

# DISCIPLINARY MEASURES

**Any disciplinary measure imposed by a hearings tribunal or Chairman under this policy must:**

- Observe any contractual and employment rules and requirements;
- Conform to the principles of natural justice;
- Be fair and reasonable;
- Be based on the evidence and information presented;
- Be within the powers of the hearings tribunal or Chairman to impose the disciplinary measure.

## **Individual**

Subject to contractual and employment requirements, if a finding is made that an individual has breached the Gridiron Australia's Member Protection Policy (including the Codes of Conduct), one or more of the following forms of discipline may be imposed by the hearings tribunal or Chairman:

1. A direction that the individual makes a verbal and/or written apology;
2. A written warning;
3. A direction that the individual attend counselling to address their behaviour;
4. A withdrawal of any awards, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by Gridiron Australia;
5. A demotion or transfer of the individual to another location, role or activity
6. A suspension of the individual's membership or participation or engagement in a role or activity;
7. Termination of the individual's membership, appointment or engagement;
8. Recommend that Gridiron Australia terminate the individual's membership, appointment or engagement;
9. In the case of a coach or official, a direction that the relevant organisation de-register the accreditation of the coach or official for a period of time or permanently;
10. Any other form of discipline that hearing tribunal or Chairman considers appropriate.

When imposing any form of discipline, it will be accompanied by a warning that a similar breach of policy by that individual in the future may result in the imposition of a more serious form of discipline.



## Associations

If a finding is made that a Gridiron Australia member or affiliated association has breached Gridiron Australia's Member Protection Policy (including the Codes of Conduct), one or more of the following forms of discipline may be imposed by a hearings tribunal or Chairman:

1. A written warning;
2. A monetary fine;
3. A direction that any rights, privileges and benefits provided to that association by the Gridiron Australia be suspended for a specified period;
4. A direction that any funding granted or given to it by Gridiron Australia cease from a specified date;
5. A direction that Gridiron Australia cease to sanction events held by or under the auspices of that association;
6. A recommendation to the association that its membership of Gridiron Australia be suspended or terminated in accordance with the relevant constitution or rules; and/or
7. Any other form of discipline that Gridiron Australia considers to be appropriate.

When imposing any form of discipline, it will be accompanied by a warning that a similar breach of policy by the organisation in the future may result in more serious form of discipline.

## Factors to consider when imposing discipline

The form of discipline to be imposed on an individual or organisation will depend on factors such as:

- If the individual is a parent and/or spectator (ability to enforce a penalty may be difficult);
- Nature and seriousness of the behaviour or incidents;
- In a case where action is taken concurrently with or in lieu of a resolution of a formal complaint, the wishes of the complainant;
- If the individual concerned knew or should have known that the behaviour was a breach of the policy;
- Level of contrition of the respondent(s);
- The effect of the proposed disciplinary measures on the respondent(s) including any personal, professional or financial consequences;
- If there have been relevant prior warnings or disciplinary action; and/or



- If there are any mitigating circumstances such that the respondent(s) shouldn't be disciplined at all or not disciplined so seriously

