



GRIEVANCE POLICY

The Mt Martha Netball Club Grievance Policy sets out the procedure for dealing with grievance matters.

The grievance procedure set out in this document applies to disputes between:

- A member and another member
- A member and the Committee
- A member and the Club.

Any general member, committee member, official or other interested person may give written notice of a complaint relating to the conduct or otherwise of a member to the Secretary.

Parties should attempt to resolve the dispute.

The parties to a dispute should attempt to resolve the dispute between themselves within 7 days of the dispute coming to the attention of each party.

If the parties to a dispute are unable to resolve the dispute between them within 7 days, the parties may, within 10 days, notify MMNC of the dispute in writing to the secretary.

Participation where behaviour is not fair and safe as stated in the Code of Conduct.

Where a member involves themselves and/or is involved in collusion or deliberate behaviour where player participation is not safe or fair, the following process will be followed:

1. Official warning given, players are to sign the Players Code of Conduct and return to the Secretary within 3 days of the warning.
2. Second official warning results in immediate player suspension for 1 match.
3. Third official warning results in immediate player suspension for 3 matches.
4. Fourth official warning results in a hearing to expel the player at a hearing of a disciplinary subcommittee.

Disciplinary subcommittee:

- (a) If the committee is satisfied that there are sufficient grounds for taking disciplinary action against a member, the committee must appoint a disciplinary subcommittee;
- (b) The members of the disciplinary subcommittee must be:
 - a. Committee members, members of the club or anyone else;
 - b. Must not be biased against, or in favour of the member concerned.

Notice to member:

Before disciplinary action is taken against a member, the Secretary must give written notice to the member –

- a) Stating that the club proposes to take disciplinary action against the member; and
 - b) Stating the grounds for the proposed disciplinary action; and
 - c) Specify the date, place and time of the meeting at which the disciplinary action subcommittee intends to consider the disciplinary action (the disciplinary meeting); and
 - d) Advising the member that s/he may do one or both of the following:
 - a. Attend the disciplinary meeting and address the disciplinary subcommittee at the meeting;
 - b. Give a written statement to the disciplinary subcommittee at any time before the disciplinary meeting.
- The notice must be given no earlier than 21 days and no later than 7 days before the disciplinary meeting is held.

Decision of the subcommittee:

- 1. At the disciplinary meeting, the disciplinary subcommittee must:
 - a. Give the member an opportunity to be heard; and
 - b. Consider any written statement submitted by the member.
- 2. The disciplinary subcommittee may:
 - a. take no further action against the member; or
 - b. Reprimand the member; or
 - c. Suspend the membership rights of the member for a specified period; or
 - d. Expel the member from the club.
- 3. The suspension of membership rights or the expulsion of a member by the disciplinary subcommittee under this rule takes effect immediately after the vote is passed.
- 4. The decision of the disciplinary subcommittee is final.