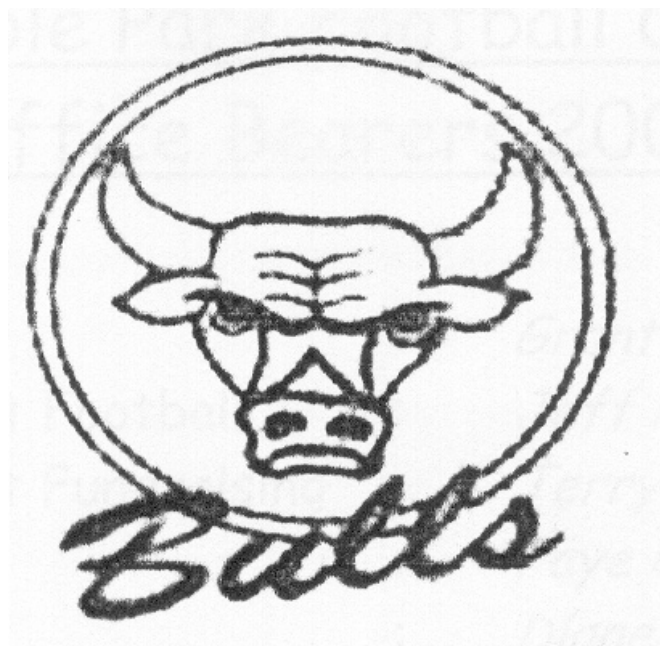


Noble Park Football Club



Club Policy

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NOBLE PARK FOOTBALL CLUB

MANDATORY & ENFORCEABLE CODES OF CONDUCT FOR COACHES, PLAYERS, PARENTS, SUPPORTERS AND OFFICIALS

The Noble Park Football Club fully supports the codes of conduct as introduced by the AFL and Football Victoria.

COACHES CODE OF CONDUCT

Coaches are required to sign the AFL Code of Conduct as part of the Level 1 Accreditation requirement.

All coaches are accredited to coach in our League.

PLAYER'S CODE OF CONDUCT

- Play by the rules – the rules of your club and the laws of the game.
- Never argue with an umpire or other official – without these people, you can't play football.
- Control your temper - verbal abuse of officials and sledging other players doesn't help you enjoy or win any games.
- Be a team player – It's a team game, treat it that way.
- Treat all players as you would like to be treated – fairly.
- Co-operate with your coach, the umpires and team-mates.
- Play for your own enjoyment & to improve your skills.
- Don't use ugly remarks based on race, religion, gender or ability – you'll let down your coach, team-mates and family if you do – & many such comments are actually now illegal.

PARENTS & SUPPORTERS CODE OF CONDUCT

- Remember that you are there for the participants to enjoy the game.
- Encourage participation, but don't force it.
- Teach that enjoyment is more important than winning.
- Never ridicule mistakes or losses – supporters are there to support not downgrade.
- Lead by example and respect all players, coaches, umpires and spectators – physical or verbal abuse will not be tolerated.
- Recognize all volunteers who are giving up their valuable time.
- Never publicly criticize umpires – raise personal concerns with club officials in private.
- Don't use ugly remarks based on race, religion, gender or ability – you'll let down your family and yourself if you do – & many such comments are actually now illegal.
- By your son registering with the Noble park football club FC we agree to abide by these principles. We support the Club in its undertakings and encourage the Club to take any necessary disciplinary actions including the suspension and banning where warranted of any players, parents and or spectators for repeated or serious breaches of these Codes of Conduct.

OFFICIALS CODE OF CONDUCT

- Compliment both teams of their efforts.
- Be consistent, objective and courteous in calling all infractions.
- Condemn the deliberate foul as being unsportsmanlike and promote fair play and appropriate sports behavior.
- Use common sense to ensure that overcalling violations does not lose the spirit of the game for players.
- Actions speak louder than words. Ensure that your own behavior is consistent with the principles of good sportsmanship.
- Make a personal commitment to keep yourself informed of sound officiating principles and the principles of growth and development of players.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- You are representing your club. Don't do anything that will discredit or bring adverse attention to your club.

