



## Discipline Policy

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### 1. Related Documents

- 1.1 Saints Basketball Club- By-Laws
- 1.2 Saints Basketball Club- Constitution
- 1.3 Saints Basketball Club- Coach Code of Conduct
- 1.4 Saints Basketball Club- Parents Code of Conduct
- 1.5 Saints Basketball Club- Players Code of Conduct
- 1.6 Saints Basketball Club- Spectators Code of Conduct
- 1.7 Saints Basketball Club- Disciplinary Policy
- 1.8 Any Code of Conduct/ By Law endorsed written or supported by Knox Basketball Incorporated
- 1.9 Any Code of Conduct/ by-law or governing document endorsed written or produced by Basketball Victoria

### 2. Purpose of the policy

- 2.1 Saints basketball Club strives to be an inclusive and welcoming domestic basketball club which continues to maintain a professional and respected reputation within Knox Basketball Incorporated.
- 2.2 This policy is established to ensure a transparent and structured approach to resolving and addressing any behaviour, language, actions or conducted by any player, coach, spectator or any other person associated with Saints Basketball Club that could otherwise damage the reputation of Saints Basketball Club and was in breach of any of the documents referred to in Part 1 that would warrant actions to be taken by the club.



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### **3. Disciplinary Committee.**

- 3.1 All disciplinary matter that come to the attention of the Saints Basketball Club shall be dealt with by the disciplinary committee.
- 3.2 The disciplinary committee shall comprise of the following people:
  - The disciplinary committee convenor
  - A current serving member of the Saints Committee
  - A current Saints member not associated with any party to which the disciplinary actions relate.

### **4. Dealing with disciplinary issues.**

- 4.1 Any person shall be entitled to lodge a disciplinary issue with the Saints Basketball Club by any of the following means:
  - Lodging directly through the link located on the Saints website;
  - Advising any current serving member of the Saints Committee
- 4.2 Upon becoming aware of an incident that falls within the scope of this policy, the committee convenor shall record the nature of the incident, seek to identify all known circumstances around the incident and notify the other members of the disciplinary committee of the circumstances of the incident and commence an investigation into the incident.
- 4.2 The committee convenor shall, where appropriate notify the subject of the investigation that the club had become aware of an incident and that they would be investigating the incident further.
- 4.3 The subject of the investigation shall in all circumstances in becoming aware of a disciplinary investigation be afforded the opportunity to provide to the disciplinary committee, in writing, an explanation as to their understanding of the incident and what took place.
- 4.3 Once all information is known or received the disciplinary committee shall convene and determine what (if any) actions would be recommended by the disciplinary committee be taken against the subject of the investigation.



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- 4.4 Once an investigation is complete, the committee convenor shall report to the Saints Basketball Club executive committee the nature of the of incident and the proposed actions (if any) recommended by the disciplinary committee to be taken against the subject of the investigation.
- 4.5 The recommended actions presented to the Saints Basketball Club committee by the disciplinary committee shall then be reviewed by the executive committee and either 'supported' or 'not supported'.
- 4.6 In circumstances where the proposed actions recommended by the disciplinary committee are 'not supported' by the executive committee then further discussion will be undertaken between the executive members of the Saints Basketball Club committee and disciplinary committee in order to reach a suitable resolution to the incident.

## **5. Sanctions.**

- 5.1 In investigating and resolving a disciplinary incident, the disciplinary committee shall be permitted to use any of or combination of the following sanctions against the disciplinary subject .
  - 5.1.1 Exonerated (no further actions taken)
  - 5.1.2 An official club issued warning
  - 5.1.3 A financial sanction
  - 5.1.4 A club imposed playing or spectating sanction.
- 5.2 Any breach of the disciplinary policy deemed too serious in the circumstances and thus falling outside the available sanctions under this policy shall be directed back to the Saints Basketball Club Committee to be dealt with appropriately.



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## Statement of Terms

*Committee convenor-*

*Shall be the serving Vice President of Saints Basketball Club. In the absence of the Vice President then another member of the executive committee of the Saints Basketball Club*

*Disciplinary Subject-*

*Refers to the individual or group of individuals of whom are the subject of the disciplinary investigation.*

*In writing-*

*Refers to an email addressed directly to the committee convenor.*

*Executive committee-*

*Refers to the President, Secretary and Treasurer.*

*Financial sanction-*

*Refers to a sanction in the form of a club-directed payment made by the disciplinary subject for repairs/ damages caused (if applicable).*