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EASTERN RAPTORS RUGBY LEAGUE CLUB

GRADING MATRIX FOR ALLEGED OFFENCES

Version History

Version	Date	Authors	Summary of Changes
1.0	24/10/13	R Sharp	Document Initialisation

Acceptance

Position	Approval Date	Version	Name	Next Review
President	24/10/13	1.0	Jo Leiper	9/2014
Secretary	24/10/13	1.0	Kelly Rowell	

		IMPACT				
		Very Low (1)	Low (2)	Medium (3)	High (4)	Extreme (5)
SEVERITY	Extreme (5)	5	10	15	20	25
	High (4)	4	8	12	16	20
	Medium (3)	3	6	9	12	15
	Low (2)	2	4	6	8	10
	Very Low (1)	1	2	3	4	5

Inconsistency with the Constitution

If there is any inconsistency between the terms of this Policy and the Constitution, then (to the extent permitted by law) the Constitution will override this policy, and will apply, to the extent of that inconsistency.

Grading Matrix

The above grading matrix provides consistent, clear and pre-defined guidance for penalties for any breach of ERRLC, VRL rules or State and/or Federal Laws. This is to be used as a guidance tool to help assess alleged offences and decide upon appropriate penalties. The numbers listed within the matrix are the number of weeks the member is to be considered for suspension. Should an alleged offence be considered by the disciplinary subcommittee to be in the realm of 'red' that member should be considered for expulsion.

In addition to imposing an ERRLC penalty, the Committee may have further obligations, which are dependent on the severity of the alleged offence:

1. Alleged offences of major prejudicial conduct (see definition below) must be reported to the appropriate federal or state authorities and also to the VRL as the responsible governing body.
2. Alleged offences of lesser prejudicial conduct (see definition below) at the committee's discretion may reported to the VRL as the responsible governing body.



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Note: Any disciplinary subcommittee assessment and subsequent decision, which imposes a 3-week or greater suspension, must be reported to the VRL as the responsible governing body.

If the alleged offence involves an elected or appointed Committee member and / or volunteer member, that member will be stood down from their position until the matter is resolved.

To assist understanding of accountabilities, the Committee will ensure that all Committee members, Coaches, Trainers, Team Managers, senior players and parents/legal guardians of junior players have access to a copy of the Victorian Rugby League Code of Conduct and the Association Code of Conduct

DEFINITIONS

Suspension – The member is not permitted to attend ERRLC matches, training or club events during this time.

Expulsion – The member ceases to be a member of the Association and is not permitted to attend ERRLC matches, training or club events.

Impact – How far reaching the offence is with regards to the number of people, teams and clubs involved and / or affected. It also takes into account the ability of those affected to continue in their current capacity as member, official, spectator, club etc. This can also include the theoretical understanding should an intentional or unintentional offence be realised and its future impact to the club (i.e. acts that can cause future injury or death due to negligence of official duties.)

Severity – The grading from lesser prejudicial conduct to major prejudicial conduct.

Major Prejudicial Conduct - matters may include violence, molestation, abuse (i.e. physical, emotional, verbal, neglect etc), harassment, bullying, vilification, discrimination, fraud, personal injury arising from breaches of OH&S, willful property damage, breach of personal privacy etc.

Lesser Prejudicial Conduct - Such matters may include inappropriate language and behaviour, verbal mistreatment of referees, poor leadership of and duty of care of junior members, LeagueSafe related negligence without any personal injury, negligence to report injury to a trainer, false or misleading application for membership, failure to comply with the Association's rules etc.