NOBLE PARK FOOTBALL CLUB

STATEMENT OF PURPOSE & VALUES

The Noble Park Football Club aims to provide an opportunity for the youth of our area to participate in Australian Rules football and enhance their health and well-being through organized sport. The Club, will at all times, Endeavour to provide for the health, welfare and well being of its players, supporters and spectators. This aim will be achieved by promoting and developing the following values and objectives:

- *A sense of social and community values.*
- *An environment to nurture the physical and mental development of our youth.*
- *Respect for officials, opposition players and supporters.*
- *The virtues of fair and disciplined play.*
- *Equal opportunities for everyone. They will be realized by providing as far as reasonable:*
- *Competent coaches and assistants.*
- *Adequate facilities, amenities and equipment.*
- *Supervised social functions encouraging family participation.*
- *Regular communication and consultation with players and parents & partners.*
- *Active leadership and management of the Club.*

All players, Coaches and Officials, parents, supporters and Committee members have a responsibility at all times when representing the Noble Park Football Club to conduct themselves in an appropriate manner consistent with these values and or Codes of Conduct.

NOBLE PARK FOOTBALL CLUB

TEAMS SELECTION POLICY & GUIDELINES

This document has been produced to clarify the team selection process. It is Club policy to support our Coaches in any reasonable decisions they make. The Club requires our Coaches to adhere to the following guidelines as far as practicable:

Age group's U/18 and Open-age

The Club aspires to provide players the opportunity to play in the highest level within the league.

The Club's divisional allocation is determined by the performance of the senior team in the previous season and / or the number of divisions.

The selection of the side is the responsibility of the appointed coaching panel. This is to be based on the Coaches judgment and perception of the player's abilities, potential, development, attitude, commitment and the need for team balance.

Age group's U/18

Where two sides are formed in the same age group and in different Divisions or league, Coaches are empowered to select teams. This is to be based on the Coaches judgment and perception of the player's abilities, Potential, development, attitude, commitment and the need for team balance.

The Senior Coach will assist the Coaches select the sides if required.

Age group's U/18 - Special needs

The Club appreciates that there may be extenuating circumstances, and that some players may wish to be in a particular side. Such requests should be made through the Coaches and Team Managers of the respective teams in accordance with the club conflict resolution procedure.

NOBLE PARK FOOTBALL CLUB

ISSUE RESOLUTION POLICY & GUIDELINES

POLICY

The Noble Park FC requires that all issues are resolved to the satisfaction of the members and Committee in a timely fashion. Accordingly, the following issue resolution procedures have been developed to enable this objective to be fulfilled. All members have a responsibility to participate in reasonable actions to resolve issues. The procedures below detail the level of involvement for expediting issue resolution.

PROCEDURE

1. Any person wishing to raise an issue shall do so as follows:

ISSUE RAISED WITH

Football or team related Team Manager or coach. Where possible the person reporting the issue should make suggestions that may resolve the issue as soon as possible after an issue has been reported, the Team Manager, Coach and / or the Disciplinary Committee and the claimant, must meet and try and resolve the issue.

2. Where the initial parties cannot resolve the issue, the Team Manager should refer the matter to the Disciplinary Committee, President or Vice President as soon as possible.

3. In attempting to resolve the issue, all parties should take into account the following factors:

3.1 The extent of the issue, i.e., if it is likely to have a wider effect in the Club.

3.2 The number of players or teams affected.

3.3 Whether appropriate temporary measures are possible or desirable.

3.4 The expected time before the issue can be addressed.

3.5 What resources may be needed to resolve the issue?

4. The consent of the Disciplinary Committee must be obtained before any external parties are involved in the resolution of Club issues.

Only the Club President is authorized to make public statements on behalf of the Club.

