participate for the duration of that competition or season
- 6.6** The SWDFNL observes the Netball Victoria Gender Regulation in regard to mixed competition. Mixed competition for 11/Under and 13/Under age groups will have NO restrictions applied on the basis of gender.

*Gender Regulation – Appendix Section 2 (Pages 3-4)

7. AGE REQUIREMENTS

- 7.1** Generally, player age is determined as at the 31st of December of the current playing year. Specially, Bylaw 6.5 must also be applied. Participants must provide their correct date of birth at the time of registering and failure to do so will result in ineligibility to participate in the SWDFNL Netball Division's activities.
- 7.2** Participants are only eligible to participate in certain age groups upon reaching the relevant age threshold (Minimum Age Requirements). The minimum age requirements for each group are:

Open Female Competitions (A, A Res, B & C) - 15 years

*17/Under Female Competition – 14 years

*15/Under Female Competition – 12 years
(Males <13 years of age as at the first day of competition may participate)

*13/Under Female Competition - 9 years
(Males <13 years of age as at the first day of competition may participate)

*11/Under Mixed – 8 years
(Females & Males – No restrictions)

* All junior competitions have an allowance for 2 overage players per Club with SWDFNL Netball Operations Coordinator decision to compete to make up a 7-side junior team. Should additional eligible players for that junior grade be recruited throughout the season, the decision regarding the overage player/s will be reviewed by the SWDFNL Netball Operations Coordinator. This clause is a case by case scenario and for extreme cases only – with the main reason being to assist a Club to field a side. Misuse of this clause will be dealt with severely. (17/U – cannot turn 19 before 31/12/20, 15/U cannot turn 17 before 31/12/20, 13/U cannot turn 15 before 31/12/20, 11/U cannot turn 13 before 31/12/20).

8. CONDUCT OF MATCHES

The South West District Football Netball League hold the right to change their participation and voting lay out if, within that season, that any grade does not fill the 8 team per competition requirement.

- 8.1** All matches will be played according to the International Netball Federation Rules (2016) unless otherwise stated in these bylaws.
- 8.2** Order of times of play shall be: (Home & Away Season)
- | | | |
|----------|------------------------|------------------------------------|
| 11.00am | 17/Under | 4/12 min ¼'s with 2 & 3 min breaks |
| 11.00am | 11/Under | 4/10 min ¼'s with 2 & 3 min breaks |
| 12.00 pm | B Grade and 15/Under | 4/12 min ¼'s with 2 & 3 min breaks |
| 1.00 pm | A Reserve and 13/Under | 4/12 min ¼'s with 2 & 3 min breaks |
| 2.00 pm | C Grade | 4/12 min ¼'s with 2 & 3 min breaks |
| 2.00pm | A Grade | 4/15 min ¼'s with 2 & 3 min breaks |
- 8.3** All Clubs must field an A Grade side. Should a Club wish to submit only an A Reserve, B and C, a full list of senior and eligible junior players must be submitted to the SWDFNL Netball Operations Coordinator. Should Clubs recruit additional senior players from the original team sheet submitted, the SWDFNL Netball Operations Coordinator and Executive Committee will have the right to request an A Grade side be fielded. The SWDFNL Executive Committee's decision to allow a Club to not field an A Grade side is for extreme circumstances only. Should a Club not field an A Reserve, B or C Grade side, the SWDFNL Netball Operations Coordinator and Executive Committee reserve the right to review this decision up until the completion of Round 9.
- 8.4** All host Clubs to have goal post padding and surrounding poles are to be padded within the legal run off (3.05m). Host Clubs must ensure there is ice and water provided on all courts. Host clubs are required to have 2 match balls per court per home game, balls are to be replaced after a maximum of 3 home games or 2 weeks if used in wetweather.
- 8.5** Courts and surrounding areas are to be made safe prior to commencement of the season. Court inspections will be carried out every 3 years unless advised by Netball Victoria, major changes have been carried out or if the SWDFNL Executive Committee have concerns with the condition of any Club's courts.
- 8.6** A safety inspection must be carried out each week via the Safe Netball App, to review the standard. If both teams cannot agree the game scheduled for that court will not take place on that day. The objecting team shall notify the SWDFNL Netball Operations Coordinator in writing within 7 days of the reason why the game did not proceed. This will then be reviewed by the SWDFNL Executive Committee. If it is proved to be a frivolous objection the Club will be fined \$50 per game not played. The opposition team shall be awarded 20-0 win and 4 points. If the reason is up held the objecting team will receive 20-0 win & 4 points.
- 8.7** The players bench within the fenced/courtside (being within the Netball VIC run off guideline) area can only consist of the Coach, Assistant Coach, Team Manager, Primary Carer and bench players. Umpires may clarify the players bench area prior to any game commencing. ALL spectators must be outside the required Netball VIC run off guideline area.
- 8.8** Coaches shall not act in another official capacity (i.e. time keep, score, umpire) and coach for the one game. Once a player is qualified in their respective grade, they are not allowed to umpire that grade for the remainder of the season including finals. Failure to comply will result in the below penalty being issued.

Penalty: \$50.00 fine to the offending Club per game umpired.

- 8.9** During the home and away matches each team receives 4 points for a win, 2 points for draw and 0 points for a loss.
- 8.10** As per INF Rules 2016 – Prior to the start of each match, the names of all players must be recorded on the team sheet, no players may be added once the match has begun, this includes Home & Away matches and Finals. Captains must be noted on the scorebook prior to the commencement of the match - ©. If the Captain is not on the court, an on-court Captain will be advised to the umpires.
- 8.11** Each Club must provide 1 representative to score/time keep for both home and away games, with the host Club to provide the actual timers and siren. The home Club shall supply the scoresheet, with the original sheet to be sent to the SWDFNL Netball Operations Coordinator and a copy to be made available to the opposing Club for their records, the home Club shall retain a copy for their Club records. The SWDFNL Netball Operations Coordinator shall keep digital copies of all scoresheets, which are available upon request by any Club. Scoring and timing duties should be alternated between each Club's representative at each quarter break if they so choose. The scorers and timers are required to be situated within the nominated scoring area, at no time should there be any other people situated in this designated area (Scorers & Time Keepers only including Home & Away matches and Finals. Official scorers/timers are to be 14 years or older and to be considered competent.
- 8.12** Clubs are required to supply a Primary Carer for each grade for the home and away season and finals. The Primary Carer must be wearing a high visibility vest, must be visible to the umpires and preferably hold a minimum Level 1 First Aid Certificate and must not have any other roles (including as a player).
- 8.13** In the case of cancelling a game during the home and away season due to intolerable weather, the teams are awarded as follows:
- If cancelled prior to commencement of game both teams are awarded 2 points.
 - If cancelled after ½ time, the current score stands.
 - If cancelled prior to ½ time, both teams are awarded 2 points.
- Electrical Storms: If in the opinion of the umpires the players are in danger, they may postpone the game until they deem conditions safe to recommence play. Should the game be cancelled, 2 points will be awarded each. Cancelling of matches is to be decided by the umpires & coaches of that game and both Club Presidents if available.
- 8.14** 11/Under – All Clubs are not required to field a team, spare players from opposing clubs may be utilised to ensure a match can commence. Clubs are required to communicate via email or phone each week to determine if a match will be played.
- 8.15** SWDFNL reserves the right to photograph and film players for promotional reasons. SWDFNL reserves the right to film games for safety reasons, historic record and for promotional purposes. SWDFNL reserves the full rights for any monetary sale of filming of games.
- 8.16** Filming of games is **NOT** permitted within the SWDFNL - Netball unless written consent gained by SWDFNL Netball Operations Coordinator.

*Club image consent form – Appendix section 1 (Page 2)

9. FORFEITS

- 9.1** A forfeit must be notified to the SWDFNL Netball Operations Coordinator and the opposing Club secretary in writing, 24 hours prior to the time that grade is scheduled to play. A team receiving a forfeit shall receive 4 points and a 21-1 goal win.
- 9.2** If a team forfeits prior to the match clock starting, as per Sections 8.1 and 8.2, games shall only be awarded to those players listed on the scoresheet prior to the commencement of the game from the non-offending team. No games shall be awarded to players of the offending team.

10. PROTESTS

- 10.1** A team wishing to protest must:
- (i) Not sign the Official Scoresheet and notify the SWDFNL Netball Operations Coordinator of the intention to protest.
 - (ii) Lodge the protest in writing to the SWDFNL Netball Operations Coordinator within 48 hours of the match being played as per Bylaw 2.1.
- 10.2** A Club shall have a right of appeal to the SWDFNL Netball Operations Coordinator and SWDFNL Executive Committee within 48 hours of notification of a penalty, which must be made in writing on Club letterhead as per Bylaw 2.1.
- 10.3** The SWDFNL Netball Operations Coordinator will advise the result of the appeal and this decision is final.

11. MATCH DAY & RESULTS

- 11.1** Each Club shall submit full team lists on the My Netball website for all grades during the Home & Away season, by no later than 9pm the Thursday prior to each round played.
- Penalty:** \$50.00 fine to offending Club, per team not entered.
- 11.2** A Grade Media reports must be received by the SWDFNL Media Coordinator by 11.00am the proceeding Sunday in email format – if correspondence has occurred directly with a media representative the Club shall not have to complete a media report, Clubs are to advise the SWDFNL Media Coordinator if this has occurred. The media report should include best players, ¼ by ¼ scores, players in and out on the day and a rundown of the games play and should be 200 words and not hand written.
- Penalty:** \$50.00 fine to the offending Club, if not received by the deadline.
- 11.3** All games will not be classed as official games until the SWDFNL Netball Operations Coordinator has received and checked all original score sheets. Scores shall be determined by the number of **STROKES** on the scoresheet (not by the running tally or final added total).
- 11.4** Original score sheets (Including 11/Under), vote cards and injury sheets are to be posted to the SWDFNL Netball Operations Coordinator by the home Club on the Monday after the match. If the results have not been received by Thursday's mail after the game the Club will receive a penalty as stated below. All match day results are required to be entered on to the My Netball website by the home Club by no later than 10pm on match day (Saturday) during the home & away season.
- Penalty:** \$50.00 fine to the offending Club.

12. PLAYER QUALIFICATIONS

- 12.1** A, A Reserve B and C Grades – In the current season, after a player (Senior or Registered Junior) has played 6 games in a higher grade, they are ineligible to play for a lower grade including finals.
- 12.2** A, A Reserve B and C Grade players may only play in 1 match on any 1 day during finals.
- 12.3** ALL players (Senior & Registered Junior) must play 5 quarters on 5 different days throughout the home & away season to qualify for their Club and be eligible to play finals.

SENIOR PLAYERS (18 years & over) – A qualified player may play in a higher grade during finals at any time, Bylaw 12.1 still applies throughout the home & away season and Finals.

REGISTERED JUNIOR PLAYERS – (To be considered a registered junior player, that player must have taken the court a minimum of 5 times as part of their Club's junior teams - 17/U, 15/U, 13/U). A qualified Registered Junior is also bound by Bylaw 12.6 and 12.7

A qualification game will not be recorded until the player/s takes the court and it is recorded on the official score sheet.

If receiving a forfeit, a team sheet is to be submitted for player qualification purposes only.

- 12.4** In the current season, any player after having played 3 games in A Grade is ineligible to play B or C Grade, any player after having played 3 games in A Reserve is ineligible to play C Grade. A Registered Junior Player, after having played 3 games in a senior grade would be ineligible to play for a lower senior grade, including Home & Away Matches and Finals (To be considered a registered junior player, that player must have taken the court a minimum of 5 times as part of their Club's junior teams - 17/U, 15/U, 13/U).
- 12.5** A maximum of 3 registered A Grade players can play at any one time during an A Res, B or C Grade game should they be qualified to do so.
- 12.6** A registered junior player may come up to any senior grade where eligible at any time and can only play a maximum of 4 quarters of senior netball on any one day during the Home and Away season and Finals. (To be considered a registered junior player, that player must have taken the court a minimum of 5 times as part of their Club's junior teams - 17/U, 15/U, 13/U).
- 12.7** A registered junior player may only play a maximum of 8 quarters of netball on any one day during the Home and Away season and Finals. (To be considered a registered junior player, that player must have taken the court a minimum of 5 times as part of their Club's junior teams - 17/U, 15/U, 13/U).
- 12.8** A registered 11/Under player does not qualify for the Club as per 12.3 unless eligible and recorded as taking the court in the 13/Under competition.
- 12.9** A player is registered with a Club in the SWDFNL when they have played with that Club and been recorded as played a game on the official score sheet.
- 12.10** To transfer from 1 Club to another Club within the SWDFNL in any season, written permission must be granted from both secretaries involved and the SWDFNL Netball Operations Coordinator (Or another Member of the Advisory Committee should the Netball Operations Coordinator have a conflict of interest in the matter) 72 Hours prior to that player taking the court with their new Club.
- 12.11** All such documentation will accompany result sheets on that day. All qualifications shall be enforced for that season: votes, games played, and any other qualifications will not carry over to the new Club.

