



Player Discipline Policy

Applicable to all Players of CJFC

Policy Statement

The Camberwell Sharks Junior Football Club aims to provide an environment where children can enjoy playing football in a safe and supportive environment. The Club promotes equal opportunity for all players regardless of ability, and promotes respect for teammates, club officials, umpires and the opposition. For more detailed information relating to these values refer to the Club's General Code of Conduct and the Equal Game and Playing Time Policy.

In the event that players are not adhering to the Club's policies, beliefs and values, then the Club gives authority to its officials (Coaches, Team Managers and Committee Members) to take appropriate disciplinary action to ensure that the offending player understands what behaviour is acceptable and to ensure that the enjoyment and participation of other players is not affected by the offending player.

This policy is provided as guidance to club officials on the process associated with the taking of disciplinary action and the disciplinary action that is seen as appropriate.

Circumstances under which disciplinary action is to be taken

The following are considered to be behaviours that are unacceptable at the Camberwell Sharks and if being exhibited, then disciplinary action is seen as appropriate:

- Any player not adhering to the Club's General Code of Conduct
- Any player not adhering to the Club's Racial and Religious Tolerance Policy
- Any player whose behaviour has an adverse effect on the team
- Any player who shows disrespect to a club official or teammate

It is noted that the above behaviour is not limited to times when the player is actively involved at the Sharks. It can include before and after matches, before, after and during training, during club functions and may also extend to inappropriate actions associated with their membership of the Sharks that occur at any time.

Guidance to Disciplinary Action

The Club generally supports a staged approach to the taking of disciplinary action. It also supports that the level of action taken is consistent with the level of inappropriate behaviour.

It is noted that for serious issues, where it is deemed appropriate, it is not required to go through every stage of the process, i.e. for a serious breach it may be deemed as appropriate to pass over the early stage and act in accordance with Stage 3 or 4.

Stage 1

This will involve a discussion between the club official and the player with an explanation of why their behaviour is not acceptable and what disciplinary action will be taken should the behaviour continue.

Stage 2

This will involve taking minor disciplinary action which could include:

- The player being excluded from the group during training. Repeated poor behaviour will result in the player being asked to leave training (which, depending on the age group will involve ringing the parent and asking them to collect the child).
- The player being removed from the ground during a match (time missed due to disciplinary action is not considered as part of the Equal Game and Playing Time Policy).

Stage 3

This will involve speaking to the player's parent(s) and explaining the issue. At this stage a commitment to improved behaviour is required from the player and the parent and future disciplinary action will be advised if the behaviour continues (see Stage 4).

Stage 4

This will involve suspending the player from a series of training sessions and/or matches. The length of time is at the discretion of the team officials (in conjunction with the President and Football Operations Manager) and will be appropriate to the behaviour exhibited. If this action is to be taken, the club official will speak directly to the parent(s) and advise them of the action being taken.

Stage 5

This will involve a player being told that they are no longer able to play with the Camberwell Sharks.

Mediation Process

At any point beyond Stage 2 in the above process, should a parent believe that the action being taken by the club officials is inappropriate, then they shall address this concern with the Club President or Football Operations Manager. The President or Football Operations Manager shall mediate the issue and make a decision relating to the next stage of disciplinary action. The decision will be final.