5. The Team Manager and / or Coach may at any time call on Members for assistance.

Any football or team related issue reported to the Disciplinary Committee, where the Team Manager and / or Coach has not been given the initial opportunity to resolve any such issue, will be referred back to the Team Manager / Coach.

All persons must take reasonable actions to avoid situations that could cause serious injury or harm to health of players, officials or the public. If any hazard is identified the Committee are to be informed as soon as possible.

Noble Park Football Club rules (off the track Colts)

1 Train

- If you commit to playing football then you must train, each & every session. If you cannot make it to training then you must speak to your coach **AND** in advance of the session.
- **Do not** send an SMS as it will be ignored.
- If you fail to train **AND** you don't advise your coach in advance, then you will front the Leadership Group, who will then decide what action to take.

2 Be punctual

- Punctuality is vital to establish a standard and show that you can be relied upon.
- Full training starts at 6:00pm. You need to arrive at training prior to 6:00pm. So you are stripped & ready.
- All under 18 players must be at the ground by 8:30am. If you are not at the ground by this time and did not get your absence approved in advance by the coach then you will start on the bench.
- If you transgress a second time, you will front the Playing Group, who will then decide what action to take.

3 Respect what you are told

- Respect what you are told by both your team-mates and the coaches.
- If one of the coaches tells you something, it is only to make you a better footballer and in turn make us a better team.
- If a team-mate tells you something, constructive or otherwise, remember it's the football club telling you something, not a team-mate to start an argument with.
- Don't just wait for the coaches to approach you for feedback: you are encouraged to approach the coaches for clarification on selection and performance, as well as perceived strengths and weaknesses.

4 Respect the clubs facilities & equipment

- If your football boots are muddy, take them off before entering the rooms at any time on a training night.
Note that this rule does not apply to match days.
- Do not leave footballs & equipment where they can be forgotten about or stolen.
- Do not litter.

5 You cannot leave the training track

- Without first getting approval from your coach.

6 Attire

- Have your football, boots, runners, something to swim in, a towel and your mouthguard with you at every session.

7 Injured players must attend training

Injured players are to attend training for a number of reasons:

- Injured players must attend training and report to **Head Trainer** for rehabilitation.
- Your attendance galvanises the playing group out on the track and shows everybody that you are still keen to be involved. When you don't attend, the guys on the track start to think that just turning up to training is enough when it is clearly not.
- Injured players can participate in modified training wherever possible. Even if you can't join in the ball work, we have a number of 20-minute programs that have been worked out around each common type of injury.
- You can help the club by taking on some of the menial tasks, such as making sure the footballs are pumped up, collecting footballs from behind the goals, grabbing hold of a tackle bag during drills, filling up the water bottles, pouring the cordial at the end of training, putting the footballs & cones away and sweeping out the rooms.

Noble Park Football Club rules (off the track Seniors)

1 Train

- If you commit to playing football then you must train, each & every session. If you cannot make it to training then you must speak to Senior Coach in person **AND** in advance of the session.
- **Do not** send an SMS as it will be ignored.
- If you fail to train **AND** you don't advise your coach in advance, then you will front the Leadership Group, who will then decide what action to take.

2 Be punctual

- Punctuality is vital to establish a standard and show that you can be relied upon.
- Training starts at 6:15pm. You need to arrive at training prior to 6:15pm. So you are stripped & ready.
- All reserve players must be at the ground by 10:45am. If you are not at the ground by this time and did not get your absence approved in advance by the coach then you will start on the bench.
- All senior players must be at the ground by 12:00pm. Again, if you are not at the ground by this time and did not get your absence approved in advance by the coach then you will start on the bench.
- If you transgress a second time, you will front the Leadership Group, who will then decide what action to take.

3 Respect what you are told

- Respect what you are told by both your team-mates and the coaches.
- If one of the coaches tells you something, it is only to make you a better footballer and in turn make us a better team.
- If a team-mate tells you something, constructive or otherwise, remember it's the football club telling you something, not a team-mate to start an argument with.
- Don't just wait for the coaches to approach you for feedback: you are encouraged to approach the coaches for clarification on selection and performance, as well as perceived strengths and weaknesses.

