

Attachment C6

Disciplinary Policy

Any disciplinary penalties imposed at a Tribunal hearing or by the BNSW Board must:

- Observe any contractual and/or employment rules and requirements;
- Conform to the principles of natural justice;
- Be fair and reasonable;
- Be based on the evidence and information presented;
- Be within the powers of the BNSW Board or Tribunal in accordance with this Policy.

1. Individual Member

If a finding is made that an Individual Member has breached the BNSW Constitution, Regulations or Policy (including the Codes of Conduct), one or more of the following forms of disciplinary penalties may be imposed:

- No penalty or sanction.
- A direction that the individual make a verbal and/or written apology;
- A written warning;
- A direction that the individual attend counselling to address their behaviour;
- A withdrawal of any awards, placing, records, achievements bestowed in any tournaments, activities or events held or sanctioned by BNSW;
- A demotion or transfer of the individual to another location, role or activity;
- A suspension of the individual's membership/registration or participation or engagement in a role or activity or event;
- Termination of the individual's membership/registration, appointment or engagement;
- Recommend that BNSW terminate the individual's membership/registration, appointment or engagement;
- In the case of a coach or official, a direction that the relevant organisation de-register the accreditation of the coach or official for a period of time or permanently;
- Any other form of discipline that the BNSW Board or Tribunal considers appropriate for the breach.

When imposing any form of discipline, it will be accompanied by a warning that a similar breach of policy by that individual in the future may result in the imposition of a more serious form of discipline.

2. Organisation (Club or affiliated District or Zone)

If a finding is made that a Club or affiliated District or Zone of BNSW, not being an individual, has breached the BNSW Constitution, Regulations or Policy (including the Codes of Conduct), one or more of the following forms of disciplinary penalties may be imposed:

- No penalty or sanction;
- A written warning;
- A monetary fine;
- A direction that any rights, privileges and benefits provided to that Organisation by a Club, District, Zone, State or National Association be suspended for a specified period;
- A direction that any funding granted or given to it by BNSW cease from a specified date;
- A direction that the BNSW cease to sanction events held by or under the auspices of that Organisation;
- A recommendation that its membership or affiliation with BNSW be suspended or terminated in accordance with the relevant constitution or rules; and/or
- Any other form of discipline that BNSW considers to be appropriate.

When imposing any form of discipline, it will be accompanied by a warning that a similar breach of policy by the organisation in the future may result in more serious form of discipline.

3. Factors to consider when imposing discipline

The form of discipline to be imposed on an individual or organisation will depend on factors such as:

- Nature and seriousness of the behaviour or incidents;
- In a case where action is taken concurrently with or in lieu of a resolution of a formal complaint, the wishes of the complainant;
- If the individual concerned knew or should have known that the behaviour was a breach of the policy;



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Member Protection Policy

- The level of contrition of the respondent(s);
- The effect of the proposed disciplinary measures on the respondent(s) including any personal, professional or financial consequences;
- If there have been relevant prior warnings or disciplinary action; and/or
- If there are any mitigating circumstances such that the respondent(s) shouldn't be disciplined at all or not disciplined so seriously.