

# Kalamunda & Districts Junior Football Club



## CONFLICT RESOLUTION & DISCIPLINARY POLICY

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### **Background**

The Kalamunda & Districts Junior Football Club (KDJFC, "the club") takes a zero-tolerance stance against any member of our community that engages in conduct which is against the spirit of junior football in Western Australia. The spirit of junior football is outlined in the Western Australian Football Commission (WAFC), Junior Football Rules and Regulations. Where a complaint is made against a member of our community, be they a player, team official, club official or supporter, in which their behaviour is contrary to the spirit of junior football, they will be subject to the procedures outlined below. All complaints made to the club about a member of our community will be actioned following the procedure outlined in this policy. This may be concurrent with or in addition to any proceedings undertaken by the WAFC.

This document should be read in conjunction with the WAFC Rules and Regulations, the AFL National Community Football Policy Handbook and in particular the Member Protection Policy contained therein.

### **Procedures**

#### 1. Complaints

Any complaint against a member of the KDJFC community must be made in writing to either the Club President or the Club Secretary. This can either be in the form of a physical written complaint or an electronic complaint either via email, or another means by which the club chooses to collect this information (e-form).

The club will acknowledge receipt of all complaints within 24 hours of lodgement and will begin formal proceedings within 2 days of lodgement. The club will aim to finalise all complaints within 5 days of receipt.

The issuance of a blue card or loss of e-points due to the behaviour of a club member will constitute a complaint and will be investigated. Other matters that are directed to the WAFC Junior Match Review Committee will also be reviewed to determine if the behaviour warrants further club- imposed penalties for bringing the club into disrepute.

## 2. Investigation Process

All complaints will be investigated by a panel of no less than three members of the committee of the club including the President and Vice President. The panel will be decided at the start of the season and where possible the same panel members will investigate all incidents. The panel will review the complaint and if necessary, discuss the complaint with the complainant. The alleged club member will be made aware of the complaint after the panel review.

Where possible the panel will meet with the alleged club member to discuss the complaint. Where the alleged club member is a minor (under the age of 18) a parent or guardian must be in attendance at all times. Club members who are of age (over 18 years) are permitted to have a support person with them if they wish.

The panel will assess the complaint and the incident and will determine any penalty as warranted. Once the panel has determined the outcome, they will communicate any penalties to the club member within 24 hours. Once the club member has been informed, the complainant will be notified of the outcome of the investigation. The process is outlined in the flow chart below:

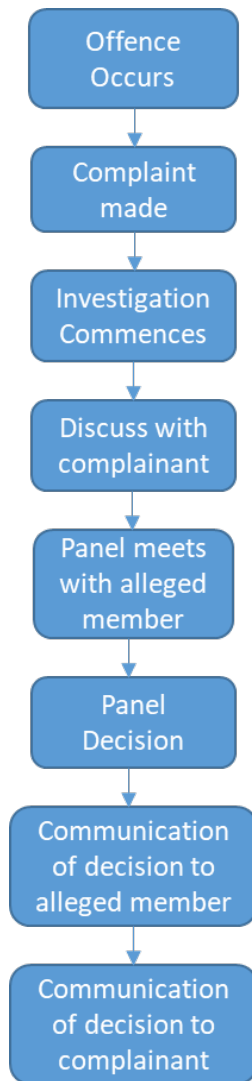


Figure 1. Flow Chart of Disciplinary Process

### 3. Offences

Offences may be of a physical or behavioural nature and will be categorised as either low, medium or high impact. The conduct, being either intentional or unintentional will be a factor considered in any offence. Offences may occur in several situations and are not limited to on-field indiscretions.

#### 3.1 Types of Offences

##### Physical

Physical offences may include but are not limited to: striking, hitting, biting, kicking etc, or the threatening thereof.

##### Behavioural

The AFL National Community Football Handbook sets out a series of behavioural expectations for club members. Any deviation from these expectations would constitute a behavioural offence.