4 Respect the clubs facilities & equipment

- If your football boots are muddy, take them off before entering the rooms at any time on a training night. **Note that this rule does not apply to match days. Do not litter.**
- Do not leave footballs & equipment where they can be forgotten about or stolen.

5 You cannot leave the training track

- Without first getting approval from your coach.

6 Stay back for selection

- You must stay back on a Thursday night for selection. We will make every effort to finish selection by 8:30pm and we'll read the sides out straight away. Immediately after this will be a compulsory team meeting for the seniors that every player must attend, with no excuses. This meeting will go for approx. 20 minutes and will arm you with information on the ground, our game plan and your role in it, our opponents and any specific match-ups. This means you will be aware of what we expect from you 2 days out from the game, not from 1pm on a Saturday.

7 Attire

- Have your football, boots, runners, something to swim in, towel & mouthguard with you at every session.

8 Injured players must attend training

Injured players are to attend training for a number of reasons:

- Injured players must attend training and report to **Head Trainer** for rehabilitation.
- Your attendance galvanises the playing group out on the track and shows everybody that you are still keen to be involved. When you don't attend, the guys on the track start to think that just turning up to training is enough when it is clearly not.
- Injured players can participate in modified training wherever possible. Even if you can't join in the ball work, we have a number of 20-minute programs that have been worked out around each common type of injury.
- You can help the club by taking on some of the menial tasks, such as making sure the footballs are pumped up, collecting footballs from behind the goals, grabbing hold of a tackle bag during drills, filling up the water bottles, pouring the cordial at the end of training, putting the footballs & cones away and sweeping out the rooms.

Noble Park Football Club

Disciplinary Categorization

Any action which jeopardizes the welfare or reputation of the club, team or team mates shall cause the offender to explain his actions before the senior player leadership group and one or two senior members of the committee.

This will be known as the Disciplinary Committee.

A player may ask to have any witness or person helpful to their case appear before the committee.

A player may ask to delay a hearing for work, personal reasons or availability of witnesses for up to one week.

If an action is found by the committee then it will be categorized as minor, serious or grave.

MINOR OFFENCE:

1st time - A warning will be given.

2nd time – A possible suspension from playing or suspended sentence.

3rd time (or worse) - Suspended from playing from 1 game to indefinite.

SERIOUS OFFENCE:

1st time - Suspended sentence or suspended for 1 to 4 games.

Repeat - Suspended indefinitely or registration cancelled.

GRAVE OFFENCE:

1st time-Suspended indefinitely or registration cancelled.

Repeat- Registration cancelled.

All players will have their hearing and results within one (1) working week of ***notification***; they must appear before the Disciplinary Committee. In the event of the player asking for a delay, the working week will start from the time of the hearing's commencement.

MINOR OFFENCES include:

Actions likely to cause the player to be reported under E.F.L. rules, umpire abuse, team mate abuse, interaction with opposing supporters, disobeying coaching instructions, deliberately causing disharmony among the playing, group, arguing with team mates, coaching or support staff, vilifying in any manner, team mates, coaching or support staff, endangering the health of team mates or self, failing to alert coaching, staff of unavailability to play or train or any action the coaching, staff may see causing harm to the club.

SERIOUS OFFENCES include:

Physically dangerous actions towards team mates, opposition or others, playing or training under the influence of illegal drugs, playing or training while intoxicated with alcohol, receiving a 2nd yellow card in one season, for language abuse of trainers or water carriers, including opposition.

GRAVE OFFENCES include:

Physical attacks on team mates, coaching and support staff, physical attacks on any non playing personnel from another club, disclosing confidential information to opposing teams, racial vilification of opponents, team mates or any person at the ground.