Penalty: Forfeit of that game to offending Club.

- 12.12** In the event of a Club disbanding, its players shall be at liberty to play with any other Club within the SWDFNL. All previous player qualifications, votes and games played for that season shall be enforced.
- 12.13** A Senior or Junior player wishing to transfer from 1 League to the SWDFNL within any season, must obtain written permission must be granted from both secretaries involved and the SWDFNL Netball Operations Coordinator (Or another Member of the Executive Committee should the Netball Coordinator have a conflict of interest in the matter) 72 hours prior to that player taking the court with their new Club, and all appropriate fees and registrations must be paid along with all relevant information to be forwarded to the SWDFNL Netball Operations Coordinator as per By Law 3.3 (Inclusive of penalty)
- 12.14** Teams not abiding by Section 11 (Player Qualifications) during the Home and Away season, shall forfeit 4 points from the premiership table, in the event that the offending team wins, the premiership points shall be awarded to the opposition for that match. Teams not abiding by Section 11 (Player Qualifications) during the Finals Series, should the offending team win the game will be awarded to the opposing side.
- Penalty:** *4 Premiership points deducted from the Premiership table, in the event that the offending team wins premiership points shall be awarded to the opposition for that match.*

13. FINALS

- 13.1** The number of points gained during the season shall determine teams qualifying for Finals. In the event of teams being equal on points, positions shall be determined by the percentage of goals scored for and against. In the event of teams being equal on percentage, positions shall be determined by the greater number of goals scored for.
- 13.2** All Grades will play a five (5) team Finals series.
- 13.3** Teams found playing an ineligible player during finals will be considered to have lost that match.
- 13.4** Each Club shall submit full team lists on the My Netball website for all grades participating in the Finals series, by no later than 10pm the Thursday preceding each Final. Players may be added to scoresheets prior to a match commencing (as per By Law 8.10). Any player taking the court during Finals that is not listed on the scoresheet shall be considered ineligible (As per By Law 13.3).
- Penalty:** *\$50 fine to offending Club, per team not entered.*
- 13.5** Drawn matches in finals:
- (i) There shall be a two (2) minute interval at the end of full time;
 - (ii) Extra time shall consist of two (2) halves of seven (7) minutes each in A Grade, and two (2) halves of five (5) minutes each in A Res, B, C, 17/U 15/U & 13/U with an interval of one (1) minute at half time. Teams shall change ends at half time. The Centre pass is taken by the team entitled to the next Centre pass;
 - (iii) During both intervals, substitutions and/or team changes may be made [Refer Rule 9.1 (i)(a)]
 - (iv) During extra time, normal Injury/Illness or Blood procedures shall apply. Refer Rule 9.3.1
 - (v) In the event of a tie remaining at the end of extra time, a visual signal shall be used to indicate that play shall continue until one team has a two (2) goal advantage.
- 13.6** All umpires will be independent for all finals and will hold a minimum current and accredited C Grade Badge. All umpires are to be dressed in appropriate white attire for all final's series. Umpires not wearing appropriate white attire during finals will not be allowed to umpire their appointed match and the SWDFNL will not be required to make any payment to the offending umpire.
- 13.7** Court inspections in finals are to be done by an Umpire and a member of the Executive Committee and all relevant checklists are to be completed via the Safe Netball App.

- 13.8** Host Clubs to provide – Timers, sirens, change facilities, score board attendants, water and ice courtside, refreshments, and lunch for umpires and the SWDFNL Appointed Official nominated to run that particular final. **No Clubs score books or time keepers are to be in the vicinity of the official scorer, time keeper and official observer.** One official score book (Provided by the SWDFNL Netball Operations Coordinator) for each game must be filled in by the competing teams prior to the starting time. The Club scoring must provide a responsible, confident scorer. It will be at the SWDFNL Netball Operations Coordinator's discretion to change the scorer if required as well as provide an official observer.

13.9 Grand Final Playing Times *

10:00am	17/Under	12.30pm	A Res
11:00am	B Grade	12.45pm	13/Under
11.15am	15/Under	1.45pm	C Grade
2.30pm	A Grade		

*The SWDFNL reserves the right to swap, change or otherwise alter playing times to allow for playing/coaching commitments which will be discussed at the completion of the Preliminary Final. Should a Club require a time to be swapped, a submission must be made in writing on Club letterhead by the Club Secretary to the SWDFNL Netball Operations Coordinator 48 hours prior to the Preliminary Final.

- 13.10** Grand Final Day: 11/U's match = 2 x 10 min halves @ approximately 1.45pm. This match will be played by the Grand Final host Club and a rolling roster will be implemented to determine the opposing Club.

- 13.11** Grand Final Procedure for A Grade = National Anthem 2.10pm and Presentation of players. Timed 10 minutes from completion of presentation/anthem – umpires to advise timer officially 1st Call 10min warm up warning time, 2nd Call 2 min start warning time.

- 13.12** In the case of cancelling a game due to intolerable weather, during the finals, the outcome will be as follows:

Qualifying/Elimination/1st Semi & 2nd Semi Finals

If cancelled prior to the commencement of the game, the match is to be replayed in the proceeding week at the same venue at a time agreed upon by both coaches and the SWDFNL. If cancelled before half time the match is to be replayed, if cancelled after half time the current score will stand. If level, the match is to be replayed in the proceeding week at the same venue at a time agreed upon by both coaches and the SWDFNL.

Preliminary Final

If cancelled prior to the commencement of the game, the match is to be replayed the next day, being the Sunday, at the same venue and time.

If cancelled anytime during the game, the match is to be replayed the next day, being the Sunday, at the same venue and time.

Grand Final

If cancelled prior to the commencement of the game, the match is to be replayed the next day, being the Sunday, at the same venue and time or as advised by SWDFNL.

If cancelled anytime during the game, the match is to be replayed the next day, being the Sunday, at the same venue and time or as advised by SWDFNL.

13.13 Time Keeping and Scoring finals:

Qualifying Final: will be scored and time kept by the team/Club that finishes 6th on the home and away ladder in that Grade. In a grade that only has 6 teams, the team that finishes 5th will score and time keep.

Elimination Final: will be scored and time kept by the team/Club that finishes 7th on the home and away ladder in that Grade. In a grade that only has 6 teams, the team that finishes 6th will score and time keep.

Second Semi Final: will be scored and time kept by the team/Club that lost the Qualifying Final in that Grade.

First Semi Final: will be scored and time kept by the team/Club that lost the Elimination Final in that Grade.

Preliminary Final: will be scored and time kept by the team/Club that lost the First Semi Final in that Grade.

Grand Final: will be scored and time kept by the team/Club that lost the Preliminary Final in that Grade.

If the Club/team fails to supply a confident and reliable scorer or time keeper when required, the below penalty will be enforced.

Penalty: \$200.00 fine to the offending Club for failure to supply a confident and reliable scorer or time keeper.

14. AWARDS & VOTING

14.1 The following player awards will be presented for each season except 11/U:

- (i) Best and Fairest for each section.
- (ii) Runners Up for each section

14.2 Voting for Best and Fairest shall be as follows:

- (i) The match umpires shall award votes for the best three players in each game. Voting shall be 3 votes for the best player, 2 votes for the second-best player and 1 vote for the third best player.
- (ii) Votes shall be placed in the envelope provided and attached to the score sheet.
- (iii) In the event of a tie, two (or more) awards shall be presented.

14.3 Best and Fairest votes are to be completed on official voting cards by the two umpires. Placed in a clearly marked blue lined envelope and sealed by the umpires. Umpires must consult during the conclusion of each quarter, and then allocate the votes as per their agreement and sign the voting card at the end of the game. Should umpires wish to discuss or formally complain with regards to player behavior, they are to correspond with the SWDFNL Netball Operations Coordinator within 72 hours, who will liaise with the SWDFNL Executive Committee and advise the complainant on any further action to be taken.

14.4 If a player is suspended throughout the season, they are not eligible for Best and Fairest.

14.5 Observer Votes are to be completed by the opposition coaches on the supplied vote card/vote sheet.

14.6 In the event of a Club disbanding, the player/s is entitled to accumulate league and observer votes from the disbanded club and current club.

14.7 Points for discipline shall be awarded to each team out of 10 as per the Discipline Pro Forma (Section 4.2) established by the League. Points are to be recorded on the official paperwork by the two umpires.

14.8 Criteria for coach of Team of the Year selection are as follows:

- (i) Ladder movement previous & current seasons
- (ii) Team development
- (iii) Junior development

15. SELECTION OF REPRESENTATIVE TEAMS

- 15.1** The SWDFNL Netball Operations Coordinator along with the Junior Development Coordinator (If one is appointed) will organise the Representative Team Selection try out dates and shall inform all Clubs in a timely manner of these dates.
- 15.2** Team Selection Panels
- (i) A minimum of 2 Selectors must be appointed for each team and shall be made up of the Team Coach and 1 other independent selector.
 - (ii) Selectors may be appointed to more than one panel.
- 15.3** Players shall be notified, in writing, of the team in which they have been selected including training, team forum and fitness sessions. **The selector's decision shall be final.**
- 15.4** All coaches participating in State Events must have:
- (i) Current Netball Victoria membership.
 - (ii) Minimum Current NCAS Foundation Netball Accreditation
 - (iii) Current Working With Children Check as per the "The Working With Children Act 2005" <http://www.justice.vic.gov.au/>

16. DISPUTE RESOLUTION

- 16.1** In the event of a dispute in regard to these Bylaws on game day, the 2 Delegates from each Club must discuss and resolve where possible. If necessary, each Club President is to be notified to assist in resolving the dispute. Only at this point, if unresolved, the SWDFNL Netball Operations Coordinator is to be contacted within 48 hours of the event in writing on Club letterhead by an Executive of the Clubs committee.
- 16.2** Should the matter be referred to the SWDFNL Netball Operations Coordinator, the Advisory Committee will vote and impose the prescribed penalty or any other penalty (excluding Expulsion or Suspension of a player) that fails to adhere to these ByLaws
- 16.3** Any member of a Team or Club which does not agree with a penalty or action of the SWDFNL Netball Operations Coordinator and the Executive Committee made under this By-law, may advise the SWDFNL Netball Operations Coordinator within 48 hours of the penalty or decision being made in writing on club letterhead by an Executive of the clubs committee. The SWDFNL Netball Operations Coordinator and Executive Committee decision is final.
- 16.4** When required the SWDFNL Netball Operations Coordinator will contact the Club Delegates in writing to vote on the matter.

17. RISK MANAGEMENT

17.1 COVID-19 Management

All Clubs participating in any SWDFNL Competitions shall adhere to the Netball Victoria COVID-19 guidelines. These guidelines and all resources can be found here:

<https://vic.netball.com.au/covid-19-information>

Clubs shall also adhere to any guidelines or recommendations as deemed necessary by the SWDFNL Executive Committee, where appropriate.

17.2 Injury Reporting

- All Clubs are responsible for recording all injuries at the discretion of the injured player or players' guardian (player under 18) on the Injury Reporting Sheets provided.
- All players in a SWDFNL Netball representative team are responsible for recording all injuries at the discretion of the injured player or players' guardian (player under 18) on the Injury Reporting Sheets provided.

*Injury Form – Appendix Section 3 (Page 5)

17.3 Pregnancy

- As per Netball Australia Pregnancy in Netball Policy.

*Pregnancy in Netball Policy – Appendix Section 4 (Pages 6-8)

17.4 Match Day Checklist

A pre-match checklist will be completed prior to all SWDFNL netball matches, programs and training via the Safe Netball App.

- Any hazards identified will be:
 - (i) Documented
 - (ii) Rectified if possible.
 - (iii) Reported to the appropriate agency (local council, reserve committee) if major repair is required.

17.5 Smoke Free Policy

- The SWDFNL - Netball will adopt the Netball Australia Smoke Free Guidelines. This will include indoor venues and outdoor court surroundings.

