

Scarboro Surf Life Saving Club

Policy 1.4 Club Discipline



1. Introduction

This document will assist in ensuring that Club Members are aware of Scarboro SLSC's suspension procedure and aligns with Clause 12 Discipline of Members, of the Constitution, also SLSA Regulations Section 5 – Discipline and Judiciary and SLSWA Regulations Section 7 – Grievance, Judicial and Discipline.

2. Objectives

The objectives of this document are to;

- Ensure that Club members are aware of the Club's disciplinary procedure
 - Ensure that Club members are aware of SLSA and SLSWA disciplinary procedures and requirements.
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3. Disciplinary Action Patrols and General Club Rules

3.1 The matter of discipline as designated under the Club Policies 2 Patrols and certain sections of 6.1 General Club Rules, shall be dealt with by the Beach Operations Committee (BOC).

3.2 A member may face automatic disciplinary action, against which there is no right of appeal, for failure to comply with the Patrol Regulations as stated in Policy 2.2 Patrol Requirements.

3.3 A member may be disciplined at the discretion of the Director Beach Operations for contravention of the Club's rules as stated in Policies 2.2 Patrol Requirements and 6.1 General Club Rules.

Any such action by the Director Beach Operations in this regard shall be referred to the next meeting of the BOC to be endorsed and the member invited to attend to state their case.

3.4 For contravention under Policy 6.1 General Club Rules, (unless the matter is to be dealt with by the Disciplinary Committee) the member shall be advised in writing within fourteen (14) days of the breach that they are required to appear before the BOC to state their case.

3.5 Refer to Policy 2.2 Patrol Requirements, Section 9 for patrol related breaches.

3.6 The BOC shall determine the merits of each case and determine if further disciplinary action is required. Where a suspension is determined, this will be referred to the Board for endorsement.

3.7 The member shall be advised of the decision in writing within seven (7) days of the meeting. The member concerned shall be given at least three (3) day's notice of the date, time and location of the meeting in writing to allow them, if they desire, to appeal to the Board either personally or through another member.

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The Board may revoke or endorse the penalty or otherwise increase or decrease the penalty as seen fit by the Board. Any further rights of appeal shall be as governed by the Constitution and Regulations of SLSA and/or SLSWA.

- 3.8 Where a formal complaint is received in regard to a member's actions or behaviour, the Disciplinary Committee shall be convened to hear all matters referred to it in writing by the Board and determine action to be taken in accordance with the Constitution, By-Laws and Policies in the best interests of the Club and report on its findings to the Board.

4. Disciplinary Committee

Where a member/s fail to comply with the provisions of the Constitution or in any other way, through their actions or behaviour, bring the Club and/or Surf life Saving into disrepute, they shall be dealt with under the provisions of the Constitution Clause 12. Discipline of Members.

5. Right of Appeal

In all cases where disciplinary action is taken against a member/s under this Policy, the member's right of appeal shall be in accordance firstly with this Policy sections 3.3 and 3.7; and then as may be provided under SLSA Regulations Section 5 – Discipline and Judiciary and SLSWA Regulations Section 7 – Grievance, Judicial and Discipline