NOBLE PARK FOOTBALL CLUB INC

PLAYER OBLIGATIONS & AGREEMENTS

For the term of my registration with the Noble Park football club incorporated agree this document records the following agreement between the parties:

PLAYER OBLIGATIONS

- 1.1 Attend all training sessions and team meetings of the Club.
- 1.2 Obey all reasonable directions of the Senior Coach, President, and Senior vice president of the Club.
- 1.3 Play in all football matches in which you selected to play or as otherwise directed by the Club unless a duly Qualified Medical Practitioner rules you unfit to play.
- 1.4 Comply with all reasonable requirements of the Club relating to preparation for matches, attendance at social Functions, behavior and dress.
- 1.5 Not play or train for Australian Football with any other Club or team (save for a Victorian representative team or the league representative team) without first obtaining the consent in writing of the Club.
- 1.6 Do everything reasonably necessary to obtain and maintain the best possible physical condition so as to render The most efficient service to the Club and to submit from time to time and as and when required by the Club to a Complete a thorough medical fitness test and examination.
- 1.7 Maintain membership of recognized hospital and medical benefits fund which provides hospital, medical and Dental benefits coverage and includes ambulance subscription.
- 1.8 Not engage in any dangerous activity which in the opinion of the Club may affect your ability to perform obligations under this **agreement** without first obtaining the consent in writing of the Club.
- 1.9 During league matches, wear only such items of playing apparel as may be approved of or prescribed by the League and to the extent that the same are not inconsistent therewith, the Club.
- 1.10 Not comment on a matter which the Club has notified you is a matter upon which you are not to comment publicly.

PLAYER BOUND TO RULES

- 2.1 The Player hereby agrees with the Club that he is bound by:-
 - (a) The Rules and Regulations of the Club;
 - (b) The Rules and Regulations of the League (including requirements of players and clubs regarding registration); and
 - (c) The Rules and Regulations of Football Victoria Inc, Including any modifications thereof made from time to time (“the Rules”).
- 2.2 I hereby acknowledges that the Rules restrict the freedom me to transfer from one Club to Another but that such Rules are necessary and reasonable for the purpose of:-
 - (a) Achieving an even and well-matched competition;
 - (b) Ensuring the competition is properly organized and well administered;
 - (c) Encouraging Clubs to support junior development of Players to support the future of the competition; *and*
 - (d) Protecting and promoting the game of Australian Football.

DISPUTE

3.1 In the event of a dispute arising between the parties during the term of this **agreement** or following the termination Hereof, the matter may be referred for determination to the nominee of the League. A request for determination by an aggrieved party shall be made in writing to the other party and shall contain a precise statement of the Issue in dispute and all relevant facts giving rise to the dispute. The League may adjudicate upon any dispute in Accordance with its rules in force at the time.

TERMINATION

This **agreement** may be terminated by:

- 4.1 The Club if I am in breach of any of his obligations hereunder and the breach continues for a period of 14 Days after notice in writing by the Club to me requiring the breach to be remedied.
- 4.2 The Player if the Club is in breach of any of its obligations hereunder and the breach continues for a period of 14 Days after notice in writing by the Player to the Club requiring the breach to be remedied.
- 4.3 The Player immediately by notice in writing given to the Club upon his name being included, in accordance with The Rules of the Australian Football League (“the AFL”), on the official list of players of any team competing in The AFL competition.

PLAYER MOVEMENT TO TAC / VFL / AFL

5.1 The player will remain registered with the club until the expiration of the **agreement** it is noted and agreed to by all parties to this **agreement** that the VFL and or AFL contract will take Precedence over this **agreement** and that the rules and regulations of the TAC, AFL or VFL will be adhered to.

WAIVER

6.1 A waiver by any party of any of the terms and conditions of this **agreement** in any one case shall not be deemed or construed to be a waiver of such term or condition for the future or for any other or subsequent breach.

