



Disputes and Disciplinary Policy Gungahlin United Football Club

1. Purpose

This document outlines the disputes and disciplinary policy for the Gungahlin United Football Club (GUFC). It is intended for use by parents, players and GUFC officials.

Any queries should be directed to the GUFC Secretary at secretary@gufc.org.au.

2. Scope

This policy has been formally ratified by the GUFC Executive Committee. As such the policy applies to all Club Members which includes all players, officials and agents as well as the parents and legal guardians of players under the age of 18 years.

All Club Members are also subject to the Football Federation Australia (FFA) Disciplinary [Regulations](#).

In the case of a conflict between the Football Federation Australia Disciplinary Regulations and the Gungahlin United Football Club Disputes and Disciplinary Policy the Gungahlin United Football Club Disputes and Disciplinary Policy shall take precedence.

3. Structure

This policy is written pursuant to Part 7 Disputes and Disciplinary of the Gungahlin United Football Club Constitution.

The Executive Committee will appoint, at its complete discretion, an independent person(s) to investigate each claim made in accordance with this policy.

GUFC has published Values and Code of Conduct. Breaches of these may lead to a complaint from another member of the Club or a member of the public, and/or disciplinary action by the Club.

GUFC encourages all members to recognise that the Club is run by volunteers and that common sense and courtesy should be applied to prevent the need for an issue to be formally dealt with by the Club. Both parties are expected to act in a reasonable manner. If the matter cannot be resolved to mutual satisfaction, and a member wishes to formalise the grievance, then this should be done at the earliest opportunity to allow the matter to be dealt with in a timely manner. Anyone who is the subject of a grievance will be accorded the right of reply.



4. Duties

The independent person(s) is responsible for the timely review of any formal complaints received by the Executive Committee. The independent person(s) will provide recommendation(s) to the Executive Committee for consideration and decision. The complainant and Club member will be advised the outcomes of the independent assessment as soon as reasonably practicable after a complaint has been reviewed.

5. Procedures

All complaints in relation to alleged infringements must be made in writing to the Executive Committee and the complainant(s) must be clearly identified.

- Club members that are alleged to have infringed relevant codes of conduct must receive a copy of the written (or electronic) complaint at least seven days prior to the independent person(s) consideration of the matter and be invited to respond to the complaint.
- When considering the complaint, the independent person(s) must take into consideration the nature of the alleged infringement, the circumstances surrounding the alleged conduct of the Club member and any response provided by the Club member, or independent witness, in relation to the complaint.
- When the independent person(s) has reached a conclusion in relation to the complaint it must provide a written statement of the outcome of its deliberations and recommendation(s) to the Executive Committee for consideration and decision.

Any person who witnesses behaviour that may potentially be a breach of the Club Policies is encouraged to report it to the GUFC Executive Committee. Such a report may be made verbally, electronically or in writing.

The GUFC Executive Committee may also self-initiate an investigation should a member of the Committee become aware of a suspected breach of a GUFC Policy.

6. Powers

Where a Club member has been found to have infringed any of the prescribed GUFC Values and Code of Conduct any or all of the following penalties may apply:

- a. a written warning;
- b. a direction to perform Club duties for a specified period of time;
- c. a suspension from, as a non playing member of the GUFC, attending any official games for a specified period of time;
- d. a suspension from, as a playing member of the GUFC, playing football for the Club for a specified period of time;



- e. a monetary fine of not more than any fine imposed on the Club caused by the members conduct in question;
- f. Cancellation of the Club member's membership and expulsion from participating in any official club activities.

When deciding the penalty, the independent person(s) must give due consideration to the Club member's past conduct when representing the Club.

Any disciplinary action should not be seen purely as a form of punishment, but rather as a form of correcting unacceptable behaviour.

It should be noted that any penalties imposed by the independent person(s) are in addition to those imposed by external bodies such as FFA or Capital Football.

7. Review

A Club member is entitled for a review of the decision.

- A request for the Executive Committee to review the decision must be made in writing outlining the reason why the decision is considered incorrect and / or any new information that may influence the decision and provided to the Secretary within five days of the Club member having received written advice of the decision.
- When considering the complaint, the Executive Committee must take into consideration the nature of the alleged infringement, the circumstances surrounding the alleged conduct of the Club member, any response provided by the Club member in relation to the complaint and the appropriateness of the independent person(s) findings.
- When the Executive Committee has reached a conclusion in relation to the review of the decision, it must provide a written statement of the outcome to the Club member and the independent person(s).
- Where a Club member seeks a review of the decision, any penalty imposed on the Club member by the Executive Committee is suspended until the Executive Committee has had an opportunity to review the decision and advise the Club member of the outcome of the review.