

Procedures for Dealing with Disputes & Code of Behaviour Breaches

This document is meant as a guide only. Each individual case will need to be assessed by the Anglesea SLSC Board at the time of the incident.

1. DEFINITIONS

- 1.1. Member – means a general member of Anglesea Surf Life Saving Club, either a competitor or his/her parent/guardian.
- 1.2. Board/Committee Member – means a person who has been elected or appointed to the current Anglesea Surf Life Saving Club Board/Committee.
- 1.3. Official – means anyone who was acting as an appointed official during the time of competition.
- 1.4. Club Official – means a person who has been elected or appointed to the Anglesea Surf Life Saving Club.
- 1.5. Director of Competition – means the elected or appointed director of the Competition Division of Anglesea Surf Life Saving Club.
- 1.6. Spectator – means someone who is watching the competition/training and is not a Member as defined above.
- 1.7. Codes of Conduct – is the Codes of Behaviour as printed in this Member Information Handbook produced by the Anglesea SLSC.

2. DISPUTES

- 2.1. Where a Member sees a problem with how an event is being conducted by an Official he/she shall in the first instance report the problem to their Club Official present on the day, who shall notify the Director of Competition of the problem at once. If the problem appears to be ongoing then the Director of Competition shall ensure that the problem is raised at a Directors Meeting.
- 2.2. Where a Member feels that an Official is breaking the Codes of Behaviour then he/she shall in the first instance report this to their Club Official who shall approach the Director of Competition who shall arrange to speak with the Official mentioned and seek an explanation. At this time a verbal warning regarding the Code of Conduct may be given.
- 2.3. If the offence mentioned in sub-clause 2.2 has not been concluded satisfactorily at this stage then the complainant may write to the Director of Competition within 14 days of the incident detailing the offence as reported. The Director of Competition shall then notify the Official in question of the accusation made against them and request written explanation of the incident; such explanation must be received by the Director of Competition within 14 days of the receipt of the Director of Competition's letter. Upon receipt of the Officials explanation the Director of Competition will table both letters at the next Director's Meeting.
- 2.4. The Directors, upon receipt of both letters mentioned in sub-clause 2.3, shall decide upon any penalty to be imposed from those listed in clause 3 of this document. The Director of Competition shall then write within 7 days to both parties notifying them of the Director's decision and their right to appeal that decision within 14 days. If the Director of Competition then receives further correspondence from either party appealing the decision the Director of Competition will notify the Directors at the next meeting and will thereafter seek to organise mediation.

- 2.5. Where an Official feels that a Member or Spectator has broken the Codes of Behaviour then he/she shall report such matter to a Board/Committee member who shall approach the Member/Spectator and give them a verbal warning and ask for their name & address if it is not already known. If this does not finalise the matter then the Board/Committee member shall request the Official to write a formal complaint to the Director of Competition within 14 days of the offence. The Director of Competition shall then write to the Member/Spectator requesting an explanation of their behaviour in writing within 14 days of receipt of the notification. Upon receipt of the explanation the Director of Competition will table both letters at the next Board/Committee Meeting
- 2.6. The Board/Committee upon receipt of both letters mentioned in sub-clause 2.5 shall decide upon any penalty to be imposed from those listed in clause 3 of this document. The Director of Competition shall then write within 7 days to both parties notifying them of the Board/Committee's decision and their right to appeal that decision within 14 days. If the Director of Competition then receives further correspondence from either party appealing the decision the Director of Competition will notify the Board/Committee at its next meeting and will thereafter seek to organise mediation.
- 2.7. If an Official/Athlete or Member is threatened with violence, then the offender will be asked to leave the vicinity immediately. The Director of Competition will then write to the offender within 7 days to request a written explanation for their behaviour and shall thereafter follow the procedure for having received a complaint as listed in the above clauses.

3. PENALTIES

The penalties listed herein are suggested and should only be used as a guide.

3.1. Swearing;

- a) Initial offence – verbal caution and request to re-read the Codes of Conduct.
- b) Repeated offence – suspension from Anglesea SLSC for a period of one (1) week, followed by a public apology to those who may have been offended.
- c) Persistent offending – suspension from Anglesea SLSC for the remainder of the season.

3.2. Abuse of a Competitor/Official or Member;

- a) Initial offence – verbal caution, written apology to injured party/s and request to re-read the Codes of Conduct.
- b) Repeated offence – suspension from Anglesea SLSC for a period of at least two (2) weeks. Suspension only to be lifted if a public apology is freely and sincerely given to the injured party/s.
- c) Persistent offending – suspension from Anglesea SLSC for the remainder of the season, along with a suggestion that the offender seek anger management help.

3.3. Threatening or Intimidating Abuse of a Competitor/Official or Member;

- a) Initial offence - Suspension from Anglesea SLSC until just cause can be shown for reinstatement or until the matter has been settled to the satisfaction of all concerned.
- b) Repeated offence – Life Ban from Anglesea SLSC unless just cause can be shown for reinstatement. If just cause can be shown then the offender can be considered to be under probation for not less than one (1) entire year.

3.4. Violence – Police to be called and the offender charged. Offender to be banned from Anglesea SLSC for a period not less than one (1) year and only readmitted upon receipt of an unreserved apology. Such readmittance to be considered as probation for not less than two (2) years.