THE NOBLE PARK FOOTBALL CLUB

RACIAL AND RELIGIOUS TOLERANCE POLICY

SECTION 1 COMMITMENT

- 1.1. The NOBLE PARK Football Club is committed to an environment, which promotes racial and religious tolerance by prohibiting certain conduct and providing a means of redress for victims of racial and religious vilification and/or racial discrimination.
- 1.2. The Club is bound by the *Racial and Religious Tolerance Act 2001 (Vic)*, the *Racial Discrimination Act 1975 (Cth)*, and the *Equal Opportunity Act 1995 (Vic)* (**the legislation**). This Policy is consistent with the legislation and the Australian Football League's Rule 30 and the Victorian Football League's Rule 7.3. This Policy is not in substitution of the legislation.
- 1.3. The Club will ensure that this Policy is communicated to spectators and participants of the Club. It will also ensure that participants of the Club receive anti-racial and religious vilification and racial discrimination training on an annual basis.
- 1.4. Nothing in this Policy prevents a person lodging a complaint in relation to racial and religious vilification and/or racial discrimination under the legislation. In the event a complaint is made under this policy the Club shall ensure that the parties are informed of their rights.

SECTION 2 DEFINITIONS

In this Policy:-

“**complaints process**” means the procedure outlined in sections 6, 7 and 8 of this Policy.

“**Club**” means the NOBLE PARK Football Club .

“**engage in conduct**” includes use of the internet or email to publish or transmit statements or other material.

“**League**” means the Eastern Football League.

“**detriment**” includes humiliation and denigration.

“**discrimination**” means for the purpose of this Policy, conduct based on a person's race, religion, colour, descent or national or ethnic origin. Discrimination may be direct or indirect. Direct discrimination means treating or proposing to treat another person less favourably on the basis of a person's race, religion, colour, descent or national or ethnic origin. Indirect discrimination means imposing or intending to impose a requirement that a person of a particular race, religion, colour, descent or national or ethnic origin cannot comply with, but which a higher proportion of people without that attribute (or with a different attribute) can, when it is not reasonable in the circumstances to do so.

“**participant**” includes a player, director, officer, employee, volunteer to and agent of a Football Club that participates in the League.

“**spectator**” is a person that attends a football game or event conducted by a Club or the League.

SECTION 3 PROHIBITED CONDUCT

3.1 Racial and Religious Vilification

No person in his/her capacity as a spectator or participant in the League in the course of carrying out his/her duties or functions as or incidental to being a participant in the League shall engage in conduct that offends, humiliates, intimidates, contempts, ridicules, incites, threatens, disparages, vilifies or insults another person on the basis of that person's race, religion, colour, descent or national or ethnic origin.

3.2 Serious Racial and Religious Vilification

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall intentionally engage in conduct that he/she knows is likely to incite hatred against another person, or threaten physical harm or incite hatred in others to cause physical harm to a person or to a person's property because of that person's race, religion, colour, descent or national or ethnic origin.

3.3 Racial and Religious Discrimination

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall engage in conduct that discriminates, directly or indirectly against another person on the basis of that person's race, religion, colour, descent or national or ethnic origin.

3.4 Victimisation

3.4.1 No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall victimise another person.

3.4.2 A person will victimise another person (the victim) if:

- (a) the person subjects or threatens to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy; or
- (b) the person assists, requests, induces, encourages or authorises another person to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy.

SECTION 4 AUTHORISED PERSONS

4.1 The Club will appoint a Complaints Officer (**the Club's Complaints Officer**) to ensure that any breach of this Policy is responded to in an equitable and prompt manner.

4.2 The President of the Club (**the President**) is the senior decision-maker in the Club's Complaints Process. Therefore, should the President be absent for a significant period, he/she must nominate a person to act on his/her behalf should the process need to be enacted.

SECTION 5 CONFIDENTIALITY AND RECORDS

5.1 Confidentiality must be maintained throughout the complaints process. All parties to a complaint, the President (or Delegate), the Club's Complaints Officer, any witnesses and the Conciliator must all agree, in writing, to the maintenance of confidentiality. No person involved in the complaints process shall publicly comment on any aspect of the complaints process without the prior written agreement of all parties.

5.2 The Club shall ensure that any documents relating to a complaint shall remain confidential and be retained for 7 years from the date that the complaint is made.

