

Disciplinary Measures

Mindarie Football Club adopted all Code of Conduct, Policies and Procedures from Football Federation Australia when formed in August 2015.

In regards, to the National Member Protection Policy, as a generic document, the following Disciplinary section was adopted as an amendment at Mindarie Football Club.

***Disciplinary Measures***

If an individual or organisation to which this Policy applies breaches this Policy, one or more forms of discipline may be imposed. Any disciplinary measure imposed under this Policy must:

(a) Be applied consistent with any contractual and employment rules and requirements;

(b) Be fair and reasonable;

(c) Be based on the evidence and information presented and the seriousness of the breach; and

(d) Be determined in accordance with Part V of the FFA Statutes.

***Individuals***

Subject to contractual and employment requirements, if a finding is made by a Tribunal that an individual has breached this Policy, one or more of the following forms of discipline may be imposed:

(a) A direction that the individual make a verbal and/or written apology;

(b) A written warning
 1) 1st warning in writing and verbally provided
 2) Final warning in writing and verbally provided, along with a suspension
 (suspended or in full)

(c) A direction that the individual attend counselling to address their behaviour;

(d) A withdrawal of any awards, scholarships, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by the applicable Member Federation and/or FFA;

(e) A demotion or transfer of the individual to another location, role or activity;

(f) A suspension of the individual’s membership or participation or engagement in a role or activity;

(g) Termination of the individual’s membership, appointment or engagement;

(h) A recommendation that the applicable Governing Body terminate the individual’s membership, registration, appointment or engagement;

(i) 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;

(j) A fine; or

(k) Any other form of discipline that Tribunal considers appropriate within the limitations described in Part V of the FFA Statutes.

***Factors to consider***

The form of discipline to be imposed on an individual or organisation will depend on factors such as: (a) The nature and seriousness of the breach;

(b) If the person(s) knew or should have known that the behaviour was a breach;

(c) The level of contrition;

(d) The effect of the proposed disciplinary measures on the person(s) including any personal, professional or financial consequences;

(e) If there have been relevant prior warnings or disciplinary action;

(f) The ability to enforce discipline if the person(s) is a parent or spectator (even if they are bound by the Policy); and/or

(g) Any other mitigating circumstances.