



DISCIPLINARY POLICY & PROCEDURES

PURPOSE

The purpose of this *Disciplinary Policy & Procedures* document is to provide a uniform approach for Casuarina Beach Rugby Club (CBRC) to deal with any breach of the applicable Code of Conduct (CoC) or for a player that receives either an official caution or dismissal by a match official.

POLICY

We urge all players, parents, social members, and volunteers to read/sign the club's Code of Conduct (as appropriate) prior to the season commencing and agree to abide by the behaviour expectations.

The CoC encompasses games, training, skill clinics, coaching courses, meetings, presentations, fundraising events, carnivals, forums and any event sanctioned by CBRC, Rugby AU, Far North Coast Rugby Union or Gold Coast District Rugby Union that CBRC are involved in.

The overarching expectation is that all persons associated with CBRC (player, coach, manager, parent, volunteer, or supporter), does not:

- cause gross offence to any other stakeholder of CBRC or any other club.
- bring CBRC name into disrepute.
- partake in any level of drug taking, possession of drugs, or dealing drugs, within the environment of the club, at any club event, or any venue associated with the club.
- partake in any level of violence, physical or verbal, within the environment of the club, at any club event, or any venue associated with the club.

Inappropriate dealings with a coach

Coaches have the authority to exclude players from training activities in response to inappropriate behaviour. Coaches of junior teams may remove players from the field of play during games in response to inappropriate behaviour from the player or the player's parent. In addition, coaches may 'bench' players when they consistently:

- miss training, without notifying the coach.
- are late for training, without notifying the coach.
- are late for matches.



Players or the player's parent/guardian who responds inappropriately to the instructions of a coach or club official during a game or training in such a manner as they clearly breach the club's CoC may be subject to penalties imposed by CBRC.

In such a case, the responsible coach can make a request to the committee that action be taken against the player concerned in the form of a yellow or red card. The coach must make the request in writing to the secretary within seven (7) days of the incident.

Drugs and Alcohol

Drug and Alcohol abuse is not tolerated within CBRC at any level. CBRC is an active member of the local community and provides a platform for junior players (girls and boys), senior players (men and women), parents, families, supporters, and sponsors to come together to enjoy Rugby.

CBRC is committed to providing a safe, healthy, family friendly and positive sport environment. All members of CBRC have a responsibility to ensure that they take reasonable care to protect their own health & safety and that of others whilst in this environment by not being affected by alcohol or other drugs to the extent that it impacts on their own or another person's recreational enjoyment or safety.

All Players, Club Officials, Parents, Sponsors, Volunteers or Supporters of CBRC are not to sell, distribute, manufacture, possess or consume illegal drugs when on the premises of CBRC, at a club function, or at a club associated venue. Alcohol will not be consumed by a player whilst they are engaged in a game.

The right of members to consume alcohol or take other drugs socially is acknowledged, however it is inappropriate to do so at CBRC as it places others at risk of harm and brings the CBRC and its 'family friendly' environment into question. CBRC reserves the right to take action if a member is:

- affected by alcohol or other drugs, so as to endanger their own safety or the safety of any other person during the course of a match or social club function
- consuming illegal drugs at CBRC premises, club events or club associated venues
- found in the possession of illegal drugs or drug use equipment on CBRC premises, events or club associated venues
- known to have involvement in production of illegal drugs
- dealing of illegal drugs at CBRC premises, events or club associated venues.

PROCEDURE



CBRC members who breach the club's CoC will be officially warned by the Committee by using a card process similar to playing a game. If after two warnings a member's inappropriate behaviour continues, CBRC will have no other option other than to give them a red card and bring them in front of the Committee.

1. **First Warning** (Yellow Card 1) for an infringement or breach of the CoC for the first time in the season. The member will be notified by the Committee that their behaviour is not acceptable and if they persist, they will be given another warning.
2. **Second Warning** (Yellow Card 2) for an infringement or breach of the CoC for the second time in the season. The member will be notified by the Committee that their behaviour is not acceptable and if they persist, they will be given a third and final warning.
3. **Third and Final Warning** (Red Card) for an infringement or breach of the CoC for the third time in the season. The member will be notified by the Committee that they must be brought before the committee for disciplinary action.

Note 1: The infringement or breach can be for different incidents and is not a necessity that the progression of penalty is for the same matter.

Note 2: The committee may decide to bypass yellow cards and issue a red card as they deem appropriate.

RED CARD SANCTIONS

The committee may take the following actions:

- suspend the player from matches and training for a period of time.
- notify the player that their registration for the following season will not automatically be accepted and will be subject to review to determine if the player is of proper character to represent CBRC.
- counsel the player regarding their use of alcohol or drugs and refer the player to appropriate organisations to address the misuse or abuse of illicit substances.
- exclude the member from awards, participation and club functions.
- terminate membership from CBRC and any further involvement with CBRC.
- request reparation to the club for the breach.
- activate any one or more of the above approaches.

RIGHT OF APPEAL

To ensure that CBRC maintains a fair, balanced and reasonable position in all disciplinary matters, any disciplinary penalty imposed will be open to an appeal process as per CBRC constitution (paragraph 12).