



# Gordon Football and Netball Club

## Disciplinary Policy

### Purpose

The Gordon Football and Netball Club (GFNC) is committed to providing a safe, inclusive, and respectful environment for all junior players, families, coaches, and volunteers. This policy outlines our approach to addressing inappropriate behaviour and upholding our values of respect, inclusion, and being a family-friendly club. This policy applies to all individuals involved in football and netball programs within the GFNC.

### Behaviour Expectations

All participants must follow:

- The AFL and Netball Victoria Codes of Conduct
- The Gordon Football and Netball Club Code of Conduct
- Club values of respect, inclusion, and fair play
- Instructions from coaches, umpires, and club officials

### Examples of expected behaviour:

- Playing by the rules and showing good sportsmanship
- Supporting and encouraging all teammates
- Respecting all officials, opponents and club property
- Being a positive role model on and off the field/court

### Unacceptable Behaviour

Examples of misconduct include (but are not limited to):

- Bullying, teasing, or exclusion (in person or online)
- Disrespect towards umpires, coaches, or volunteers
- Aggressive, abusive, or violent behaviour
- Use of offensive or discriminatory language
- Damaging equipment or club facilities

### Reporting Concerns

- Concerns about behaviour should be reported to the Junior Coordinator, Club President, Coach, or the Club Child Safe Officer.
- Issues can be reported by players, parents, or any club member.
- All concerns will be treated confidentially and with care.

### Disciplinary Process

We aim to educate first and use discipline only when necessary. The process will be:

#### 1. Formal Discussion

The President, Coach, Committee personnel, or an external support person may speak with the player and/or family to address the behaviour. This may also include addressing the team if the behaviour is more widespread.

#### 2. Formal Warning

If the behaviour continues, a written or verbal warning may be issued by the Committee. A one-week suspension from game day and training will also be given to the player/s involved.

#### 3. Club Review

Our first goal is to support and educate. Players and families may be asked to attend a meeting to talk through concerns and participate in a Respect & Inclusion session (where appropriate). In very serious cases, or if the behaviour continues, the matter will be reviewed by the Club Committee, who may decide on further action, including possible removal from the team or the club.