*Smoke Free Guidelines – Appendix Section 5 (Page 9)

17.6 Illicit Drug Policy

- The SWDFNL - Netball does not support the use of performance enhancing substances and views any such use as detrimental to both the sport of netball and the spirit of the game.

*Illicit Drug Policy – Appendix Section 6 (Page 10-16)

17.7 Sun Smart Policy

- The SWDFNL - Netball will adopt the Netball Australia Sun Smart Policy.

*Sun Smart Policy – Appendix Section 7 (Page 17)

17.8 Alcohol Guidelines Policy

- The SWDFNL - Netball will adopt the Netball Australia Alcohol Guidelines.

*Alcohol Guidelines – Appendix 8 (Pages 18-19)

17.9 Personal & Medical Indemnity Form

- All personnel involved with the SWDFNL - Netball will be required to complete a medical indemnity form.
- A designated official will store all forms and bring them to all events.
- All forms will be destroyed at the conclusion of the season.

*SWDFNL Personal & Medical Indemnity Form – Appendix 9 (Page 20)

17.10 Codes of Behaviour

- The SWDFNL - Netball will adopt Codes of Behaviour as prescribed in the Netball Australia Codes of Behaviour. Victoria Member Protection Regulation.
- All alleged breaches of Codes of Behaviour and Inappropriate Conduct/Behaviour shall be resolved as per the processes outlined in the current Netball Victoria Competition Complaints Handling Regulations.

*Netball Australia Codes of Behaviours – Appendix Sections 10-17 (Pages 21-28)

* Netball Victoria Competition Complaints Handling Regulations – Appendix Section 18 (Page 29 – End)

18. SPECIAL CIRCUMSTANCE CLAUSE

- 18.1** Where this By-law is silent, a decision can be made that ensures the integrity of the SWDFNL is maintained at all times. SWDFNL reserves the right to use reasonable discretion, in exceptional or extenuating circumstances, alter, vary, or waive the requirements set out in this By-Law relating to SWDFNL - Netball.

19. INDEMNITY CLAUSE

- 19.1** Except where provided or required by law and such cannot be excluded all persons appointed to South West District Football Netball League Executive Committee, as well as any paid and unpaid employees are absolved from all liability however arising from injury or damage, however caused, arising whilst participating as a member



SWDFNL NETBALL DIVISION

BYLAW

APPENDIX

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SWDFNL Club Image Consent Form

I _____ provide consent for _____ to record my image (photograph or video footage) for promotional purposes. I understand my image may be used in mediums including publications and promotional material, and broadcast, print and electronic media.

I acknowledge that my image will be used without any personal compensation or remuneration. I agree to forgo any rights to my image including moral rights and copyright.

Participant Details:

Name:		
Address:		
Suburb:	State:	Postcode:
Participant Signature:		
Parent/Guardian Signature: (if participant is under 18 years of age)		
Date:		

The _____ Club agrees not to use your image in a manner that may be deemed adverse or defamatory. The image will remain the property of the above-mentioned Club and any personal details regarding this image will be kept confidentially and will not be used for any purpose other than related to your image.

Name:
Position/Title:
Signature:
Date:

Netball Victoria Gender Regulation

This Regulation has been made by the NV board of directors (**Board**) under Rule 35 of the Netball Victoria Constitution on 30 August 2018. It is effective from 1 January 2019 and will operate until replaced. NV may amend or update this regulation from time to time and such amendments will be effective from the time from which they are communicated.

When conducting competitions, tournaments or similar activities, Affiliates (and other bodies which organise netball competitions) must comply with this Regulation.

Introduction

Netball Victoria and its Affiliates welcome the opportunity for females and males to participate in netball. Opportunities should be available for mixed-gender competitions as well as single-gender female and male competitions.

The Equal Opportunity Act 2010 (Vic) permits the exclusion of boys from participating in female competitions where:

- a. the strength, stamina and physique of competitors is relevant; or
- b. the exclusion is intended to facilitate participation by girls and is reasonable.

Transgender

NV supports participation in netball on the basis of the gender with which a person identifies. If issues arise, NV and its Affiliates will seek advice on the application of the applicable Victorian discrimination laws for the particular circumstances.

NV is committed to providing a safe, fair and inclusive sporting environment where all people can contribute and participate.

Regulation:

1. Males who are 13 years of age (and older) are not permitted to participate in a female competition. To avoid any doubt:
 - a. males must be less than 13 years of age (actual age) as at the first day of the competition or season; and
 - b. males that turn 13 during that competition or season will be permitted to participate for the duration of that competition or season.
2. For all competitions, the gender permitted to play must be clear and transparent. Clarity and transparency will be reflected in the labelling or title of competitions as well as in by-laws, promotions, advertising and general communications including fixturing and ladders of all competitions.
3. Where mixed competitions are offered up to and including the 13&U age group:
 - a. there can be no restrictions applied on the basis of gender.
4. For all other mixed competitions above the 13&U age group:
 - a. the competition administrator can determine if the minimum number of males in a team is zero, one or two; and
 - b. a mixed team must only have a maximum of 3 males on court at any onetime; and

- c. a mixed team must only have up to one male in each third on court at any one time.
For the avoidance of doubt this means:
 - i. one male is permitted in the defence third occupying the position of Goal Defence or Goalkeeper, and
 - ii. one male is permitted in the mid third occupying the position of Centre, Wing Attack or Wing Defence, and
 - iii. one male is permitted in the goal third occupying the position of Goal Attack or Goal Shooter.
- 5. NV and its Affiliates will endeavour to provide opportunities for males to participate in mixed and male competitions.



SWDFNL

Injury Form

Name: _____

Circle appropriate response: Player/ Umpire / Administrator / Coach /Spectator

Team : _____

Grade: _____

DOB: __/__/__

Gender: M ☐ F ☐

Venue at which injury occurred: _____

INJURY REPORT FORM TO BE COPIED & RETAINED BY CLUB, ORIGINAL TO BE SENT TO SWDFNL NETBALL ADMINISTRATOR

Date of Injury

__/__/__

Type of activity at time of injury

- ☐ training/practice
☐ competition
☐ other _____

Reason for Presentation

- ☐ new injury
☐ exacerbated/aggravated injury
☐ recurrent injury
☐ illness
☐ other _____

Was protective equipment worn on the injured body part?

- ☐ yes
☐ no

If yes, what type e.g. ankle brace, taping. _____

Initial Treatment

- ☐ none given (not required)
☐ RICER
☐ sling, splint
☐ massage
☐ dressing
☐ crutches
☐ manual therapy
☐ stretch/exercises
☐ CPR
☐ strapping/taping only
☐ none given - referred elsewhere
☐ other _____

Nature of Injury/Illness

- ☐ abrasion/graze
☐ sprain e.g. ligament tear
☐ strain e.g. muscle tear
☐ open wound/laceration/cut
☐ bruise/contusion
☐ inflammation/swelling
☐ fracture (including suspected)
☐ dislocation/subluxation
☐ overuse injury to muscle or tendon
☐ concussion
☐ cardiac problem
☐ respiratory problem
☐ loss of consciousness
☐ other _____

Provisional diagnosis/es _____

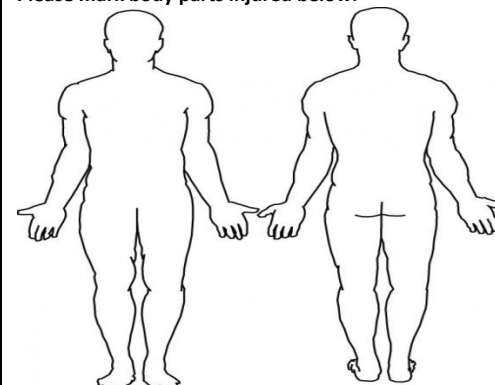
CAUSE OF INJURY

Mechanism of Injury

- ☐ struck by another player
☐ struck by ball or object
☐ collision with another player/referee
☐ collision with fixed object
☐ fall/stumble on same level
☐ jumping to shoot or defend
☐ fall from height/awkward landing
☐ overexertion (e.g. tear muscle)
☐ overuse
☐ slip/trip
☐ temperature related e.g. heat stress
☐ other _____

Explain exactly how the incident occurred and were there any contributing factors to the incident, unsuitable footwear, playing surface, equipment, rough play?

Please mark body parts injured below:



Advice Given

- ☐ immediate return unrestricted activity
☐ able to return with restriction
☐ unable to return at present time

Referral

- ☐ no referral
☐ medical practitioner
☐ physiotherapist
☐ chiropractor or other professional
☐ ambulance transport
☐ hospital
☐ other _____

Provisional severity assessment

- ☐ mild (1-7 days modified activity)
☐ moderate (8-21 days modified activity)
☐ severe (>21 days modified or lost)

Treating person

- ☐ medical practitioner
☐ physiotherapist
☐ nurse
☐ sports trainer
☐ other _____

Signature of treating person

Today's Date: __/__/20

Netball Australia Pregnancy in Netball Policy October 2016



1. Purpose and Background

- 1.1. Women are increasingly seeking to continue participation in sports, such as netball, throughout their pregnancy. There are many positive outcomes from continuing physical activity during and after pregnancy, however as maternal and fetal responses to exercise can vary with pre-gestational maternal fitness levels, co-existing medical conditions and/ or pregnancy complications all women are encouraged to seek individual medical advice before participating.
- 1.2. Further information on Pregnancy and Sport may be gained from:
 - 1.2.1. Australian Sports Commission 'Pregnancy in Sport – Guidelines for the Australian Sport Industry', 2002. www.ausport.gov.au
 - 1.2.2. Sports Medicine Australia's Pregnancy Statement, Pregnancy and Exercise Fact Sheet, and Guidelines on the participation of the Pregnant Athlete in contact and collision sports. . www.sma.org.au
- 1.3. In Australia, Commonwealth, State and Territory legislation exists in relation to discrimination. This anti-discrimination legislation makes it unlawful to discriminate against a female on the basis of pregnancy, subject to specific exemptions.
- 1.4. There are a number of legal issues to be considered in relation to pregnant participants , these include;
 - 1.4.1. providing reasonably safe sporting environments;
 - 1.4.2. privacy of the pregnant participant; and
 - 1.4.3. Responsibility of the pregnant participant for inherent and obvious risks.

2. Policy Statement

- 2.1. Netball Australia is committed to providing a safe and enjoyable environment for all its members, including pregnant participants. Netball Australia encourages all pregnant participants to discuss their decision to continue participating in netball during their pregnancy with their medical practitioner.

3. Jurisdiction

- 3.1. The Netball Australia Constitution enables Netball Australia to formulate, approve, issue, adopt, interpret, and amend such policies, procedures, rules, by-laws, and regulations as appropriate to better regulate netball; and to promote and secure uniformity in such rules and standards as may be necessary for the management of netball nationally and internationally.
- 3.2. This Policy is made by the Netball Australia Board under Clause 35 of Netball Australia's Constitution and is binding.
- 3.3. Members Organisations are required to be in compliance with this Policy where applicable and relevant.
- 3.4. This Policy may be amended from time to time by the Netball Australia Board.

4. Guidelines: Pregnant Participant (Player or Umpire)

- 4.1. The following guidelines may assist clubs/ associations when a pregnant participant is involved. A Pregnant participant is encouraged to:
- 4.1.1. Be aware that her own health, and the wellbeing of her unborn child, is of utmost importance in her decision about whether to continue participating in netball.
 - 4.1.2. Obtain expert medical advice as to the risks associated with participating in netball when pregnant. She should ensure she understands this advice and where necessary question the advice until she is sure she understands the risks taken in participating in netball.
 - 4.1.3. Have regular antenatal reviews with her doctor, including ongoing review of her netball participation.
 - 4.1.4. Take into account her changed physical condition, use common sense, and not take unnecessary risks
 - 4.1.5. Remember that the ultimate decision to participate in netball will always be hers, whilst having regard to all the circumstances

5. Guidelines: Sports Administrator

- 5.1. The following guidelines may assist clubs/ associations when a pregnant participant is involved. A Sports Administrator should:
- 5.1.1. Evaluate the precautions she/ he can take to avoid harm to all participants , including pregnant participants .
 - 5.1.2. Develop protocols and procedures to communicate with participants regarding participation in netball during pregnancy, including:
 - (a) Providing participants with the opportunity to advise of their pregnancy.
 - (b) Adding pregnancy advice and risk information to registration forms and prominent places where participants may view it (Note: legal advice about the form and wording of documents should be obtained).
 - (c) Being aware of Commonwealth, State and Territory anti-discrimination legislation and its application in netball and review the rules, regulations and constitution of her/ his team/ club/ association/ member organisation with respect to the relevant anti-discrimination legislation.
 - (d) Seeking professional advice, (including medical and/ or legal,) if a situation arises where it is not clear what steps should be taken in a given circumstance.
 - (e) Ensuring that the organisation's insurance (including public liability and player injury insurance) is up to date and that it provides appropriate cover.
 - (f) Promoting adherence to the rules of the game.
 - (g) Creating an environment that is reasonably safe for all participants.

