



Gladstone Netball Association

Memorial Park, Side Street | Gladstone, QLD 4680
(PO Box 982)

Gladstone Netball Association (GNA)- Behaviour Management Policy

Effective Date: 17.06.2025 Reviewed By: GNA Executive

1. Purpose

The Gladstone Netball Association (GNA) is committed to fostering an environment that:

1. Promotes the safety and support of all individuals.
2. Ensures equal access and opportunities for all participants.
3. Encourages enjoyment and skill development.
4. Is free from verbal, physical, or emotional abuse or harassment.
5. Provides a safe and supportive environment for administrators, players, coaches, officials, scorers, and volunteers to perform their roles effectively.

2. Objectives

This policy aims to:

1. Ensure safe and fair netball games for all participants.
2. Establish clear behavioural standards in line with the Netball Queensland Code of Conduct & Integrity and the Netball Australia National Codes of Behaviour (May 2015).
3. Outline procedures for addressing breaches of these codes.

3. Definitions

- Formal Action: Disciplinary measures taken under this policy.
- Written Complaint: A complaint submitted via the GNA Member Incident and Complaint Form, or in writing containing all required details.
- Verified Complaint: A written complaint whose details are confirmed by an independent witness. Complaints from umpires are considered verified if supported by the co-umpire.
- Judicial Panel: Comprised of 3 members: 1x President, 1x Management Committee member, and 1x ordinary GNA member. The GNA Secretary attends to take minutes and chair the meeting (non-decision maker).
- Appeals Panel: Comprised of 3 members: 2x External GNA representatives and 1x GNA President. The GNA Secretary attends to take minutes and chair the meeting (non-decision maker). The alleged offender may be accompanied by a support person.



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4. Managing and Monitoring Codes of Behaviour

GNA treats breaches of the Codes of Behaviour seriously. Formal action is taken only after a written complaint is lodged, except in cases of serious breaches, which may require immediate action.

Complaint Procedure:

1. Complete the GNA Incident and Complaint Form with all relevant details and witnesses.
2. Forms are available on the GNA website or via email: gnasecretary@hotmail.com.
3. Submit the form to the GNA Secretary within 72 hours of the incident. Late submissions will not be considered.
4. The GNA Secretary reviews and verifies the complaint.
5. The complaint is forwarded to the alleged offender and their club for a 'right of reply', which must be submitted within 72 hours.
6. The Secretary reviews any reply and calls a Judicial Panel hearing within 7 days. Attendance of complainant or offender is not mandatory.
7. If sanctions are imposed, the offender has 7 days to submit a written appeal.
8. Appeals are heard within 14 days by the Appeals Panel. If no appeal is lodged, the Judicial Panel's decision stands.

5. Judicial Panel Hearing

- Convening: Following a verified complaint and opportunity for a right of reply.
- Role: Determine whether sanctions will be imposed. Further information may be gathered if necessary.
- Composition: 3 members (1x President, 1x Management Committee member, 1x ordinary GNA member) plus Secretary (non-decision maker). Meetings may be recorded.
- Decisions: Majority rules; unanimity is not required.

6. Appeals Panel Hearing

- When Convened:
 1. Offender appeals the Judicial Panel's decision.
 2. Serious offences (violence, harassment, criminal activity).
 3. Other matters deemed appropriate by GNA for independent review.
- Role: Review appeals based on procedural fairness, denial of natural justice, or disproportionate sanctions. Additional supporting information may be submitted.
- Composition: 3 members (2x External, 1x GNA President) plus Secretary (non-decision maker). Offender may bring a support person.

7. Confidentiality

All GNA Management Committee members implementing this policy must maintain confidentiality regarding complaints unless disclosure is necessary for disciplinary purposes.



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8. Records Management

GNA will maintain accurate records of:

- Written complaints
- Rights of reply
- Judicial and Appeals Panel minutes
- Sanctions imposed

9. Types of Offences

Minor Offences:

- Swearing
- Offensive language
- Derogatory comments
- Disrespect or dissent toward officials
- Failure to follow directions of an official
- Deliberate infringements

Major Offences:

- Verbal threats
- Physical assault
- Repetitive dangerous, reckless, or rough play

10. Sanctions / Consequences

Minor Offences:

- 1st Offence: Warning letter to member and club
- 2nd Offence: 2-game suspension (1 game if under 18)
- 3rd Offence: 8-game suspension (4 games if under 18)
- Subsequent Offence: Removal from all GNA events/fixtures for 1 season (or 18 consecutive games)

Major Offences:

- 1st Offence: Immediate removal from the game and 2-game suspension (1 game if under 18)
- 2nd Offence: Immediate removal from the game and 8-game suspension (4 games if under 18)
- 3rd Offence: Immediate removal from the game and removal from all GNA events/fixtures for 1 season (or 18 consecutive games)
- Subsequent Offence: Immediate removal from the game and removal from all GNA events/fixtures for 1 season (or 18 consecutive games)

11. Representative Duties

Any member serving a suspension is automatically removed from representative duties for the remainder of the calendar year.