

Misconduct Investigation Policy

Endorsed by WJFC Committee: September 2014

Purpose

During the course of a season the Warrandyte Junior Football Club (WJFC) can receive complaints about misconduct via a variety of sources: Yarra Junior Football League (YJFL), opposition clubs, parents or players. The purpose of this Policy is to ensure all complaints raised are appropriately and fairly addressed, allowing the WJFC Committee to be proactive in its investigation.

Investigation

All investigations undertaken by WJFC are in consideration and application of procedural and judicial fairness. The WJFC Committee will take the following action on receipt of a complaint against a member of the club:

1. Receive complaint
2. Seek notification of the incident in writing, requesting full details inclusive of the identification (where possible) of the alleged member involved, the identity of potential witnesses to the incident - player, parent, official, spectator, to form a detailed summary of the incident
3. Appoint an Investigation panel of WJFC Club officials + 1 independent party (as required)
4. Review and investigate the allegation; speak to the person making the allegation; interview witnesses and the complainant; and make a determination as to what has occurred
Note: If the complaint is against a player of the WJFC, the player and parents/ carers of the player MUST be present at all interviews and tribunal hearings
5. The Investigation panel will then provide a summary and recommendation of their findings to the WJFC Committee for consideration and comment; inclusive of any proposed penalty should it be deemed appropriate
6. Matters that are determined worthy of a penalty will be addressed by the President, Football Operations and/or a nominee, directly with the club member (if this is a child, the parents will also be required to be in attendance) and the investigation explained and the penalty applied.

Penalties

The YJFL Statement of Rules, League By-Laws - Section 8: Discipline, suspension and expulsion of members provides the WJFC Committee with the ability to impose sanctions on its members who they have found guilty of conduct unbecoming a member or prejudicial to the interests of the club.

Penalties are limited to fines, suspensions or expulsion from the club and will be determined and agreed upon in accordance with this Policy. Where membership

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cancellation is the determined outcome, membership fees or part thereof will not be refunded.

Disputes and Mediation

Where a dispute arises from a misconduct investigation, the member has a course of action available to them as defined under Section 9: Disputes of the YJFL Statement of Rules, League By-Laws.

Ineligibility for Best and Fairest Awards

A player is ineligible to be awarded a Best and Fairest Award if any of the following applies:

1. A player is suspended by the YJFL Tribunal for any reason during the season
2. If a player is subject to internal disciplinary action for an on field incident that is contrary to the YJFL Statement of Rules, the WJFC Committee will consider all the circumstances of the internal disciplinary action before determining if a player is eligible for a WJFC Best and Fairest Award.