6. Guidelines: Coach

- 6.1. The following guidelines may assist clubs/ associations when a pregnant participant is involved. A Coach should:
 - 6.1.1. Be aware of the professional medical advice (refer to above mentioned references).
 - 6.1.2. Take reasonable measures to ensure that all participants are aware of the issues related to participation in netball during pregnancy
 - 6.1.3. Respect and support the participants right to make her own decisions in relation to her participation or non-participation in netball whilst pregnant
 - 6.1.4. With the agreement of the participant , advise the pertinent team/ club association/ member organisation officials that you are coaching a pregnant participant.
- 6.2. Coaches, trainers, and others who give pregnant participant advice on how to train during their pregnancy must be very careful that they are not placing themselves in the position of medical experts. They should not speak outside their scope of knowledge as they could face legal action for negligent advice. A consultative approach between participant , coach and medical expert is recommended.

7. Guidelines: Match Officials

- 7.1. The following guidelines may assist clubs/ associations when a pregnant participant is involved. A Match Official should:
 - 7.1.1. Apply the rules governing the sport equally and fairly to all participants.

8. Guidelines: Other Participants

- 8.1. The following guidelines may assist clubs/ associations when a pregnant participant is involved. Other Players should:
 - 8.1.1. Respect and support a pregnant participant in the same way as they would any other participant

9. Definitions

- 9.1. Words mean will have the same meaning as in Netball Australia's Constitution.

Netball Australia Smoke Free Guidelines

Last updated: April 2015



Netball Australia Member Organisations and Affiliates recognise the damage caused by tobacco use and exposure to environmental tobacco smoke (secondhand smoke) and aims to provide a tobacco-free environment for all netball participants and supporters.

GUIDELINE OBJECTIVE/INTENT

The Netball Australia Smoke Free Guidelines have been developed to protect and promote the best health outcomes for all involved in netball. The guidelines have been developed to:

- Safeguard all involved in netball against the health impacts of tobacco smoke, including environmental tobacco smoke.
- Promote an attitudinal and behavioral change to smoking.
- Ensure compliance with the relevant state/territory legislation.

SMOKEFREE GUIDELINES

- Smoking refers to the smoking of any tobacco product and the use of oral tobacco products, "spit" tobacco and e-cigarettes.
- No smoking should occur at or near any sporting event or competition involving persons under the age of 18. This applies to all coaches, players, trainers, officials, employees, independent contractors, volunteers, and other workplace participants.
- Social events will be smoke free, with smoking permitted only at designated outdoorsmoking areas.
- Coaches, officials, employees, volunteers, independent contractors, players, and other workplace participants should refrain from smoking and remain smoke free while involved in an official capacity for Netball Australia, State Organisations and/or Affiliates, both on and off the court.
- State and Territory Legislation should be adhered to concerning smoke-free environments and the sale of cigarettes.

SCOPE OF GUIDELINES

The Netball Australia Smoke Free Guidelines applies to following individuals whether in a paid or voluntary capacity:

- registered players of Netball Australia participating in teams or competitions conducted by or on behalf of Netball Australia;
- accredited coaches and assistant coaches of teams organised by or on behalf of Netball Australia;
- support personnel with whom Netball Australia have a formal relationship;
- registered umpires, and other match officials of Netball Australia; and
- office bearers or other officials of Netball Australia.



NETBALL AUSTRALIA POLICY DOCUMENT

ILLICIT DRUGS IN SPORT POLICY

Reference Number: SDVPOL138

Board Status: Approved

Date of Board Approval: 29 March 2010

Responsibility: Anne Marie Phippard, General Manager–
Sport Development Author: Anne Marie Phippard, General Manager–Sport
Development

Date written: 3 March 2010

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ATTACHMENT A: LIST OF PROHIBITED ILLICIT DRUGS	7

1. Position Statement

- 1.1. The use of illicit drugs is harmful to *athletes* and *Netball Australia* seeks to educate *athletes* to prevent the use of illicit drugs in sport. Further, the use of illicit drugs by *athletes* can bring the sport into disrepute and sets a poor example for other members of the community who view *athletes* as role models.
- 1.2. *Netball Australia* wishes to prevent the use of Illicit Drugs in Sport through increased education for *athletes*, *athlete support personnel* and members in relation to the potential harms of the use of Illicit Drugs.
- 1.3. This policy is designed to help prevent the uptake of illicit drug use and reduce the drug-related harm to individuals, families and stakeholders of Netball Australia and the broader community.
- 1.4. *Netball Australia* will adopt a management approach which focuses on education and counselling in addressing the use of illicit drugs in the out-of-competition context.
- 1.5. Some illicit drugs may be legitimately used under the supervision of a physician for a clinically justified purpose. The possession and use of illicit drugs are subject to Commonwealth, State and Territory laws.
- 1.6. *Netball Australia* has adopted and implemented an anti-doping policy and rules which conform to the World Anti-Doping Code. The World Anti-Doping Code Prohibited List includes illicit drugs which are prohibited in-competition. This Illicit Drugs in Sport Policy differs from the *Netball Australia* Anti-Doping Policy in that it addresses the out-of-competition use of illicit drugs, concentrating primarily on education, awareness, and prevention initiatives.

2. Objectives

- 2.1 *Netball Australia* is committed to deterring the use of illicit drugs in sport through:
 - (a) tailored education and prevention programs, including the use of positive role models,
 - (b) effective education and counselling for *athletes* identified as using illicit drugs.

3. Application

- 3.1 This Illicit Drugs in Sport Policy applies to:
 - (a) *Athletes*;
 - (b) *Athlete Support Personnel*;
 - (c) *Member Organisations*;
 - (d) *Members*;
 - (e) Employees and contractors of *Netball Australia*; and
 - (f) Any other *Person* who has agreed to be bound by this Illicit Drugs in Sport Policy.

4. Obligations
 - 4.1 The *persons* identified in Article 3 (Application) are bound by this Illicit Drugs in Sport Policy as a condition of their participation and/or involvement in the sport.
 - 4.2 Roles and responsibilities – *Athletes* must:
 - 4.2.1 be knowledgeable of and comply with all rules applicable to them under this Illicit Drugs in Sport Policy.
 - 4.2.2 use their influence on other *Athletes* to reinforce the education messages regarding illicit drugs.
 - 4.2.3 read and understand the *List of Prohibited Illicit Drugs* as it relates to them and keep up to date with any changes to the list.
 - 4.2.4 act in a discreet and confidential manner in discharging their obligations under this Illicit Drugs in Sport Policy.
 - 4.3 Roles and responsibilities – *Athlete Support Personnel*, Employees and Contractors must:¹
 - 4.3.1 be knowledgeable of and comply with all rules applicable to them or the *Athletes* whom they support under this Illicit Drugs in Sport Policy.
 - 4.3.2 read and understand the *List of Prohibited Illicit Drugs* as it relates to them and keep up to date with any changes to the list.
 - 4.3.3 use their influence on *Athletes* to reinforce the education messages regarding illicit drugs.
 - 4.3.4 act in a discreet and confidential manner in discharging their obligations under this Illicit Drugs in Sport Policy.
 - 4.4 Roles and responsibilities – *Netball Australia* will:
 - 4.4.1 adopt, implement, and comply with this Illicit Drugs in Sport Policy.
 - 4.4.2 require as a condition of membership that the policies, procedures, rules and programs of *Netball Australia* and *Member Organisations* are in compliance with this Illicit Drugs in Sport Policy.
 - 4.4.3 develop and implement appropriate education and prevention programs and initiatives for the sport.
 - 4.4.4 use its best efforts to assist all those to whom this policy applies to fulfil their responsibilities under this Illicit Drugs in Sport Policy.
 - 4.4.5 adopt privacy principles consistent with the *Privacy Act*.
 - 4.4.6 make reasonable efforts to make this Illicit Drugs in Sport Policy available to *Athletes*, *Athlete Support Personnel*, *Members*, and any other *Person* who has agreed to be bound by this Illicit Drugs in Sport Policy.
 - 4.4.7 ensure that at all times it has the authority to enforce this Illicit Drugs in Sport Policy.

¹

Note: It is recognised that *Athlete Support Personnel* in certain professions may be subject to legal obligations with respect to confidentiality and disclosure.

- 4.4.8 ensure all employees, staff and contractors act in a discreet and confidential manner in discharging their obligations under this Policy.
- 4.4.9 provide information and education to all staff regarding their responsibilities in relation to the *Privacy Act*.
- 4.4.10 obtain *DoHA* approval for any amendments to this Illicit Drugs in Sport Policy.

- 5. Illicit Drugs in Sport Policy Officer
 - 5.1. *Netball Australia* shall appoint a suitable person to the position of Illicit Drugs in Sport Policy Officer.
 - 5.2. The Illicit Drugs in Sport Policy Officer shall;
 - 5.2.1. be responsible for the supervision and administration of this Illicit Drugs in Sport Policy and the associated education programs, and dissemination of this policy to *Athletes, Athlete Support Personnel, Members*, and any other *Person* who has agreed to be bound by this Illicit Drugs in Sport Policy
 - 5.2.2. act in a discreet and confidential manner in discharging their obligations under this Policy, applying privacy practices consistent with the *Privacy Act*.

- 6. Education Programs
 - 6.1 *Netball Australia* will develop and implement appropriate education and prevention programs and initiatives for the sport consistent with the Illicit Drugs in Sport - Education and Action Plan.
 - 6.2 The education and prevention programs will promote the key messages of the Action Plan to identified target groups and will be delivered through a medium(s) suitable to the target audience(s). These programs and initiatives will reflect key messages such as:
 - 6.2.1 illicit drug use is harmful,
 - 6.2.2 illicit drug use can affect your sporting performance - in or out of competition, during the off-season, or on the weekend,
 - 6.2.3 illicit drug use can affect your reputation and sporting career,
 - 6.2.4 illicit drug use can affect your sports team,
 - 6.2.5 illicit drug use can impact on the community who support you,
 - 6.2.6 participating in sport supports a healthy lifestyle.
 - 6.3 *Netball Australia* will incorporate information relating to this Illicit Drugs in Sport Policy, including the *List of Prohibited Illicit Drugs*, into the education programs.
 - 6.4 *Netball Australia* will provide information about, and referrals to, counselling and support programs in relation to Illicit Drugs in the education programs. These programs may be face to face or an on-line service as appropriate.

7. *List of Prohibited Illicit Drugs*

- 7.1 The drugs prohibited under this Policy will be scheduled in the *List of Prohibited Illicit Drugs* which is an attachment to this Policy (Attachment A)
- 7.2 Any modifications to the *List of Prohibited Illicit Drugs* will be approved by the *Netball Australia* Board. The modified list will come into effect 3 months after its adoption by the *Netball Australia* Board.
- 7.3 *Netball Australia* will make reasonable efforts to inform *Athletes, Athlete Support Personnel, Members*, and any other *Person* who has agreed to be bound by this Illicit Drugs in Sport Policy of any changes to the *List of Prohibited Illicit Drugs*.

8. Confidentiality and Reporting

8.1 Incorporation of Relevant Illicit Drugs in Sport Policies

- 8.1.1 The Rules of each *Member Organisation* shall specifically provide that all *Athletes, Athlete Support Personnel*, and other *Persons* under the jurisdiction of the *Member Organisation* shall be bound by this Illicit Drugs in Sport Policy.

8.2 Privacy

- 8.2.1 *Netball Australia* will act in a discreet and confidential manner in relation to all information relating to this Illicit Drugs in Sport Policy and associated programs.
- 8.2.2 *Netball Australia* and its *members*, employees and agents shall act in a discreet and confidential manner in discharging their obligations under this Policy.

