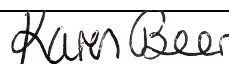


 Eltham Calisthenic College Disciplinary and Termination Policy		Approval Date:	Feb 2025
		Review Date:	Feb 2027
		Version No:	01
Approved By:	Name:	Signature:	
President:	Karen Beer		
Vice-President:	Carolyn Milburn		

Purpose

This policy aims to maintain a safe, respectful, and inclusive environment within Eltham Calisthenic College by setting clear expectations for behaviour and outlining fair processes for managing misconduct or breaches of club rules.

Scope

This policy applies to:

- Students
- Coaches and helpers
- Volunteers
- Committee members
- Parents and Guardians
- Any registered club member or participant in club-sanctioned activities

Code of Conduct Expectations

All club members are expected to:

- Show respect to teammates, officials, coaches, and opponents
- Follow club rules and the sport's governing body guidelines
- Promote a safe, inclusive, and harassment-free environment
- Refrain from using drugs, alcohol (unless permitted), or violence during club activities
- Uphold the reputation and values of the club at competitions

Disciplinary Actions

Disciplinary action may be taken in response to:

- Misconduct (e.g., abuse, harassment, unsportsmanlike conduct)
- Breach of club rules or Code of Conduct
- Non-compliance with safety procedures
- Criminal behaviour
- Repeated poor behaviour or performance

Progressive Discipline (where appropriate)

Verbal Warning

- Private discussion with the individual to address concerns
- Recorded by club officials or the disciplinary officer

Written Warning

- Formal letter issued with details of the breach and steps for improvement
- May involve temporary suspension from training or matches

Final Warning or Probation

- Last opportunity to correct behavior
- May involve conditions (e.g., behavior monitoring, no match play)

Suspension or Termination

- Suspension from club activities for a set period
- Termination of club membership or role

****The club reserves the right to escalate disciplinary steps depending on the seriousness of the incident.**

Immediate Suspension or Termination

The following may result in immediate suspension or expulsion:

- Physical violence or assault
- Racial, sexual, or verbal abuse
- Serious breach of club rules or Policies
- Possession or use of illegal substances
- Bringing the club into disrepute (e.g., through public misconduct)

Investigation Process

- All complaints or incidents will be reviewed by the Club Disciplinary Committee or designated officer.
- The accused individual will be given an opportunity to respond.
- A fair and timely investigation will be conducted before action is taken.

Appeals

Any person subject to disciplinary action may appeal in writing within 7 days of receiving notice. Appeals will be reviewed by the Club Committee or an independent panel. The decision after the appeal will be final.

Confidentiality

All disciplinary matters will be handled confidentially to protect the privacy of individuals involved.

Related Documents

- Anti-Bullying and Discrimination Policy
- Child Safe Policy
- Code of Conduct
- Complaints and Grievance Policy