



DISCIPLINARY POLICY

CROYDON RANGES FOOTBALL CLUB (CRFC)

Policy Rationale and Purpose

Like any organisation, it is important that there is a formal complaints and disciplinary process to deal with issues and resolve them within the club. Complaints and disciplinary issues will be dealt with by the Committee with a minimum of 3 members including President or Vice-President.

Principles

The policy is based on the following principles and work alongside the General, Player and Coach Codes of conduct, in addition to CRFC's complaints procedure:

- All parties will be treated fairly and equally
- All parties will be given the opportunity to be heard and present their case
- The accused is innocent until proven guilty

Complaints Process

- In the event of an incident and until the matter is heard, Club Officials can take immediate action to prevent the situation escalating.
- Any club member or official can make a written or verbal complaint about any incident relating to any other club member regardless of whether immediate action was taken at the time.

- On receipt of each complaint, the Committee will, where practicable, make every effort to resolve disputes by informal discussion.
- If the matter cannot be resolved informally then a formal Committee hearing will be held to resolve the matter.

Disciplinary Process

- All parties will be called to a hearing within 14 days of receipt of the formal complaint
- If any party is under 18 years of age, then they must be accompanied by an adult
- All parties are allowed to bring witnesses to support their case
- Notes will be taken during the hearing
- The Committee, President or Vice-President will announce the decision within 5 days or as soon as practical
- The powers of Committee include the following:
 - issue verbal/written reprimand
 - suspension for a specified period of time
 - expulsion from the club

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements. If no changes are needed, this version will remain.