9. Amendment and Interpretation of Illicit Drugs in Sport Policy

- 9.1 This Illicit Drugs in Sport Policy may be amended from time to time by *Netball Australia* (subject to *DoHA* approval). A copy of the amended Policy must be provided to *DoHA*.
- 9.2 This Illicit Drugs in Sport Policy shall be interpreted as an independent and autonomous text and not by reference to existing law or statutes.
- 9.3 The headings used for the various Parts and Articles of this Illicit Drugs in Sport Policy are for convenience only and shall not be deemed part of the substance of this Illicit Drugs in Sport Policy or to affect in any way the language of the provisions to which they refer.
- 9.4 The Definitions shall be considered an integral part of this Illicit Drugs in Sport Policy.
- 9.5 This Illicit Drugs in Sport Policy shall apply from the date the Policy became effective.
- 9.6 Words in the singular include the plural and vice versa.
- 9.7 A *Person* includes a body corporate.
- 9.8 Reference to “including” and similar words are not words of limitation.

10. Definitions

Athlete: A player that participates in a *Netball Australia* sanctioned competition.

Athlete Support Personnel: Any coach, trainer, manager, agent, team staff member, official, scientist, medical or para-medical or other personnel working with, treating, or assisting an *athlete* preparing or participating for sporting activities.

DoHA: The Commonwealth Department of Health and Ageing or such other agency as the Australian Government gives the responsibility for dealing with the illicit drugs in sport policy.

List of Prohibited Illicit Drugs: The List identifying the Illicit Drugs prohibited under this policy.

Member: means a member for the time being of *Netball Australia* under Part III of the *Netball Australia* constitution and includes *Member Organisations*, Affiliates, Individual Members and Service Award Holders.

Member Organisation: means an entity recognised under Rule 5.1 of the *Netball Australia* constitution to administer netball in its particular State or Territory.

Netball Australia: The national non-governmental organisation recognised by the Australian Sports Commission as a National Sporting Organisation to administer netball at the national level.

Person: A natural person or an organisation or other entity, including but not limited to an athlete, *athlete support personnel* and *member*.

Privacy Act: The Commonwealth of Australia *Privacy Act, 1988* which regulates how personal information is handled.

ATTACHMENT A: LIST OF PROHIBITED ILLICIT DRUGS

1	Amphetamine
2	Cannabis (in any form, including flowering or fruiting tops, leaves, seeds, or stalks, but not including Cannabis resin or Cannabis fibre)
3	Cannabis resin
4	Cocaine
5	Gammabutyrolactone (GBL)
6	4-Hydroxybutanoic acid (GHB)
7	Heroin (diacetylmorphine)
8	Lysergide (LSD)
9	Methamphetamine
10	3,4-Methylenedioxyamphetamine (MDA)
11	3,4-Methylenedioxymethamphetamine (MDMA)
12	Opium
13	Psilocine
14	Psilocybine
15	Tetrahydrocannabinol (THC)
16	Methadone
17	Morphine
18	Oxycodone
19	Fentanyl
20	Pethadine
21	Dimethylamphetamine
22	Benzphetamine
23	Ephedrine
24	Methylephedrine
25	Cathine (D-norpseudoephedrine)

This list will be the “Drugs to be Included in Out-Of-Competition Testing” as determined by the responsible Australian Government Department (DoHA) as amended from time to time

Rationale

The health of League/Club members is of primary concern for the SWDFNL Netball Division. Australia has the highest rate of skin cancer in the world, with two out of three people experiencing some form of skin cancer during their lifetime.

Who is affected by the Policy?

This policy applies to all members, administrators, officials, coaches, players, visitors, and volunteers of the SWDFNL Netball Division.

Policy

It is acknowledged that skin cancer is a preventable disease and that a preventative strategy including the following actions will be implemented by all Clubs within the SWDFNL Netball Division.

Player Rest and Rotation

- In conditions of high-risk participants should be provided opportunities to rest through the use of player interchange or substitution.

Shade

- The Clubs will maximise the use of natural shade provided from buildings, trees, and other structures.

Sunscreen

- The use of SPF 15+ or higher sunscreens will be promoted by the League/Clubs. Prior to training or playing in peak UV periods, players and participants will be encouraged to apply sunscreen to exposed body parts.

Policy Review

The sun protective policy will be reviewed annually to ensure that the document remains current and practical to the League/Club's requirements.

Netball Australia Alcohol Guidelines

Last updated: April 2015



Netball Australia, Member Organisations and Affiliates are committed to conducting netball and social events and activities in a manner that encourages responsible service and consumption of alcohol.

GUIDELINE OBJECTIVE/INTENT

The Netball Australia Alcohol Guidelines outlining responsible service and consumption of alcohol practices aim to:

- Prevent individuals from participating in any sporting activities expressly sanctioned by Netball Australia if they are consuming alcohol or under the influence of alcohol.
- Prevent underage drinking and avoid the promotion or service of alcohol in and around competition areas at underage events expressly sanctioned by Netball Australia.
- Ensure that food and low alcohol and non-alcoholic drinks are available at any activity held or expressly sanctioned by Netball Australia where alcohol will be served.
- Encourage responsible alcohol practices as well as being mutually supportive of individuals covered by this Policy, including providing support for individuals seeking assistance on alcohol related matters.

KEY PRINCIPLES

- Netball Australia is committed to conducting its activities in a manner that encourages responsible service and consumption of alcohol.
- Netball Australia accepts that it occupies a community leadership position in setting standards for a wide range of social and sporting behaviors.
- Netball Australia believes that all people involved in its activities, whether or not in the public arena, should be treated with dignity and respect.
- Netball Australia appreciates that both Netball Australia and individuals have responsibilities to give effect to responsible service and consumption of alcohol and will support and promote the principles of this Code.

ALCOHOL GUIDELINES

The Netball Australia Alcohol Guidelines aims to encourage and promote responsible attitudes and practices to alcohol through leadership and support.

- Netball Australia, Member Organisations, Affiliates and individuals covered by this guideline have a role to play to help promote responsible drinking in society.
- Netball Australia is committed to conducting its activities in a manner that encourages responsible service and consumption of alcohol.
- Netball Australia accepts that it occupies a community leadership position in setting standards for a wide range of social and sporting behaviors.
- Establishing benchmarks for responsible alcohol consumption and reducing the harm associated with excessive alcohol consumption is in the interests of Netball at all levels and the wider community.
- Netball Australia believes that all people involved in its activities, whether or not in the public arena, should be treated with dignity and respect.

Organisation Responsibilities

Netball will play its part by:

- not allowing individuals to participate in any netball activities expressly sanctioned by Netball Australia if they are consuming alcohol or under the influence of alcohol;
- not encouraging the promotion or service of alcohol in and around competition areas at underage events expressly sanctioned by Netball Australia;
- using its best endeavors to ensure that food and low alcohol and non-alcoholic drinks are available at any activity held or expressly sanctioned by Netball Australia where alcohol will be served;
- encouraging responsible alcohol practices as well as being mutually supportive of individuals covered by this guideline, including providing support for individuals seeking assistance on alcohol related matters;
- ensuring that, where alcohol products are used as prizes/rewards, they are used in a responsible and appropriate manner; and
- complying with all relevant liquor licensing laws regarding the responsible service of alcohol.

Individual Responsibilities

Netball Australia expects that organisations and individuals covered by this guideline and undertaking activities associated with netball shall at all times where there is alcohol usage:

- behave in a dignified and professional manner that promotes and upholds standards of integrity, dignity, and professionalism; act as role models for their club/team and netball;
- not put themselves, club/teammates nor the general public at risk of serious physical and social harms;
- accept that they are responsible and accountable for the choices they make and the consequences of these choices;
- assist their club/teammates and others covered by the Netball Australia Alcohol Guidelines if they have had too much to drink; and
- take reasonable action to both prevent alcohol problems and address any alcohol-related issues as they emerge.

SCOPE OF GUIDELINES

The Netball Australia Alcohol Guidelines applies to following individuals whether in a paid or voluntary capacity:

- registered players of Netball Australia participating in teams or competitions conducted by or on behalf of Netball Australia;
- accredited coaches and assistant coaches of teams organised by or on behalf of Netball Australia;
- support personnel with whom Netball Australia have a formal relationship;
- registered umpires, and other match officials of Netball Australia; and
- office bearers or other officials of Netball Australia.



South West District Football Netball League Inc

ABN: 29 896 280 977

INC: A0004641D

Netball Division

PERSONAL AND MEDICAL INDEMNITY FORM

I hereby consent to the provision of the following health information for South West District Football Netball League – Netball Division records and to use in the event of injury, illness, or emergency, if required.

Your details will be disclosed to the 2020 SWDFNL Netball Division and other relevant personnel such as coaches, team managers and primary care staff.

Name:	
Address:	Postcode:
Phone No (home):	Date Of Birth:
Medicare No.	Ambulance Member No.:
Private Health Insurance Provider:	
Existing Medical Conditions/Injuries/Allergies:	
Regular Medication:	
Next Of Kin (1):	
Daytime Phone No:	After hours Ph No:
Next Of Kin (2):	
Daytime Phone No:	After hours Ph No:

CONSENT: *I understand that the SWDFNL Squad games will be played under the rules as set by Netball Australia. I also understand that netball is a limited contact sport and that there is a risk of injury involved in participating in netball. I authorise any official from the SWDFNL in the event of any injury or illness, to obtain on my behalf and at my expense any medical assistance, treatment and transportation as deemed necessary.*

INDEMNITY: *Except where provided or required by law and such cannot be excluded, I agree that the SWDFNL and its respective directors, officers, members, servants or agents are absolved from all liability however arising from injury or damage to me, however caused, arising whilst participating in the game. I have read, understood, and agree to the above terms. I warrant that all information provided is true and correct.*

Signed :

Date:

I have read, understood, and agree to the above terms and I personally consent to the application of my child. I warrant that all information provided is true and correct.

Signed (parent/legal guardian):

Date:

**NETBALL AUSTRALIA
NATIONAL CODES OF BEHAVIOUR
MAY 2015**



GENERAL CODE OF BEHAVIOUR

As a person required to comply with this Policy, you must meet the following requirements with regard to your conduct during any activity held or sanctioned by Netball Australia, Member Organisations or Affiliates:

1. Respect the rights, dignity and worth of all people involved in netball regardless of their gender, ability, cultural background, or religion.
2. Be ethical, fair, considerate, and honest in all dealings with others.
3. Make a commitment to providing quality service.
4. Operate within the rules and spirit of netball including national and state guidelines, constitution and policies which govern Netball Australia, Member Organisations and Affiliates.
5. Do not use your involvement with netball to promote your own beliefs, behaviors, or practices where these are inconsistent with those of Netball Australia, Member Organisations or Affiliates.
6. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
7. Always place the safety and welfare of children above other considerations.
8. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
9. Comply with all relevant Australian laws (Federal and State), particularly anti-discrimination, occupational health and safety and child protection laws.
10. Refrain from any behavior that may bring Netball Australia, Member Organisations or Affiliates into disrepute.
11. Provide a safe environment for the conduct of the activity.
12. Show concern and caution towards others who may be sick or injured.
13. Be a positive role model.
14. Be responsible and accountable for your conduct.
15. Abide by the relevant Netball Australia role-specific codes of behavior and understand the consequences if you breach or are aware of any breaches of this Code of Behavior.

**NETBALL AUSTRALIA
NATIONAL CODES OF BEHAVIOUR
MAY 2015**



ADMINISTRATOR CODE OF BEHAVIOUR

In addition to Netball Australia's General Code of Behavior, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Australia, Member Organisations or Affiliates in your role as an administrator:

1. Be fair, considerate, and honest in all dealings with others.
2. Be professional in and accept responsibility for your actions. Your language, presentation, manners, and punctuality should reflect high standards.
3. Resolve conflicts fairly and promptly through established procedures.
4. Maintain strict impartiality.
5. Be aware of and comply with your legal responsibilities, including under anti-discrimination, child protection and occupational health and safety legislation.
6. Develop a positive netball environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
7. Involve all relevant stakeholders (players, coaches, umpires, parents) in the planning, evaluation, leadership and decision-making related to netball programs and events.
8. Ensure activities, equipment and facilities are safe and appropriate to the ability level of participating players. Activities, rules, equipment, length of games and training schedules should take into consideration the age, ability, and maturity level of the participants.
9. Ensure that everyone (administrators, coaches, players, umpires, parents, spectators, sponsors, and physicians) emphasise fair play in netball activities and games.
10. Where appropriate, distribute the National Codes of Behavior to coaches, players, umpires, parents, spectators, and the media.

