**NURIOOTPA HOCKEY CLUB**

**DISCIPLINARY POLICY**

**Introduction**

The Nuriootpa Hockey Club is committed to maintaining a respectful and safe environment for all members, including players, coaches, officials, and spectators. This policy outlines the disciplinary procedures for addressing misconduct and ensuring fair consequences for inappropriate behaviour.

**Code of Conduct Violations**

The following behaviours are considered violations of the Club’s Codes of Behaviours and may result in disciplinary action:

* Unsportsmanlike conduct, including verbal abuse, physical aggression, or disrespect towards players, officials, or spectators.
* Persistent failure to follow Club rules or instructions from coaches and officials.
* Use of inappropriate or offensive language.
* Damage to Club or opponent’s property or facilities.
* Harassment, bullying, or discrimination of any kind.
* Breach of child safety policies, including inappropriate interactions with minors.
* Consumption of alcohol or illicit substances at Club events in violation of Club`s Codes of Behaviour.
* Any actions that bring the Club into disrepute.

**Disciplinary Process**

1. **Incident Identification**
   * Any misconduct, breach of code of behaviour is reported to a Club Coach or any Club Committee Member.
   * Reports can come from coaches, players or spectators.
2. **Initial Review**
   * If a coach receives the report, then they must notify a Club Committee Member within 24 hours of receiving the report.
   * The Club Committee will assess the report.
   * The assessment of the report must be completed with 48 hours
3. **Notification**
   * A notification letter/email will be sent to the individual involved notifying them of the alleged breach.
   * The letter/email must be sent within 48 hours of the report assessment.
   * This will be done by the Club President.
4. **Disciplinary Meeting**
   * The individual involved will be given a chance to explain their actions, either through a face-to-face meeting or through Zoom/Teams.
   * The Club Executives will be present for this meeting.
   * Every effort will be made make sure that the meeting is held with 7 days of the incident.
5. **Outcomes**
   * The Club Executive will notify the involved individual through email/letter of the outcome of the disciplinary meeting.
   * The notification will come within 48 hours of the disciplinary meeting.
   * The individual involved has the right to appeal the disciplinary actions against them. See appeals process below

**Disciplinary Procedures**

1. **Verbal Warning:**
   * A first-time minor offence may result in a verbal warning from the coach, team manager, or Club official.
2. **Club Service:**
   * Could be issued in addition to suspensions.
3. **Suspensions:**
   * **One-Game Suspension:** Issued for continued misconduct following a written warning, or for moderate infractions such as excessive dissent towards officials or reckless play.
   * **Multiple-Game Suspension:** Applied for more serious violations, including physical altercations, severe unsportsmanlike behaviour, or repeated misconduct.
   * **Indefinite Suspension:** Reserved for severe breaches of the Code of Conduct, such as violence, threats, discrimination, or repeated major infractions.
4. **Expulsion:**
   * The Club reserves the right to expel a member in extreme cases where behaviour is deemed highly inappropriate or detrimental to the Club's values and safety.
   * Expulsion decisions will be made by the Club committee following a formal review.

**Appeals Process**

* A member has the right to appeal disciplinary actions by submitting a written request to the Club committee within seven (7) days of the decision.
* The appeal will be reviewed by a panel of Club Committee members and the President, and a final decision will be communicated within fourteen (14) days.

**Conclusion**

The Nuriootpa Hockey Club expects all members to uphold the highest standards of behaviour both on and off the field. Failure to comply with this policy may result in disciplinary action, including suspensions or expulsion from the Club.

All disciplinary outcomes handed down by the Nuriootpa Hockey club are separate to any Barossa Valley Hockey Association and Hockey SA disciplinary actions.

Authorised and Endorsed by the Nuriootpa Hockey Club Committee 2025