



ZERO TOLERANCE POLICY

1. Preamble

1.1 Softball ACT (SACT) recognises the importance of providing a safe and enjoyable environment for all those who participate in softball in the ACT.

1.2 SACT does not tolerate abuse or unsportsmanlike conduct in any of its forms and has developed this Policy to clearly outline the processes and penalties to be applied.

1.3 This Policy is to be read and applied, wherever applicable, in conjunction with the Softball Australia/SACT Constitutions, Disciplinary Regulations, Codes of Conduct/Behaviour/Ethics, Member Protection Policy and any other relevant documents.

1.4 The penalties associated with this Policy are outlined in the Disciplinary Regulations and are to be followed as a component of this Policy. Penalties may change and categories added at the discretion of the Board.

2. Interpretation

2.1 Unless the contrary intention appears words and phrases in this document have the same meaning as in the Constitution.

3. Objective

3.1 The objectives of this Policy are to:

- (a) Remove personal abuse and unsportsmanlike behaviour from all aspects surrounding the game of softball in the ACT;
- (b) Protect all participants from exposure to such behaviour;
- (c) Ensure a common acceptable standard of behaviour throughout the Association and its Affiliates;
- (d) Provide a consistent application of processes and penalties for breaches of this Policy and any other relevant Policies.

4. Application of this Policy

4.1 This Policy applies to all:

- (a) Administrators, employees and volunteers of SACT, Affiliated Associations, SUA ACT or Clubs;
- (b) Players, coaches, managers, scorers, umpires and other officials taking part in activities and events held by or under the auspices of SACT, an Affiliated Association or a member body;
- (c) Spectators (including registered members involved as spectators) at games, activities or events held by or under the auspices of SACT, an Affiliated Association or a member body.



ZERO TOLERANCE POLICY

5. Policy

5.1 A registered participant in organised softball in the ACT, or any spectator, will not indulge in any unsportsmanlike conduct or behaviour towards any other participant or spectator involved in a recognised softball activity including organised training and will adhere to all relevant Codes of Conduct/Behaviour/Ethics and the Member Protection Policy.

5.2 Unsportsmanlike conduct includes, but is not limited to:

- (a) Verbal abuse and threats;
- (b) Physical abuse and/or assault;
- (c) Any form of discrimination;
- (d) Any form of harassment;
- (e) Derogatory remarks or gestures;
- (f) Cheating;
- (g) Visible dissent of a decision of an umpire or official in an unsportsmanlike manner;
- (h) Equipment abuse.

5.3 Unsportsmanlike conduct applies to both the instigation of, and response to, an incident.

6. Procedures

6.1 As well as conducting themselves at all times in accordance with the terms of this Policy it is also the responsibility of all players, officials, volunteers etc to actively discourage any form of unsportsmanlike behaviour and to report any breach of this Policy to SACT without delay together with a written report if required by SACT. The matter will be dealt with by SACT in accordance with the requirements of the Constitution, the Disciplinary Regulations and, where appropriate, the Member Protection Policy.

6.2 Where a person is reported for an offence under this Policy that person may accept the automatic penalty set out in the Disciplinary Regulations for the offence without a hearing or appeal. A person wishing to contest the charge must do so in accordance with the provisions of the Disciplinary Regulations.

7. Frivolous, Malicious or Vexatious Complaints

7.1 Where a person or Tribunal considering a complaint deems it to be frivolous, malicious or vexatious the person making the complaint may be given a warning in the first instance. In more serious cases, or for repeated offences, the person making the complaint may be required to appear before the Board or the Disciplinary Tribunal.