**NETBALL AUSTRALIA
NATIONAL CODES OF BEHAVIOUR
MAY 2015**



COACH CODE OF BEHAVIOUR

In addition to Netball Australia's General Code of Behavior, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Australia, Member Organisations or Affiliates in your role as a coach:

1. Operate within the rules and spirit of netball, promoting fair play.
2. Develop a positive netball environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
3. Support opportunities for participation in all aspects of the sport.
4. Treat each person as an individual. Respect the rights and worth of every person regardless of their gender, ability, cultural background, or religion.
5. Display control, courtesy and respect to all involved with netball.
6. Respect the decisions of umpires, officials, other coaches, and administrators in the conduct of netball programs and competitions.
7. Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
8. Ensure activities, equipment and facilities are safe and appropriate to the ability level of participating players. Activities, rules, equipment, length of games and training schedules should take into consideration the age, ability, and maturity level of the participants.
9. Act with integrity and objectivity and accept responsibility for your decisions and actions.
10. Ensure your decisions and actions contribute to a safe environment. Place the safety and welfare of the players above all else.
11. Ensure your decisions and actions contribute to an environment free of sexual harassment, bullying, discrimination or victimisation.
12. Any physical contact with player should be appropriate to the situation and necessary for the player's skill development.
13. Adopt responsible behavior in relation to alcohol and other drugs.
14. Be honest and do not allow your qualifications/accreditation to be misrepresented.

**NETBALL AUSTRALIA
NATIONAL CODES OF BEHAVIOUR
MAY 2015**



PLAYER CODE OF BEHAVIOUR

In addition to Netball Australia's General Code of Behavior, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Australia, Member Organisations or Affiliates in your role as a player:

1. Respect the rights, dignity and worth of fellow players, coaches, officials, and spectators.
2. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
3. Respect the talent, potential and development of fellow players and competitors.
4. Participate fairly and safely.
5. Be frank and honest with your coach concerning illness and injury and your ability to train and play fully.
6. Conduct yourself in a responsible manner relating to language, temper, and punctuality.
7. Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
8. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
9. Co-operate with coaches and staff in relation to programs that adequately prepare you for competition.
10. Do not engage in practices that affect sporting performance (alcohol, tobacco, and drug use).
11. Applaud all good play, by your own team and opponents.
12. Respect and acknowledge the contribution of those who create the opportunity for you to play (e.g. scorers, coaches, timekeepers, administrators, and umpires).

**NETBALL AUSTRALIA
NATIONAL CODES OF BEHAVIOUR
MAY 2015**



UMPIRE CODE OF BEHAVIOUR

In addition to Netball Australia's General Code of Behavior, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Australia, Member Organisations or Affiliates in your role as an umpire:

1. Umpire in accordance with the Official Rules of the Game.
2. Treat all players, coaches, bench officials and other umpires with respect.
3. Place the safety and welfare of the players above all else, including by:
 - Ensuring the court and its surrounds are compliant with the rules.
 - Taking appropriate action to manage dangerous play.
4. Maintain a high standard of personal behavior at all times.
5. Be a positive role model through behavior and personal appearance projecting a favourable image of netball and umpiring at all times.
6. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
7. Be courteous, respectful, and open to discussion and interaction with other netball participants.
8. Maintain or improve your current performance level and seek continual improvement.
9. Be honest and do not allow your qualifications/accreditation to be misrepresented.

**NETBALL AUSTRALIA
NATIONAL CODES OF BEHAVIOUR
MAY 2015**



PARENT/ GUARDIAN CODE OF BEHAVIOUR

In addition to Netball Australia's General Code of Behavior, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Australia, Member Organisations or Affiliates in your role as a parent/guardian:

1. Encourage your child to participate but do not force them.
2. Focus upon your child's efforts and performance rather than the overall outcome of the event. This assists your child in setting realistic goals related to his/ her ability by reducing the emphasis on winning.
3. Teach your child that an honest effort is as important as winning, so that the result of each game is accepted without undue disappointment.
4. Encourage your child to play always according to the rules.
5. Be a model of good sports behavior for children to copy. Applaud good play by all players.
6. Never ridicule or yell at a child for making a mistake or losing a game.
7. If you disagree with an umpire or coach raise the issue through the appropriate channels rather than question their judgement and honesty in public.
8. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
9. Recognise and respect the value and importance of volunteer administrators, coaches, and umpires. They give up their time and resources to provide recreational activities for players and deserve your support.
10. Be courteous in communication with administrators, coaches, players, and umpires. Teach your child to do the same.
11. Support the use of age appropriate development activities and modified rules.

**NETBALL AUSTRALIA
NATIONAL CODES OF BEHAVIOUR
MAY 2015**



SPECTATOR CODE OF BEHAVIOUR

In addition to Netball Australia's General Code of Behavior, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Australia, Member Organisations or Affiliates in your role as a spectator:

1. Remember that most players (in particular children) participate in netball activities for fun. They are not participating for entertainment of spectators only.
2. Applaud good performance and efforts by all players. When watching a game congratulate both teams on their performance regardless of the game's outcome.
3. Respect the decision of the umpires. Encourage players to play according to the rules and the official decisions and develop your own knowledge of the rules.
4. Never ridicule or abuse a player for making a mistake during a competition.
5. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
6. Do not use foul language, sledge, or harass administrators, coaches, players, umpires, or other spectators.
7. Condemn the use of violence in any form, be it by administrators, coaches, players, umpires, or other spectators.
8. Support the use of age appropriate development activities and modified rules.

**NETBALL AUSTRALIA
NATIONAL CODES OF BEHAVIOUR
MAY 2015****BENCH OFFICIALS CODE OF BEHAVIOUR**

In addition to Netball Australia's General Code of Behavior, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Australia, Member Organisations or Affiliates in your role as a Technical Official:

1. Officiate in accordance with the Official Rules of the Game and Event/Competition Guidelines.
2. Treat all players, coaches, umpires, and other bench officials with respect.
3. Act with integrity and objectivity and accept responsibility for your decisions and actions.
4. Be consistent and impartial when making decisions.
5. Maintain a high standard of personal behavior at all times.
6. Be a positive role model through behavior and personal appearance projecting a favourable image of netball and officiating at all times.
7. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
8. Be courteous, respectful, and open to discussion and interaction.
9. Maintain or improve your current performance level and seek continual improvement.
10. Be honest and do not allow your qualifications/accreditation to be misrepresented.

NETBALL VICTORIA



NETBALL VICTORIA COMPETITION COMPLAINTS HANDLING REGULATION

**EFFECTIVE FROM
1st January 2018**

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Below is a **Dispute Resolution Reference Guide**: looking at the documents listed at the top of the page, decide which resource you would use for complaint resolution and follow the process listed in the resource document.

Dispute Resolution Reference Guide						
WHAT DOCUMENT	Child Safety in Netball Policy	Member Protection Policy	NV Competition Complaints Handling Regulations	Association/Entity By-laws	Association/Entity Constitution	Association/Entity Policies
SCOPE	Child Protection Complaints Procedure Child Safety Code of Conduct Working with Children Check	Member Protection Complaints Procedure	Offences that may arise in the conduct of netball tournaments, competitions, activities or events	Internal affairs of entity Operating procedures and direction of entity	Objects and powers of entity	Policies and Procedures
EXAMPLES	Complaints regarding child safety or wellbeing Working with Children Check Regulation	Complaints regarding discrimination, bullying, sexual harassment, victimisation	Complaints regarding behaviour or conduct General code of conduct matters	Information for Clubs Operation/rules for running competitions	Determination of Fees AGM processes	Grievances Disciplinary Other policies not already covered by Child Safety in Netball Policy, Member Protection Policy, NV Competition Complaints Handling Regulation
USED BY	Clubs Associations Netball Victoria	Clubs Associations Netball Victoria Netball Australia	Clubs Associations Netball Victoria	Clubs Associations	Clubs Associations Netball Victoria Netball Australia	Clubs Associations Netball Victoria Netball Australia
SUPPORT/FURTHER INFORMATION	Netball Victoria Website: Clubhouse Email & Phone: Member Services Details:	Netball Victoria Website: Clubhouse Email & Phone: Member Services Details:	Netball Victoria Website: Clubhouse Email & Phone: Member Services Details:	Netball Victoria Website: Clubhouse Email & Phone: Member Services Details:	Netball Victoria Website: Clubhouse Email & Phone: Member Services Details:	Netball Victoria Website: Clubhouse Email & Phone: Member Services Details:

PART I – DEFINITIONS

“Affiliated Associations” means those entities which are affiliated members of Netball Victoria in accordance with Netball Victoria’s constitution.

“Affiliated Clubs” means a member of an Affiliated Association, which may include teams, clubs or organisations (howsoever described).

“Appeal Hearing” means the process by which an appeal is heard and determined by an Appeal Panel.

“Appeal Officer” means an impartial and independent person appointed by an Organising Body to decide whether there are sufficient grounds for appeal.

“Appeal Panel” means the body appointed by an Organising Body which will conduct an Appeal Hearing and make a determination.

“Appellant” means the person seeking to appeal a decision made by a Complaints Manager or Hearing Panel.

“Complaint” is an allegation made by a person that another person has committed an Offence.

“Complainant” means the person who lodges a Complaint. This includes, but is not limited to, members of the Organising Body, an umpire, a coach, a team official or an official that has been so empowered by the relevant Organising Body.

“Hearing” means the process by which a Complaint is heard and determined by a Complaints Manager or Hearing Panel.

“Complaints Manager” means an impartial and independent person appointed by an Organising Body to hear and determine the Complaint.

“Hearing Panel” means the body appointed by an Organising Body which may conduct a Hearing and make a determination.

“Natural Justice” is the right to be given a fair hearing and the opportunity to present one’s case, the right to have a decision made by an unbiased or disinterested decision maker and the right to have that decision based on logically probative evidence detailing the particulars of the alleged Offence(s) as per Part III Offences (a) – (r) including when and where it is said to have occurred.

“Offence” means an action or actions that are not permitted within the Regulations as per Part III – Offences.

“Organising Body” means the organiser of a netball Tournament, Competition, Activity or Event including but not limited to Netball Victoria, Affiliated Associations and Affiliated Clubs.

“Region” means those areas of Victoria recognised as regions by Netball Victoria from time to time.

“Regulations” means the Netball Victoria Competition Complaints Handling Regulations.

“Respondent” means the person, team, or club who the Complaint is made about.

“Tournament, Competition, Activity and Event” means any netball tournament, netball competition, netball related activity or netball related event conducted by an Organising Body.

PART II – INTRODUCTION

1. WHAT IS THE PURPOSE OF THE NV COMPETITION COMPLAINTS HANDLING REGULATIONS?

- 1.1 The purpose of the Netball Victoria Competition Complaints Handling Regulations (“the Regulations”) is to deal with Offences which may arise in the conduct of netball Tournaments, Competitions, Activities and Events throughout Victoria.
- 1.2 The Regulations set out the procedures to be followed in dealing with Offences in an effective, appropriate, and timely manner.

2. WHAT IS THE STATUS OF THE REGULATIONS?

- 2.1 The Regulations are issued by the Board of Netball Victoria under Rule 36(1) of the Netball Victoria Constitution.
- 2.2 The Regulations are effective from 1st December 2017.
- 2.3 The Regulations may be amended from time to time by the Board of Netball Victoria in accordance with Rule 35(b) of the Netball Victoria Constitution.

3. WHO DO THE REGULATIONS APPLY TO?

- 3.1 The Regulations apply to the following organisations and individuals:
 - (a) Coaches (including assistant coaches) who:
 - (i) Are appointed and/or employed by Organising Bodies (paid or unpaid); or
 - (ii) Have an agreement (whether or not in writing) with an Organising Body to coach at a facility owned or managed by the Organising Body;
 - (b) Umpires and other officials involved in the regulation of the sport appointed by an Organising Body or their member clubs;
 - (c) Netball Victoria registered members who enter any Tournament, Competition, Activity or Event which is conducted or sanctioned by an Organising Body;
 - (d) An Organising Body; and
 - (e) All members of an Organising Body; including Players.
- 3.2 For the avoidance of doubt, an Organising Body is bound to follow the procedures set out in the Regulations:
 - (a) When participating in any Tournament, Competition, Activity or Event held by Netball Victoria; or
 - (b) When conducting any Tournaments, Competitions, Activities or Events.

4. WHAT DO WORDS IN THE REGULATIONS MEAN?

In the Regulations, words appearing with a capital shall have the meaning set out in Part I – Definitions which will form part of the Regulations.

