



BALLAJURA AFC DISCIPLINARY PROCEDURES

Ballajura Association Football Club requires its players to meet certain standards of behaviour. A Code relating to conduct of players and the protection of the reputation of **Ballajura Association Football Club** is set out below.

PART 1 - PRELIMINARY

These procedures are to formalise the actions available to The Club in relation to player misconduct. They do not intend to reduce or limit the actions available to Coaching staff in regard to day-to-day coaching decisions.

1. Commencement

- (1) This Code commences on 1st March 2009 and supersedes all previous Codes of Conduct drafted by The Club.

2. Force and Effect

- (1) This Code shall apply to all Players of The Club from the Commencement Date.
- (2) All Players acknowledge that as a condition of being eligible to play with The Club, they agree to comply with the terms of this Code.
- (3) The effect of this Code is to ensure the welfare and reputation of The Club is maintained.
- (4) This goal must take all Relevant Considerations into account, as outlined in Part V.
- (5) This Code does not apply to non-playing Members or Players who are spectators. They remain subject to the discipline of the General Committee who shall aim to apply penalties consistent with the Code.

3. Notice and Acceptance

- (1) All Members of The Club shall be deemed to have notice of the Code and its provisions by the Code being displayed via a prominent link on the front page of the Website, and in the social rooms of The Club.

4. Interpretation

- (1) Assault - as defined by the Crimes Act.
- (2) Commencement Date - 1st March 2009.
- (3) Defence - See Part VI.
- (4) Disciplinary Committee - See Part II.

- (5) General Committee - the general Ballajura AFC committee as appointed during The Club AGM.
- (6) Grave Offence - See Part III.
- (7) Leadership Group - Captains, Vice Captains and Deputy Vice Captains as appointed by the Coach.
- (8) Players of The Club - Includes all individuals registered to play or train with The Club.
- (9) Members of the Opposition Club – includes:
 - (a) All individuals eligible to play for the opposition whether playing during the relevant incident or not;
 - (b) Officials;
 - (c) Coaching and Administration Staff;
 - (d) Training Staff; and
 - (e) Supporters of the opposition.
- (10) Significant Offence - See Part III.
- (11) Offence Category - includes Significant Offence, Serious Offence, and Grave Offence - See Part III.
- (12) Offence - see Part IV.
- (13) Relevant Considerations - See Part V.
- (14) Relevant Incident - any incident brought to the attention of the Disciplinary Committee, by any Member of The Club, for investigation.
- (15) Relevant Member - Member of The Club involved in the Relevant Incident.
- (16) Reporting Member - Any Member of The Club that brought the Relevant Incident to The Club's attention.
- (17) Laws of the Game - as determined by the FIFA.
- (18) Serious Offence - See Part III.
- (19) Success - See Part V, section 18.
- (20) The Club - Ballajura AFC.
- (21) Website - The Club website, being www.ballajuraafc.com.

Part II - Disciplinary Committee

5. Creation of the Disciplinary Committee

- (1) This section creates the Disciplinary Committee, which will consist of:
 - (a) The President of The Club and one other member of the General Committee; and
 - (b) One member of the Leadership Group.
- (2) The Reporting Member, Relevant Member, cannot be members of the Disciplinary Committee for the hearing in which they are involved.
- (3) In the event that the Disciplinary Committee cannot consist of those persons mentioned in subsection (1) due to unavailability, the unavailable persons must be replaced by members of the General Committee that do not fall into categories outlined in subsection (2).
- (4) Each member of the Disciplinary Committee has one equal vote which must be used to determine the penalty to be applied to the Relevant Member.

6. Conduct of the Disciplinary Committee

- (1) Any Relevant Incident must be heard by the Disciplinary Committee to determine:
 - (a) Whether the Relevant Incident is sufficient to fall within an Offence Category;
 - (b) Which Offence Category as outlined in Part III the Relevant Offence is to be defined; and
 - (c) Which penalty is to be applied, taking into account the following:
 - (i) the limits imposed by the Offence Category in Part III;
 - (ii) the Penalty limits imposed in Part IV;
 - (iii) all Relevant Considerations in Part V; and
 - (iv) Any applicable Defence in Part VI.

7. Timing of Hearings

- (1) The Relevant Member will have their hearing within one week of:
 - (a) The Relevant Incident being reported to the Disciplinary Committee; or
 - (b) The Relevant Member being notified of the report of the Relevant Incident to the Disciplinary Committee;whichever is later.
- (2) The Relevant Member will be notified of the result of the hearing within one week of the hearing.
- (3) The Relevant Member may ask to delay a hearing for work, personal reasons or availability of witnesses for up to one week.

8. Procedure of Hearings

- (1) Where a Relevant Incident is scheduled to be heard by the Disciplinary Committee, the Reporting Member must give evidence supporting the Relevant Incident to the Disciplinary Committee.
- (2) The Relevant Member may then explain his actions before the Disciplinary Committee.
- (3) The Relevant Member may call any witness or person the Relevant Member believes will assist their case to attend the hearing and provide evidence.
- (4) Where such witness or person is called by the Relevant Member, the witness or person must be given a reasonable opportunity to be heard by the Disciplinary Committee.
- (5) The Disciplinary Committee may question any person that has attended the hearing, at any stage of that hearing.
- (6) Once all available evidence has been heard by the Disciplinary Committee, the Disciplinary Committee will discuss the matter in private.
- (7) Any member of the Disciplinary Committee may then, at the conclusion of discussion, propose a penalty to be applied to the Relevant Member.
- (8) Each member of the Disciplinary Committee has one equal vote which must be used to determine the penalty to be applied to the Relevant Member.
- (9) The penalty will be decided by a majority vote. The process outlined in subsection (6) to (8) will continue until a proposed penalty achieves a majority favourable votes.

