



POLICY AND PROCEDURE - Disciplinary

Purpose

Munno Para City Soccer Club is committed to providing a positive and supportive approach to all members of the club and upholds high expectations of behaviour in accordance with the MPCSC Code of Conduct. The Disciplinary Policy ensures the club is actively supporting the demonstration of positive behaviours in alignment with the club values.

In the event of an instance of unacceptable behaviours demonstrated, this policy sets out a uniform approach in response to the behaviour at the Munno Para Soccer Club and ensures that the senior leadership team applies principles of natural justice and procedural fairness in handling of any dispute or allegation of unacceptable behaviour.

Scope

This policy and procedure applies to club officials, employees, members, volunteers, club representatives, spectators and community visitors to the Munno Para City Soccer Club and encompasses the:

- MPCSC Code of conduct
- EDJSA Code of Conduct (Spectators)
- EDJSA Code of Conduct (Parents and Junior Players)

The MPCSC Disciplinary Policy is applied in conjunction with and may be as a result of the MPCSC Grievance Policy.

Policy

Behaviours or actions that many relate to the Disciplinary Policy may include (but are not limited

to):

- Inappropriate behaviours on or off the field in relation to MPCSC activities

- Response to official complaints lodged with the MPCSC Leadership Team in regard to the conduct of an individual.
- Response to a player receiving either an official citation or dismissal by a match official.
- A player that demonstrates inappropriate behaviours in relation to expectations of their coach or other club official.
- A club official, parent or supporter that causes offence to a stakeholder including an official, parent, supporter of another club or volunteer of MPCSC.

In consideration of the alleged unacceptable behaviour, the MPCSC Executive Committee will look at any previous issues arising, the severity of the behaviour, the ongoing risk to the club as well as external processes of justice that may also be involved. In the unlikely event that an allegation of unacceptable behaviour concerns a member of the leadership team or the executive team (or someone close to them eg child/partner) the person in question must excuse themselves from all formal discussions and the remaining executive committee will decide the outcome of any review.

Procedure

The Disciplinary Procedure includes the following process:

1. Firstly, a player, parent, official or supporter will be notified informally that as a result of their behaviour, a matter is being reviewed by the Executive Team. The person in question will also be provided with a copy of this policy.
2. The player, parent, official or supporter will be communicated in writing (or email) within 14 days of:
 - a. The nature and details of the inappropriate behaviour in question
 - b. The opportunity to respond to MPCSC with any and all relevant information.
 - c. The likely outcome as a result of the inappropriate behaviour.
3. Following this, a formal notification of outcome of review will be communicated and may include one or more of the following:
 - i. No further action warranted
 - ii. Verbal or written warning along with direction for future conduct
 - iii. Requirement of a written apology
 - iv. Internal suspension from attending a set number of matches
 - v. Internal suspension from participating in club activities
 - vi. Permanent expulsion from MPCSC
4. The player, parent, official or supporter retains the right to appeal or challenge a decision

It is the responsibility of the MPCSC Executive Committee to determine the resulting action depending on the severity of the behaviour in question.

It is the responsibility of the Executive Committee to record any disciplinary outcomes.

Any disciplinary action taken by MPCSC is separate and additional to any penalties imposed by the association, SA Police or other Statutory body. This policy is proactively communicated through the MPCSC website.