5. RESPONSIBILITIES UNDER THE REGULATIONS

5.1 An Organising Body must:

- (a) Comply with the Regulations;
- (b) Recognise and enforce any penalty imposed under the Regulations;
- (c) Publish, distribute, and promote the Regulations (and any amendments made to it from time to time) to its members and make the Regulations available for inspection, or provide a copy when requested to do so;
- (d) Appoint a Complaint Manager to be responsible for dealing with reports made under the Regulations. Netball Victoria must be officially notified of the appointment of a Complaints Manager in writing as per the Complaints Manager Nomination Form (**Attachment 1**); and
- (e) Appoint an Appeal Officer to be responsible for dealing with appeals from determinations made under the Regulations. Netball Victoria must be officially notified of the appointment of an Appeal Officer in writing as per the Appeal Officer Nomination Form (**Attachment 2**); and
- (f) Collect the contact details of the secretary/captain of each club/team entered into any Tournament, Competition, Activity or Event organised by the Organising Body so that the secretary/captain may be advised of any Complaint made under the Regulations.

5.2 The Committee of an Organising Body is responsible for taking all reasonable steps to ensure implementation, compliance, and enforcement of the Regulations.

PART III – OFFENCES

6. WHAT CONSTITUTES AN OFFENCE UNDER THE REGULATIONS?

6.1 An offence under the Regulations includes, but is not limited to:

- (a) Disputing the decision(s) of an umpire
- (b) Abuse of an umpire
- (c) Unsportsmanlike behavior
- (d) Breach(es) of Code(s) of Conduct including gross breach(es).
- (e) Online breach of Code of Conduct as per the Netball Victoria Cyber safety Policy
- (f) Attempting to trip, strike, elbow, or kick
- (g) Tripping, striking, elbowing, or kicking
- (h) Obscene gestures
- (i) Offensive language (which may include abusive, obscene, or insulting language)
- (j) Fighting
- (k) Spitting
- (l) Threatening a person
- (m) Deliberately endangering the health and safety of any player, spectator or official (incidents involving blood/body fluids)
- (n) Failure to co-operate in or hindering an investigation or Hearing under this Regulation.
- (o) Failure by any person required to attend a Hearing without proper cause when notified
- (p) Coaching, umpiring, playing, or engaging in score bench duties while under suspension
- (q) Failure to undertake all requirements of a penalty decision by the set date
- (r) Any other inappropriate or offensive behavior

PART IV – COMPLAINTS PROCEDURE

7. HOW IS A COMPLAINT MADE?

- 7.1 The Complaint may relate to a person, team, or club which, in the opinion of the Complainant has committed an Offence under the Regulations.
- 7.2 The Complaint must relate to an Offence arising from a Tournament, Competition, Activity or Event conducted by an Organising Body.
- 7.3 The Offence may occur:
- (a) Before, during or after the conduct of the Tournament, Competition, Activity or Event;
 - (b) Within the confines or immediate surrounds of the venue to which the Tournament, Competition, Activity or Event is being held;
 - (c) Online, including but not limited to, email and social media outlets, as per Netball Victoria's Cyber Safety Policy;
 - (d) Elsewhere, if directly related to a Tournament, Competition, Activity or Event conducted by the Organising Body.
- 7.4 A Complainant who makes a Complaint under this Regulation shall enter the details of the alleged Offence(s) on the Complaint Form (**Attachment 3**), noting all the particulars in connection with the Complaint so that a clear account can be given to the Complaints Manager when the Complaint is to be dealt with. Wherever possible, witness statements and witness details should be provided with the Complaint Form.
- 7.5 A Complaint should be made as soon as possible (but in any case, within three (3) working days) after the Offence is alleged to have occurred.
- 7.6 Under the Regulations a Complainant shall lodge the Complaint Form with the Complaint Manager, or if that is not possible, leave the Complaint Form in a sealed envelope at the Tournament, Competition, Activity or Event venue, or at the office of the Organising Body, marked to the attention of the Complaints Manager.
- 7.7 Where an Organising Body or an official of an Organising Body believes an Offence may have been committed and no Complaint has been made, the Organising Body may submit a Complaint to the Complaints Manager as soon as possible (but in any case, within three (3) working days) after the Offence is alleged to have occurred.
- 7.8 If there is uncertainty as to whether a Complaint should be dealt with under the Regulations, the Organising Body must notify Netball Victoria who will determine whether the Regulations apply or if the Complaint should otherwise be dealt with.

8. HOW IS A COMPLAINT DEALT WITH?

- 8.1 Any Complaint Form received by an Organising Body must be forwarded to the Complaints Manager.
- 8.2 If the Complaints Manager is a party to the Complaint, another independent Complaints Manager must be appointed by the Organising Body.
- 8.3 All Complaints must remain private and confidential between the Complainant, Respondent, Complaints Manager, and any other parties deemed necessary by the Complaints Manager. Club Presidents of the Claimant and Respondent should be confidentially advised of the initial matter and then the outcome.
- 8.4 Except as otherwise provided in the Regulations, the Complaints Manager shall keep the Complaint (including, but not limited to, the nature of the Complaint, information obtained before, during and after the Complaint has been resolved) confidential.
- 8.5 The Complaints Manager shall be indemnified by the Organising Body which appointed them, from any claim or action for loss, damages, or costs made against them arising out of, or in connection with, their function as a Complaint Manager under the Regulations.
- 8.6 Upon receipt of a Complaint Form, the Complaints Manager shall have the following duties:
- (a) Confirm that the Complainant has entered all the details of the alleged Offence(s) on the Complaint Form and that all the particulars in connection with the Complaint have been noted.
 - (b) Notify the Respondent, through the club secretary/team captain, that a Complaint has been made.
 - (c) Provide the Respondent with a copy of the Complaint Form and ask them to respond by completing the Respondent Form (**Attachment 4**) detailing their version of events within up to three (3) working days after receiving the Complaint against them.
 - (d) Assess the Complaint, together with any associated reports and correspondence, to determine whether any further investigation is required.
- 8.7 If the Complaints Manager determines that further investigation is required, the following steps are to be taken:
- (a) The Complainant will be interviewed, and the information obtained from the interview documented in writing by the Complaints Manager.
 - (b) The information obtained from the interview with the Complainant will be conveyed to the Respondent in full. The Respondent will be interviewed, and the information obtained in response to the Complaint documented in writing by the Complaints Manager.
 - (c) If there is a dispute over facts, statements from witnesses and other relevant evidence will be obtained.
- 8.8 The Complaints Manager will make a finding as to whether the Complaint is:
- (a) Substantiated (there is sufficient evidence to support the Complaint).
 - (b) Unsubstantiated (there is insufficient evidence to support the Complaint).

- 8.9 If the Complaints Manager makes a finding that the Complaint is substantiated, the Complaints Manager must determine what Offence(s) the Respondent is to be charged with under the Regulations.
- 8.10 Based on the finding of the Complaints Manager in clause 8.8, the Complaints Manager may:
- (i) Determine that no disciplinary action is required and dismiss the Complaint; or
 - (ii) Decide in relation to the Complaint and impose the appropriate penalty in accordance with Part V of the Regulations; or
 - (iii) Determine that the matter should proceed to a Hearing.

9. HEARING

- 9.1 The purpose of the Hearing shall be to determine whether the Respondent has committed the Offence(s) as charged under the Regulations. If a charge is found proven, any one or more of the penalties set out in Part V of the Regulations may be imposed.
- 9.2 If a Complaints Manager determines that the appropriate course of action is to proceed to a Hearing the Complaints Manager shall as soon as possible do the following:
- (a) Determine the composition of the hearing:
 - (i) Complaints Manager; or
 - (ii) Hearing Panel appointed by the Organising Body which shall comprise of three (3) individuals including the Complaints Manager, who must be members of the Organising Body or members of another Organising Body.
 - (b) Send to the Complainant and Respondent:
 - (i) A notice detailing the particulars of the alleged Offence(s) as per Part III – Offences 6.1 (a) – (r), including details of when and where it is said to have occurred;
 - (ii) A notice setting out the date, time and place for the Hearing which shall be as soon as reasonably practicable after receipt of the initial Complaint; and
 - (iii) A copy of all relevant documentation pertaining to the Complaint.
- 9.3 The parties to the Hearing shall include:
- (a) The Complaint
 - (b) The Respondent and
 - (c) Any witnesses which the Complaints Manager considers necessary to participate in the Hearing
- 9.4 A Hearing must be held as soon as is practicable after receipt of the initial Complaint by the Complaints Manager, preferably within seven (7) days.
- 9.5 The Complaints Manager or Hearing Panel shall hear and determine the charge(s) in whatever manner it considers appropriate in the circumstances (including by way of teleconference, video conference or otherwise) provided that it does so in accordance with Natural Justice.
- 9.6 If the Complainant or Respondent fails to attend a Hearing without reasonable cause, the Hearing may proceed and a determination made by the Complaints Manager or Hearing Panel in their absence, provided that they are satisfied that all notification procedures under the Regulations have been carried out.
- 9.7 Both the Complainant and the Respondent are entitled to support throughout this process from a chosen support person.
- 9.8 No party to a Hearing may be represented by a barrister or solicitor. A party may be represented at a Hearing by an advocate who is not a barrister or solicitor.
- 9.9 Each party to a Hearing shall bear their own costs in relation to the Hearing.

- 9.10 The Complaints Manager or Hearing Panel shall give their decision at the conclusion of the Hearing to the parties involved.
- 9.11 The Complaints Manager or Hearing Panel will prepare a written statement outlining the decision and deliver it to:
- (a) The Complaint
 - (b) The Respondent
 - (c) The Organising Body; and
 - (d) Any other party represented at the Hearing.
- 9.12 The Respondent has the right to appeal any decision made by the Complaints Manager or Hearing Panel. The appeals process is set out in Part VI of the Regulations.
- 9.13 To the extent of any inconsistency between the hearing procedure set out in the constitution of the Organising Body and the hearing procedure set out in the Regulations, the Regulations shall prevail in relation to all Complaints made under the Regulations.

PART V – PENALTIES

10. WHAT PENALTIES MAY BE IMPOSED?

- 10.1 Persons on a first offence shall have this considered when assessing the penalty to be imposed.
- 10.2 The Complaints Manager or Hearing Panel may consider the Respondent's prior history in determining a penalty to be imposed provided the penalty does not exceed the maximum penalties assigned to offences under clause 10.5.
- 10.3 If the Complaints Manager or Hearing Panel considers that a charge has been proven, any one or more of the following penalties may be imposed:
- (a) A warning;
 - (b) A monetary fine;
 - (c) Suspension;
 - (d) Disqualification; and/or
 - (e) Remedial penalties such as:
 - Written apology
 - Training and education
 - Rereading / re-signing Code(s) of Conduct(s)
 - (f) Any other such penalty as the Complaints Manager or Hearing Panel considers appropriate.
- 10.4 The range of penalties set out in clause 10.5 may be imposed at the discretion of the Complaints Manager or Hearing Panel. Clause 10.5 sets out the standard offences and maximum penalties to be applied by the Complaints Manager or Hearing Panel where a charge has been found proven. Whether a penalty is to be imposed shall be at the discretion of the Complaints Manager or Hearing Panel.
- 10.5 Should the Complaints Manager or Hearing Panel determine that a period of suspension is required, the Complaints Manager or Hearing Panel must not apply a period of suspension which would exceed the maximum penalty for an Offence as listed below.