*Examples of low level offences include but are not limited to:*

Attempt to strike, hit, trip	Disputing and/or consistently not following direction from team officials
Careless contact with umpire	Pinching
Spitting at another player	Interfering with player kicking for goal
Staging	Shaking goal post
Using abusive or obscene language	Interfering with player after a mark or stoppage in play
Time wasting	Obscene gesture
Wrestling	Disputing decision

*Examples of medium and high level offences include but are not limited to:*

Striking	Taking part in a melee
Kicking	Instigating a melee
Kneeing	Using abusive, insulting or obscene language
Stomping	Theft from persons or the club
Charging	Wilful damage to club, member or visitor property
Rough Conduct	Physical or verbal abuse towards coaching/team/club officials
Forceful front on contact	Unauthorised encroachment of playing area
Head butt or contact using the head	Striking an umpire

Unreasonable or unnecessary contact to the eye region	Spitting on or at an umpire
Unreasonable or unnecessary contact to the face	Spitting on another person
Making unreasonable or unnecessary contact to an injured player	Attempting to strike an umpire
Scratching	Behaving in an abusive, insulting, threatening or obscene manner towards or in relation to an umpire
Tripping	

## 3.2 Conduct

### Intentional

A club members conduct will be deemed intentional where they deliberately commit an act classified as an offence. Intent does not have to be planned and can occur at the spur of the moment, the issue is whether intent existed when the offence occurred.

### Unintentional

A club members conduct will be deemed Careless where their conduct is not intentional however an offence still occurs or they do not take reasonable care to avoid an offence occurring.

## 3.3 Situations

### Game Day

Events that occur on game day may be resolved as part of the play or as part of a formal tribunal process where a card is issued. As per the above, under these circumstances the club reserves the right to undertake their own investigation and issuance of penalties.

Where offences are not picked up during the game by the officiating umpires then any member of the public is entitled to raise a complaint following the procedure described above.

### Training

Events that occur at training will be investigated by the club as if they had occurred during a game.

### Club events

All members of the club are expected to up hold the spirit of junior football at all official club events. Any actions that are contrary to this can result in an offence being reported.

### Social Media

Any actions on social media by a club member that would constitute an offence can be reported to and investigate by the club, be they directed to a team mate, opposition, official or a fellow club member

## 4. Penalties

Penalties shall be decided based upon the matrices outlined in Schedule 1. The level of the alleged offence and the intentionality will be taken into consideration. The past record of the club member will also be taken into consideration when deciding penalties as per Schedule 1. The role of the member within the club will dictate the type of penalty to be considered as outlined below.

For players penalties may consist of both removal of training and playing privileges and the requirement to complete community service in the club. If a player refuses to complete the community service portion of a penalty the club may choose to convert this to a playing sanction. Every 2 hours of club service that a player refuses to complete will equate to a one game playing sanction.

Any penalties that can't be fully cleared during the season in which they are accrued shall be carried forward into the next season. For example a player who receives a four week suspension in the final game of the season shall miss the first four games of the next season. Should a club member transfer out of the club with outstanding sanctions, the club that the individual is transferring into will be notified of these to act upon as they see fit. Any offences shall be noted on a club members record for a period of at least one year. The panel may, at its discretion, increase the length of time that an offence is recorded against a club member.

## 5. Vilification

No Person shall act towards or speak to any other person in a manner, or engage in any other conduct which threatens, disparages, vilifies, or insults another person or group of persons on any basis, including but not limited to, a person's race, religion, colour, descent or national or ethnic origin, disability, sexual orientation or gender identity. Incidents of vilification will follow the agreed WAFC dispute resolution process.

### 5.1 Vilification Dispute Resolution Process

#### 5.1.1 Immediate Resolution

If the event occurs at training or during a match, team and club officials will take immediate action to resolve the issue on the ground. If the issue is satisfactorily resolved the team manager will provide a written report within 24hrs to the Club executive through the Club President. The report will include details of the incident and the resolution reached.

If an immediate resolution cannot be reached the team manager must notify the Club Executive through the Club President immediately. A written report must be provided within 12 hours. The club president will contact the opposing team president within 24hrs of the incident if an opposing club is involved.

### 5.1.2 Club Resolution

If the incident cannot be resolved at the time it occurred, it will be escalated to the club for resolution. This may be because an immediate resolution could not be reached at the time, if there is delayed reporting or the incident occurred outside of game/training where their involvement in the club is still a mitigating factor (e.g. social media contact with opposition or team mates).

### 5.1.3 Mediation

The club will engage in mediation between the parties involved to affect a resolution. Where participants are below the age of 18 a parent or guardian must be present. The club president or vice president will act as mediator. The mediation session will occur no later than 7 days of the complaint being received. If mediation is not possible the complaint will be escalated to the WAFC.