SECTION 6 INTER CLUB BREACH OF THE POLICY

In the event that it is alleged that a spectator or participant from another Club has contravened this Policy:

- 6.1 an Umpire, spectator or participant of the Club may by 5.00 pm on the first working day following the day on which the contravention is alleged to have occurred, lodge a complaint in writing with Complaint's Officer of the Club;
- 6.2 the Complaint's Officer of the Club where the complaint was made shall, by 5.00 pm on the next working day following the day that the complaint was lodged with the Club, lodge the complaint with the League's Complaints Officer;
- 6.3 the Club's Complaints Officer will take no further action once the complaint has been lodged with the League unless otherwise instructed by the League's Complaints Officer

SECTION 7 INTRA CLUB BREACH OF THE POLICY

In the event that it is alleged that a participant of the Club has contravened this Policy an umpire, spectator or participant may by 5.00 pm on the first working day following the day on which the contravention is alleged to have occurred, lodge a complaint in writing with the Club's Complaints Officer.

SECTION 8 MANAGEMENT OF INTRA CLUB COMPLAINTS

The Club's Complaints Officer shall:

- 8.1 Make every effort to ensure that:
 - 8.1.1 confidentiality is maintained at all times during the complaints process and that the outcome of the complaints process remains confidential;
 - 8.1.2 any breach of confidentiality is referred to the EASTERN FOOTBALL League's Tribunal no later than 5pm on the next working day following the day that the breach was discovered;
- 8.2 inform the person alleged to have contravened the Policy (**the respondent**) of the complaint and provide the respondent with an opportunity to respond to it;
- 8.3 inform only the President of the Club or Nominee, that a Complaint has been received by the Complaints Officer;8.4 obtain written statements from any witnesses identified by both parties to the complaint;
- 8.5 where available, obtain any other evidence;
- 8.6 arrange for the complaint to be conciliated, by an independent conciliator agreed upon by both parties;
- 8.7 take all steps necessary for the complaint to be conciliated within 5 working days from the day on which the incident is alleged to have occurred;
- 8.8 refer the complaint to the League's Tribunal:
 - 8.8.1 when the complainant informs the Complaints Officer that the matter has not been resolved through conciliation. The Complaints Officer will if requested by the complainant, take all steps necessary for the complaint to be referred to League's Tribunal within 5 working days from when the conciliation failed;

- 8.8.2 directly when a respondent has previously taken part in conciliation as a respondent of a complaint;
- 8.8.3 when both the Club's Complaints Officer and President have determined that the complaint was lacking in substance and was made vexatiously;
- 8.8.4 when both the Club's Complaints Officer and President determine that under sections 24 or 25 of the *Racial and Religious Tolerance Act 2001 (Vic)* the complaint could be considered as "serious", he/she will take all steps necessary for the complaint to be referred to the League's Tribunal within 5 working days from the day on which the incident is alleged to have occurred;
- 8.9 ensure that any time limit referred to in this Policy may be extended by the Club if in the opinion of the President of the Club it is just and equitable to do so;
- 8.10 ensure that where a matter is resolved by conciliation the only public statement that shall be made shall be agreed to by both parties to the complaint and the Club's President and that the terms of any settlement are finalised to the satisfaction of the complainant and respondent and signed by the parties and the conciliator.

SECTION 9 CLUB'S LIABILITY

The Club may be vicariously liable for conduct engaged in by a participant which if found to have contravened this Policy, if the Club is unable to establish that it took reasonable precautions to prevent the participant from engaging in that conduct.

SECTION 10 MONITORING AND REVIEW OF THE POLICY

The Policy will be monitored on an ongoing basis by the Club's Committee.

SECTION 11 POLICY COMMENCEMENT

This Policy was passed by NOBLE PARK FOOTBALL Club's Committee

On 10/4/07 and will take effect from 10/4/07

The Noble Park Football Club's Complaints Officer is Tracey Walden – 0438001577