	Offence	Maximum Penalty
(a)	Disputing the decision(s) of an umpire	Up to 2 weeks
(b)	Abuse of an umpire	Up to 4 weeks
(c)	Unsportsmanlike behavior	Up to 4 weeks
(d)	Breach(es) of Code(s) of Conduct	Up to 3 weeks
	Gross Breach(es) of Code(s) of Conduct	Up to 6 weeks
(f)	Online breach of Code of Conduct as per the Netball Victoria Cybersafety Policy	Up to 10 weeks
(g)	Attempting to trip, strike, elbow, or kick	Up to 4 weeks
(h)	Tripping, striking, elbowing, or kicking	Up to 8 weeks
(i)	Obscene gestures	Up to 2 weeks

(j)	Offensive language (which may include abusive, obscene, or insulting language).	Up to 2 weeks
(k)	Fighting	Up to 8 weeks
(l)	Spitting	Up to 4 weeks
(m)	Threatening a person	Up to 6 weeks
(n)	Deliberately endangering the health & safety of any player, spectator or official (incidents involving blood/body fluids)	10 weeks
(o)	Failure to co-operate in, or hindering an investigation or Hearing under this Regulation	Up to 4 weeks
(p)	Failure by any person required to attend a Hearing without proper cause when notified	Up to 4 weeks
(q)	Coaching, umpiring, playing, or engaging in score bench duties while under suspension	Up to 6 weeks
	Failure to undertake all requirements of a penalty decision by the set date	Up to 3 weeks

- 10.6 If a Complaints Manager or Hearing Panel believe that exceptional circumstances exist whereby the penalty to be imposed should exceed the maximum penalty as outlined in clause 10.5, the Complaints Manager or Hearing Panel must contact Netball Victoria for approval to impose such a penalty.
- 10.7 Any incident outside the Offences listed in the Regulations should be referred to Netball Victoria as stated in clause 7.8.
- 10.8 Where charges for Offences arising from one incident are heard together and the Complaints Manager or Hearing Panel finds the Respondent guilty of more than one offence, they may impose a single penalty, being not more than the maximum penalty for the most serious of the offences or may impose individual penalties for each offence.
- 10.9 If the Complaints Manager or Hearing Panel is not satisfied that the charge has been proven but is satisfied that a lesser charge has been proven, the Complaints Manager or Hearing Panel may apply the penalty applicable to the lesser charge.
- 10.10 The Complaints Manager or Hearing Panel has the right to direct that a person other than the Respondent be charged with an Offence under the Regulations on the basis of evidence presented before them during the course of conducting an investigation or Hearing.
- 10.11 A penalty imposed under this section shall commence from the date of the Complaints Manager or Hearing Panel's determination unless otherwise expressly directed by the Complaints Manager or Hearing Panel. Penalties should, wherever possible, be expressed in calendar weeks, as opposed to number of matches.
- 10.12 The Complaints Manager or Hearing Panel has the discretion to rule that a penalty be suspended for the number of weeks which may fall between a Tournament, Competition, Activity or Event.
- 10.13 Where a Complaints Manager or Hearing Panel imposes more than one period of suspension, they may direct that the suspension be served concurrently, cumulatively, or part concurrent and part cumulative.

- 10.14 The Respondent shall be entitled to participate in any Tournament, Competition, Activity or Event conducted by an Organising Body until such time as the Complaints Manager or Hearing Panel has heard and determined the Complaint. In exceptional circumstances where the allegation of conduct or behavior is so serious it may be reasonable to still have the person(s) unable to participate until the process has been completed. In the instance of exceptional serious circumstance, support and clarification can be sought from Netball Victoria.
- 10.15 A Respondent who has been found guilty of an Offence and received a penalty under the Regulations shall not play, coach, umpire or otherwise take part in any Tournament, Competition, Activity or Event conducted by the Organising Body as directed by the Complaints Manager or Hearing Panel until the penalty has been served to the satisfaction of the Organising Body.
- 10.16 The Complaints Manager or Hearing Panel must give written reasons for their decision under the Regulations.
- 10.17 The Complaints Manager and Hearing Panel must keep a confidential record of the decision and notify the Organising Body of the decision within seven (7) days.
- 10.18 A Respondent shall only serve penalties imposed by the Complaints Manager or Hearing Panel within the Organising Body in which the Offence occurred.
- 10.19 Netball Victoria may waive the operation of clause 10.15 if it deems it appropriate to do so. In this case:
- (a) Netball Victoria will notify the Complaints Manager and the Organising Body;
 - (b) If the penalty imposed by the Hearing Officer or Hearing Panel affects another Organising Body required to comply with the Regulations, Netball Victoria shall as soon as possible notify the relevant Organising Body of the penalty; and
 - (c) Every Organising Body to which the Regulations apply shall recognise and enforce any decision made by Netball Victoria under clause 10.19.

PART VI – APPEALS

11. CAN A DECISION BE APPEALED?

- 11.1 There shall be no appeal from a decision made by a Complaints Manager or Hearing Panel unless the Appellant (previously known as the Respondent) believes that one or more of the following grounds of appeal exist:
- (a) That significant new or additional evidence has become available;
 - (b) That the penalty imposed by the Complaints Manager or Hearing Panel is not in accordance with the Regulations; or
 - (c) That the Complaints Manager or Hearing Panel failed to follow procedures or requirements of the Regulations to the significant detriment of the Respondent.
- 11.2 Only the original Respondent shall have the right of appeal from a decision made by the Hearing Officer or Hearing Panel.
- 11.3 The Appeal Officer will determine one of the following:
- (a) That the Appellant has not established any of the grounds for the appeal; or
 - (b) That the Appellant has established one or more of the grounds for the appeal;
- 11.4 If the Appeal Officer determines that the Appellant has not established any of the grounds for appeal, the Appeal Officer may dismiss the appeal and direct that the Appellant abide by the original penalty as imposed by the Complaints Manager or Hearing Panel.
- 11.5 If the Appeal Officer determines that the Appellant has established one or more of the grounds for the appeal, they shall direct that the appeal proceed and that there be a rehearing of the charge (“Appeal Hearing”).
- 11.6 The Appeal Officer may direct that the penalty imposed by the Complaints Manager or Hearing Panel be deferred pending the determination of the appeal.


12. NOTICE OF APPEAL

- 12.1 The Appellant must lodge a Notice of Appeal (**Attachment 5**).
- 12.2 The Notice of Appeal must state the full details of charge(s), the decision by the Complaints Manager or Hearing Panel and the grounds of appeal.
- 12.3** The Notice of Appeal must be lodged within fourteen (10) days of the notification of the decision of the Complaints Manager or Hearing Panel.
- 12.4 The Appellant shall be notified as soon as is reasonably possible after receipt of the Notice of Appeal as to whether an Appeal Hearing is to be granted and the time, date, and place of the Appeal Hearing if it is granted. Notice must also be given to the Organising Body, the original Complainant and the Complaints Manager or Hearing Panel which made the original decision.

13. APPEAL HEARING

- 13.1 Where the Appeal Officer directs that an Appeal Hearing take place, the Organising Body must convene an Appeal Panel which shall comprise three (3) individuals including the Appeal Officer, who must be members of the Organising Body or members of another Organising Body.
- 13.2 The Hearing Officer or any member of the Hearing Panel which determined the original Complaint may not act as the Appeal Officer or be appointed to the Appeal Panel.
- 13.3 The Appeal Panel and any person appearing at an Appeal Hearing are bound by the same procedures under Part IV of the Regulations as if the Appeal Panel were hearing the matter in the first instance.
- 13.4 The Appeal Panel shall have the discretion to conduct the Appeal Hearing as a complete re-hearing or to limit the Appeal Hearing to consideration of the ground(s) of appeal relied upon by the Appellant.
- 13.5 The Appeal Panel shall have the power to:
- (a) Dismiss the appeal;
 - (b) Uphold the appeal;
 - (c) Impose any of the penalties set out in Part V of the Regulations; and/or
 - (d) Reduce, increase, or otherwise vary any penalty imposed in the first instance by the Complaints Manager or Hearing Panel; in such manner as it thinks fit.
- 13.6 The Appeal Panel must give oral and written reasons for its decision.
- 13.7 At the conclusion of the Appeal Hearing, the Appeal Panel shall ensure that the Appellant, the original Complainant, and the Organising Body are correctly informed of the determination of the Appeal Panel.
- 13.8 There shall be no right of appeal from a decision of the Appeal Panel. The decision of the Appeal Panel is final and binding on the parties.

ATTACHMENT 3
COMPLAINT FORM

	<h2 style="text-align: center; background-color: #e91e63; color: white; padding: 10px;">COMPLAINT FORM</h2>	
Event / Competition:		
Venue of incident:		
Exact location of incident:		
Date of incident:		
Time of incident:		
Nature of Complaint: <i>Can tick more than one box</i>	<input type="checkbox"/> Competition Related Incident <input type="checkbox"/> Hazard / Potential Hazard	<input type="checkbox"/> Inappropriate Behaviour <input type="checkbox"/> Other _____
Complainant Name:	<input type="checkbox"/> Under 18 <input type="checkbox"/> Over 18	
Complainant Address:		
Complainant Phone:	Home:	Mobile:
Complainant Email:		
Role / Status in netball:	<input type="checkbox"/> Athlete or Player <input type="checkbox"/> Coach or Assistant Coach <input type="checkbox"/> Official <input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Employee (paid)	<input type="checkbox"/> Support Personnel <input type="checkbox"/> Team Manager <input type="checkbox"/> Parent <input type="checkbox"/> Spectator <input type="checkbox"/> Other _____
Respondent Name:	<input type="checkbox"/> Under 18 <input type="checkbox"/> Over 18	
Role / Status in netball:	<p><i>Please note that a copy of this report will be provided to the respondent</i></p> <div> <input type="checkbox"/> Athlete or Player <input type="checkbox"/> Coach or Assistant Coach <input type="checkbox"/> Official <input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Employee (paid) </div> <div> <input type="checkbox"/> Support Personnel <input type="checkbox"/> Team Manager <input type="checkbox"/> Parent <input type="checkbox"/> Spectator <input type="checkbox"/> Other _____ </div>	

<p>Please provide a detailed description of alleged incident:</p>	
<p>Outline any action taken at the time of the incident :</p>	

A Complaint Form must be submitted to the [Insert Organising Body]'s Hearing Officer within two (2) working days of the incident.


Once a Complaint Form has been lodged, the [Insert Organising Body]'s Hearing Officer will determine the appropriate process to follow using the relevant policy (including but not limited to the [Insert Organising Body]'s Bylaws, Netball Victoria Competition Regulation or Netball Australia Member Protection Policy).

Parties involved will be notified in due course if any further action or information is required or of any decisions or penalties to be imposed.

Signed: _____

Date: _____

ATTACHMENT 4
RESPONDENT FORM

	RESPONDENT FORM	
Event / Competition:		
Venue of incident:		
Exact location of incident:		
Date of incident:		
Time of incident:		
Respondent Name:	<input type="checkbox"/> Under 18 <input type="checkbox"/> Over 18	
Respondent Address:		
Respondent Phone:	Home:	Mobile:
Respondent Email:		
Role / Status in netball:	<div> <input type="checkbox"/> Athlete or Player <input type="checkbox"/> Coach or Assistant Coach <input type="checkbox"/> Official <input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Employee (paid) </div> <div> <input type="checkbox"/> Support Personnel <input type="checkbox"/> Team Manager <input type="checkbox"/> Parent <input type="checkbox"/> Spectator <input type="checkbox"/> Other _____ </div>	
Witness #1 Name:	<input type="checkbox"/> Under 18 <input type="checkbox"/> Over 18	
Role / Status in netball:	<div> <input type="checkbox"/> Athlete or Player <input type="checkbox"/> Coach or Assistant Coach <input type="checkbox"/> Official <input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Employee (paid) </div> <div> <input type="checkbox"/> Support Personnel <input type="checkbox"/> Team Manager <input type="checkbox"/> Parent <input type="checkbox"/> Spectator <input type="checkbox"/> Other _____ </div>	
Witness #2 Name:	<input type="checkbox"/> Under 18 <input type="checkbox"/> Over 18	
Role / Status in netball:	<div> <input type="checkbox"/> Athlete or Player <input type="checkbox"/> Coach or Assistant Coach <input type="checkbox"/> Official <input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Employee (paid) </div> <div> <input type="checkbox"/> Support Personnel <input type="checkbox"/> Team Manager <input type="checkbox"/> Parent <input type="checkbox"/> Spectator <input type="checkbox"/> Other _____ </div>	

Please provide a detailed description of alleged incident:	
Outline any action taken at the time of the incident :	


Please return the Respondent Form to the [Insert Organising Body]'s Hearing Officer ASAP.

Parties involved will be notified in due course if any further action or information is required or of any decisions or penalties to be imposed.

Signed: _____

Date: _____

ATTACHMENT 5
NOTICE OF APPEAL

	NOTICE OF APPEAL
Appellant Name	
Appellant Address	
Appellant Phone	Home: _____ Mobile: _____
Appellant Email	
Complainant Name	
Hearing Officer	
Full details of original charge(s)	
Penalty Imposed <i>(please attach reason for decision of Hearing Officer)</i>	
Date Penalty was imposed	
Reason(s) for the Appeal	<input type="checkbox"/> Significant new or additional evidence has become available; <input type="checkbox"/> Penalty imposed by the Hearing Officer or Hearing Panel is not in accordance with the Regulations; and/or <input type="checkbox"/> Hearing Officer or Hearing Panel failed to follow procedures or requirements of the Regulations to the significant detriment of the Respondent.

A Notice of Appeal must be submitted to the [Insert Organising Body]'s Appeal Officer within fourteen (14) working days of the notification of the decision of the Hearing Officer or Hearing Panel.

Parties involved will be notified in due course if any further action or information is required or of any decisions or penalties to be imposed.

Signed: _____

Date: _____