- (10) Once a majority of votes have been achieved in favour of the penalty, the penalty is set and cannot be vetoed by any Member of The Club, except in accordance with section 9.

9. Review of Hearings

- (1) The Relevant Member may approach or contact the entire Leadership Group on the day following the Disciplinary Committee hearing, and plead their case for a review of the decision.
- (2) Where the entire Leadership Group believes there to be grounds for review, the entire Leadership Group may take the matter to the Disciplinary Committee within one week of the original hearing, who will review the facts in light of the Leadership Group's comments.
- (3) The Disciplinary Committee may then review the decision and penalty, applying the process in section 8 subsection (6) to (10). This decision will be final.

Part III - Offence Categories

10. Significant Offence

- (1) Includes, but is not limited to, the following:
 - (a) Verbal abuse of referees;
 - (b) Verbal abuse of Members of The Club;
 - (c) Verbal abuse of opposing supporters;
 - (d) Disobeying instructions of the Coach or Leadership Group;
 - (e) Deliberately causing disharmony among the playing group;
 - (f) Arguing with Members of The Club;
 - (g) Vilifying Members of The Club in any manner;
 - (h) Endangering the health of Members of The Club;
 - (i) Failing to alert coaching, staff of unavailability to play or train;
 - (j) Negative comments to Members of The Club regarding on field or training performance, except for members of the Leadership Group; and
 - (k) Any action the coaching staff may see causing harm to the club.

11. Serious Offence

- (1) Includes the following:
 - (a) Physically dangerous actions towards Members of The Club or Members of the Opposition Club that do not amount to Assault however are outside the Rules of the Game;
 - (b) Assault of Members of the Opposition Club during a game, who are deemed to be taking part in that game;
 - (c) Racial Vilification;
 - (d) Playing or training under the influence of illegal drugs or alcohol; and
 - (e) Intentionally damaging Club property.

12. Grave Offence

- (1) Includes the following:
 - (a) Assault of Members of The Club;
 - (b) Assault of Members of the Opposition Club who are not deemed to be taking part in a game;
 - (c) Any offence under the Crimes Act that has a sufficient connection with The Club; and
 - (d) Assault of referees.

Part IV - Penalties

13. Significant Offence

- (1) First Significant Offence - a suspension of up to 1 game and/or a warning.
- (2) Second Significant Offence - Suspension from playing for 1 game or suspended sentence for up to 2 games.
- (3) Third and Subsequent Significant Offences - Suspension from playing for 1 game to indefinite.

14. Serious Offence

- (1) First Serious Offence - Suspension from playing or suspended sentence for 1 to 4 games.
- (2) Second and Subsequent Serious Offences - Suspension from playing for 4 games to indefinite.

15. Grave Offence

- (1) First Grave Offence - Suspension from playing for 4 games to indefinite.
- (2) Second and Subsequent Grave Offences - Registration cancelled, and permanent ban from the club.

Part V - Relevant Considerations

16. Relevant Considerations

- (1) Include the following:
 - (a) Any malice or intent exhibited by the Relevant Member;
 - (b) Prior record of the Relevant Member regarding the Code of Conduct;
 - (c) Remorse shown by the Relevant Member;
 - (d) Likelihood of the Relevant Member re-offending;
 - (e) Effect of the Relevant Member missing games on the individual, and The Club;
 - (f) Seniority of the player (i.e. senior players should be setting an example); and
 - (g) Any other relevant matter.

Part VI - Defences

In setting any penalties, the Disciplinary Committee, at their discretion, may take into account:

17. Proportionate Force

- (1) A Relevant Member may be considered for lighter sentences under the Code of Conduct where:
 - (a) Their actions were solely in response to actions of a Member of the Opposition Club;
 - (b) The Relevant Incident occurred during the course of a Football Match between players of that football match, including just prior, and just subsequent to, the game, as well half time; or
 - (c) Only proportionate force was used by the Relevant Member.

BALLAJURA AFC CODE OF CONDUCT

ON FIELD : Any action which jeopardizes the welfare or reputation of the team or team mates shall cause the offender to explain his actions before the coaching staff and one senior member of the committee. This will be known as the Disciplinary Committee. A player may ask to have any witness or person helpful to their case appear before the committee. A player may ask to delay a hearing for work, personal reasons or availability of witnesses for up to one week. If an action is found by the committee then it will be categorized as significant, serious or grave.

SIGNIFICANT OFFENCE 1st time - a warning will be given. MINOR OFFENCE 2nd time - possible suspension from playing or suspended sentence. MINOR OFFENCE 3rd time (or worse) - suspended from playing from 1 game to indefinite.

SERIOUS OFFENCE 1st time - suspended sentence or suspended for 1 to 4 games. SERIOUS OFFENCE repeat - suspended indefinitely or registration cancelled.

GRAVE OFFENCE 1st time - suspended indefinitely or registration cancelled. GRAVE OFFENCE repeat - registration cancelled.

All players will have their hearing and results within one (1) week of notification they must appear before the Disciplinary Committee. In the event of the player asking for a delay, the week will start from the time of the hearing's commencement.

MINOR OFFENCES include: team mate abuse, disobeying coaching instructions, deliberately causing disharmony among the playing group, arguing with team mates, coaching or support staff, vilifying in any manner, team mates, coaching or support staff, endangering the health of team mates or self, failing to alert coaching staff of unavailability to play or train or any action the coaching staff may see causing harm to the club.

SERIOUS OFFENCES include: physically dangerous actions towards team mates, opposition or others, playing or training under the influence of illegal drugs, playing or training while intoxicated with alcohol.

GRAVE OFFENCES include: physical attacks on team mates, coaching and support staff, physical attacks on any non-playing personnel from another club, racial vilification of opponents, team mates or any person at the ground.

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