### 5.1.4 Tribunal

Where an allegation of vilification has been received the standard tribunal process will also be initiated (See Clause 2 and Figure 1).

### 5.1.5 Escalation

Where mediation is unsuccessful between the parties the matter will be escalated to the WAFC for resolution.

## 6. Appeals

Members under investigation for alleged incidents are entitled to appeal the decision of the panel on the grounds that the penalty provided meets one of the following criteria:

- I. An error in the application of a rule
- II. The decision of the panel is so unreasonable that anyone acting reasonably could have come to that decision having regards to the evidence presented
- III. The sanction imposed by the panel was manifestly excessive or inadequate.

The President will review the appeal and if it meets one of the conditions, the matter will be referred to the WAFC for consideration.

## 7. Financial Sanctions

Where an offence is investigated by the WAFC and a financial penalty is imposed on KDJFC based upon the actions of its members, the club may seek to recover the financial penalty from the member. The club may choose to suspend the member from the club until the monies have been recovered in full or suspend the player whose parents or guardian incurred the penalty.

Where appeals are made to decisions handed down by the WAFC because of club member behaviour, the club may also choose to recover the appeal costs from the member with the same conditions of payment described above.

## 8. Media Comments

Club members must not make any comment either on social media or to the public media (print, radio, television or otherwise) in regard to active or past disciplinary proceedings. Only the executive committee is able to speak on behalf of the club. All request for communication must be addressed to the club President.

## Schedule 1 Sanctions

Players sanctions will consist of a game and training sanction as well as club service. Club service must be completed before the end of the season, any club service carried over must be completed before a player is eligible to play.

Club members who are not players will have the game sanction only imposed. Under the game sanction the club member cannot attend training or games, either home or away, for the duration of the sanction. They are also unable to carry out any official or volunteer duties for the club during this time.

Conduct	Impact	Offence	Game Sanction	Training Sanction	Club Service*	Upgrade
Unintentional	Low	1st	Warning	Warning	2 hours	
		2nd	1 week	Warning	2 hours	
		3rd	2 weeks	1 week	4 hours	
		+3				Medium 3rd
	Medium	1st	Warning	Warning	2 hours	
		2nd	2 weeks	1 week	4 hours	
		3rd	3-4 weeks	2 weeks	6 hours	
		+3				High 3rd
	High	1st	2 weeks	1 week	4 hours	
		2nd	3 weeks	2 weeks	6 hours	
		3rd	3+ weeks	2+ weeks	8 hours	
		+3				Expulsion

\* Up to this many hours community service for the club e.g. helping with Auskick, cleaning equipment, pumping balls etc.

Conduct	Impact	Offence	Game Sanction	Training Sanction	Club Service*	Upgrade
Intentional	Low	1st	Warning	Warning	2 hours	
		2nd	1 week	Warning	2 hours	
		3rd	2 weeks	1 week	4 hours	
		+3				Medium 3rd
	Medium	1st	1 week	Warning	2 hours	
		2nd	2-3 weeks	1 week	4 hours	
		3rd	3+ weeks	2+ weeks	6 hours	
		+3				High 3rd
	High	1st	2 weeks	1 week	6 hours	
		2nd	3-4 weeks	2-3 weeks	8 hours	
		3rd	4+ weeks	3+ weeks	10 hours	
		+3				Expulsion

\* Up to this many hours community service for the club e.g. helping with Auskick, cleaning equipment, pumping balls etc.



Date of Policy: April 2023

Policy Owner: President

Signoff: Committee

#### Version Control

Version	Date	Comments
1.0	March 2023	Created Draft Policy
1.1	14 April 2023	Policy reviewed with Coach, Managers at General Meeting
1.2	24 April 2023	<p>Adopted suggestions from meeting and changes below Inclusion of deciding on the panel at the start of the year. The panel will consist of no less than three committee members including the president and vice president. The same panel will investigate all incidents to ensure consistency in ruling. This was based on feedback from the meeting.</p> <p>Added a section to the penalties: "For players penalties may consist of both removal of training and playing privileges and the requirement to complete community service in the club. If a player refuses to complete the community service portion of a penalty the club may choose to convert this to a playing sanction. Every 2 hours of club service that a player refuses to complete will equate to a one game playing sanction</p>

