



# GLENELG BASEBALL CLUB INC.

FOUNDED 1931 ABN 43 351 663 278 INCORPORATED  
PREMIFRS 1962-1976-77 1978-79 1979-80 1982-83 2000-01

☒ P.O. BOX 51, GLENELG, 5045

Grounds and Clubhouse: Anderson Avenue, Glenelg North SA 5045

Web site: [www.glenelgbaseballclub.com.au](http://www.glenelgbaseballclub.com.au)

## POSITION STATEMENT 6

### BREACH OF POLICIES AND DISCIPLINARY MEASURES

#### 1 What is a Breach of Glenelg Baseball Club's Policies?

It is a breach of Glenelg Baseball Club's policies for any person or organisation to which our Position Statements apply, to do anything contrary to the Position Statements, including the following:

- failing to follow Glenelg Baseball Club's [Position Statement 1: Child Protection](#) and procedures for the protection, safety and welfare of children;
- failing to follow Glenelg Baseball Club's [Position Statement 2: Anti-discrimination and Harassment](#), including by the following behaviour:
  - discriminating against, harassing or bullying (including cyber bullying and sexual harassment of) any person;
  - engaging in a sexually inappropriate relationship with a person that they supervise, or have influence, authority or power over;
  - verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport; and
  - victimising another person for reporting a complaint.
- failing to follow Glenelg Baseball Club's [Position Statement 3: Social Networking Websites Policy](#);
- failing to follow Glenelg Baseball Club's [Position Statement 4: Codes of Behaviour](#);
- bringing the sport, Glenelg Baseball Club, and/or an Administering Body into disrepute, or acting in a manner likely to bring the sport, Glenelg Baseball Club, and/or an Administering Body into disrepute;
- disclosing to any unauthorised person or organisation any Glenelg Baseball Club information that is of a private, confidential or privileged nature;
- making a complaint that the complainant knows to be untrue, vexatious, malicious or improper;
- failing to comply with a penalty imposed after a finding that the individual or organisation has breached this policy; and

- failing to comply with a direction given to the individual or organisation during the disciplinary process.

## 2 Disciplinary Measures

If an individual or organisation to which this Position Statement applies breaches one of Glenelg Baseball Club's policies, one or more forms of discipline may be imposed. Any disciplinary measure imposed under this policy must be:

- applied consistently with any contractual and employment rules and requirements;
- fair and reasonable;
- based on the evidence and information presented and the seriousness of the breach; and
- determined in accordance with our Constitution, By Laws, this policy and/or Rules of the sport.

### 2.1 Individuals

Subject to contractual and employment requirements, if a finding is made that an individual has breached one of Glenelg Baseball Club's policies, one or more of the following forms of discipline may be imposed by the Board of Glenelg Baseball Club:

- 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, scholarships, placing, records, achievements bestowed in any tournaments, activities or events held or sanctioned by Glenelg Baseball Club;
- a recommendation by the Glenelg Baseball Club to an Administering Body for a withdrawal of any awards, scholarships, placing, records, achievements bestowed in any tournaments, activities or events held or sanctioned by them;
- a demotion or transfer of the individual to another location, role or activity;
- suspension of the individual's membership, appointment, participation or engagement in a role or activity at Glenelg Baseball Club;
- termination of the individual's membership, appointment, participation or engagement in a role or activity at Glenelg Baseball Club;
- a request and/or recommendation by the Glenelg Baseball Club to an Administering Body to suspend or terminate the individual's membership, appointment or engagement with the Administering Body;

- in the case of a coach or official, a request that the relevant organisation deregister the accreditation of the coach or official for a period of time or permanently;
- a fine; and/or
- any other form of discipline that the Board considers appropriate.

## 2.2 Organisations

If a finding is made that a Glenelg Baseball Club member or affiliated organisation has breached its own or one of Glenelg Baseball Club's policies, one or more of the following forms of discipline may be imposed by the Board of Glenelg Baseball Club:

- a written warning;
- a fine;
- a direction that any funding granted or given to it by Glenelg Baseball Club cease from a specified date;
- a direction that Glenelg Baseball Club cease to sanction events held by or under the auspices of that organisation;
- suspension or termination of the organisation's membership, appointment, participation or engagement in a role or activity at Glenelg Baseball Club;
- a request and/or recommendation by the Glenelg Baseball Club to an Administering Body that:
  - any funding granted or given to the organisation by the Administering Body cease from a specified date;
  - that the Administering Body ceases to sanction events held by or under the auspices of that organisation;
  - that any rights, privileges and benefits provided to that organisation by the Administering Body be suspended or revoked;
  - that the organisation's membership of any one or all of the Administering Bodies be suspended or terminated in accordance with the relevant constitution or rules; and/or
  - that the Administering Body impose any other form of discipline that the Administering Body considers to be reasonable and appropriate; and/or
- any other form of discipline that the Board considers appropriate.

### 2.3 Factors to consider

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

- the nature and seriousness of the breach;
- whether the person knew or should have known that the behaviour was a breach;
- the level of contrition shown;
- the effect of the proposed disciplinary measures on the person including any personal, professional or financial consequences;
- whether or not there have been relevant prior warnings or disciplinary action;
- the ability to enforce discipline if the person is a parent or spectator (even if they are bound by the policy); and/or
- any other mitigating circumstances.

## Dictionary

This Dictionary sets out the meaning of words used in this policy and its attachments without limiting the ordinary and natural meaning of the words. State/Territory specific definitions and more detail on some of the words in this dictionary can be sourced from the relevant State/Territory child protection commissions or equal opportunity and antidiscrimination commissions.

*Administering Body* means Baseball SA, Baseball Australia, and any other entity that is responsible, or has authority, for determining the manner in which the sport of baseball is played in any competitions that Glenelg Baseball Club competes in.

*Breach of one of Glenelg Baseball Club's Policies* means to do anything contrary to one or more of the Position Statements of the Glenelg Baseball Club.

*Complaint* means a complaint made under [Position Statement 5: Complaint Procedures](#).

*Complainant* means a person making a complaint.

*Junior* means any person who is under 18 years of age and is a member of Glenelg Baseball Club, State Association, Affiliated Association and/or Club.

*Member* means a financial member of Glenelg Baseball Club, State Association, Affiliated Association and/or Affiliated Club.

*Sexual harassment* means unwanted, unwelcome or uninvited behaviour of a sexual nature which could reasonably be anticipated to make a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include unwanted physical contact, verbal comments, jokes, propositions, display of pornographic or offensive material or other behaviour that creates a sexually hostile environment.

Sexual harassment is not behaviour based on mutual attraction, friendship and respect.

If the interaction is between consenting adults, it is not sexual harassment.

*Victimisation* means subjecting a person or threatening to subject a person to any detriment or unfair treatment because that person has or intends to pursue their rights to make any complaint including a complaint under government legislation (e.g. antidiscrimination) or under this Policy, or for supporting such a person.