

CNL Disciplinary Regulations and Procedures

The purpose of these disciplinary regulations and procedures is to enable Croydon Netball League (CNL) to establish a framework by which the League can adjudicate disciplinary matters in a fair and timely manner.

The disciplinary procedures set out the process by which CNL deals with allegations of disciplinary offences committed by any one of the following:

- Players
- Umpires
- Spectators
- Anyone linked to a club
- Coaches
- Timekeepers
- Scorers

It should be noted that these procedures apply only to disciplinary matters and do not apply to more general dispute resolution, such as complaints by one member against another in relation to conduct not amounting to a breach of any policy or regulation.

A record of complaints will be kept by the Chairman only and then destroyed/deleted in line with GDPR. If there should be more than one complaint made about a team/club/player/spectator during a season, then further sanctions maybe required.

Definitions and interpretations:

1.1 Acceptable levels of service of notices and/or documents relating to any CNL process or appeal are by:

- By hand
- Standard first class mail
- Recorded delivery
- Electronic means

1.2 Disciplinary matters should be dealt with by the CNL Committee and should only be advanced upwards from League to County, County to Region, Region to National if the individual circumstances warrant transfer.

1.3 The CNL Committee shall have full power and jurisdiction to act in relation to all disciplinary matters including the power to hold investigations and impose sanctions or take such action as it sees fit (supported by EN).

Procedure to make a complaint

1.4 A complaint is a formal written statement of allegation made by an individual or organisation regarding the actions or behaviour of any person or body of persons in membership of CNL. A complaint must set out in full detail what regulations it is alleged have been breached or what other conduct has resulted in the complaint.

1.4.1 A complaint may be made by:

A member of the CNL, players, umpires, captains, coaches and parents with responsibility for registered participants under 18.

A complaint should normally reach the Chairman within 7 days after the alleged incident that has arisen. Complaints received relating to an incident outside of this time may not be considered unless the severity of the complaint is such that it is in the best interests of Netball to take it forward or there are sufficient mitigating circumstances for the late submission of the complaint.

Disciplinary offences

1.5 A member or anyone associated with the CNL shall be liable to disciplinary action in accordance with these regulations in any of the following instances:

1.5.1 Any failure to abide by the terms of any agreement related and notified to members.

1.5.2 Any refusal or neglect to comply with the rules and regulations of the CNL.

1.5.3 Committed conduct that is regarded as disgraceful or opposed to the general interest of the League or the sport of Netball (including gross misconduct, **unkind comments**, conduct that brings the sport into disrepute, discriminatory conduct, harassment and inappropriate behaviour to members of the league).

1.5.4 Breaches of the CNL Equality Policy guidelines.

1.5.4.1 Breaches of the CNL Code of Conduct

1.5.5 Behaved in a manner that is deemed to be prejudicial to an event or any Committee member or any other member of the League.

1.5.6 Behaved in a manner that is otherwise considered unacceptable or contrary to the conduct expected of the CNL or anyone acting on behalf of the CNL.

1.5.7 Behaved in a manner that is considered a breach of Safeguarding protocols.

Where the matter is sufficiently serious, CNL may refer the matter to the police or social services.

Procedure for dealing with a complaint

1.6 Upon receipt of a complaint, **the Chairman will acknowledge receipt of the complaint** and place the matter before the Committee.

The CNL Committee is empowered to investigate all matters of a disciplinary nature.

The Committee will decide if the complaint:

- 1.6.1 be allowed to proceed
- 1.6.2 be dealt with informally because it is not severe enough
- 1.6.3 be dealt with by another authority i.e NSPCC

1.6.1.1 If it is decided that the complaint should not be allowed to proceed the Chairman shall notify the complainant of this decision and provide brief reasons for the decision.

1.6.1.2 The Committee will consider the available evidence and shall have power to call for further information.

1.6.1.3 Where the decision is that the complaint should proceed, the Committee will follow procedures diligently.

1.6.1.4 The Committee shall send a copy of the decision to the complainant **including the Code of Conduct rule that was breached**

1.6.1.5. If the Committee believe the complaint is of sufficient gravity or concern, the respondent **may be given a sanction**

1.6.2 All sanctions will be recorded, in accordance with GDPR guidelines, so that continuous quality assurances can be made and consistency of judgements can be applied.

1.6.3 Regular monitoring of these records will ensure that all members of the CNL are treated with equity and equality.

Evidence

1.7 The Committee shall not be bound by the rules of a court. All decisions will be based on a fair hearing in an orderly manner with each party having reasonable opportunity to give and call evidence.

1.7.1. Any person who wilfully misleads the Committee will be liable to disciplinary action.

1.7.2 Additional evidence may be sought from umpires/spectators/players from the same team/opposition players

Sanctions

1.8 Sanctions may include, but shall not be limited to:

1.8.1 A written warning

1.8.2 The requirement to change current practice or a club to change current rules.

1.8.3 A suspension or expulsion of a player from any or all activities under the jurisdiction of CNL which may include suspension from a specified number of events

1.8.4 Point deduction from a team

1.8.5 A requirement to participate in re-training

1.8.6 Any other sanction deemed appropriate by the CNL Committee.

1.8.7 Where a suspension from an activity is imposed, the wording and the exact dates of the suspension must be made clear and specific.

1.8.8 Any suspension may be back dated

1.8.9 All necessary steps shall be undertaken to ensure that the punishment is compiled within every way at all levels.

These sanctions are not hierarchical but will be based on the severity of the evidence received, any previous complaints, reference to the equality code of conduct, reference to the Code of Conduct and will be agreed by the majority on the CNL committee.

The decision

1.9 The decision in all cases will be confirmed in writing with full reasons given including the Code of Conduct rule that was breached.

Game Management

1.10.1 Players who receive sanctions by umpires during matches, (warnings and sending off) will be monitored throughout the season and any player who receives regular (3 or more) sanctions in a season will be discussed by the CNL committee and sanctions (as previously stated above) may be applied.

1.10.2 Communication by the CNL committee will be made to clubs regarding individual player's behaviour on court. Clubs are then expected to communicate and support individual players with their conduct on court.

1.10.3 It is the club's and individual player's responsibility to address behaviour on the court, on the sidelines or off the court, throughout the season to make sure that all players' safety and well-being is addressed.

1.10.4 The CNL committee will continue to support umpires in applying Game Management fairly, with equality, in each game they umpire. The support could be through individual training, mentoring or forums throughout the season.

1.10.3 All decisions/sanctions are at the discretion of the CNL committee.

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JBR/CNL Committee