

**Upper Ferntree Gully Cricket Club (UFTGCC) Disciplinary Action Process**

Upper Ferntree Gully Cricket Club will take disciplinary action in cases where it believes the club constitution, a club policy or the code of conduct has been breached.

***(Note: If the matter relates to suspected child abuse, sexual assault or other criminal activity, then the club will need to report the behaviour to the police and/or other relevant government authority.)***

A panel will meet to discuss and investigate the alleged breach, including speaking directly with the affected person and any witnesses as required. The panel will be approved by the club President and comprise of at least one life member and one committee member.

The panel will not be biased for or against the affected person in any way.

The affected person can have a support person present/involved if they wish.

Any disciplinary measure imposed will:

* Be based on the evidence, information presented and the seriousness of the breach
* Be fair and reasonable
* Be applied in-line with the club constitution, by-laws and rules of the game
* Be applied in-line with contractual or employment regulations and requirements (if relevant)

Possible measures that may be taken include:

* Verbal and/or written apology
* Counselling to address behaviour
* Participation in a training or development activity
* Suspension of participation or engagement in a role or activity
* Suspension or termination of membership
* A fine
* Withdrawal of any awards, placings, records, achievements bestowed in any competition, activities or events held or sanctioned by the Club
* Other measure that the Club considers reasonable and appropriate

*(Note: More than one measure can be applied.)*

**Appeals**

The affected person can lodge one appeal against the disciplinary measure/s decided on by the club.

The appeal should be in writing and addressed to the club President.

Appeals can be made on the belief that:

* The measure/s imposed is unjust or unreasonable
* The decision was not supported by the information/evidence available and presented

Appeals will be considered by a panel not involved in the original decision. The panel will be approved by the club President and comprise of at least one life member and one committee member (including the Junior Sub-Committee as appropriate.)