



# ALTONA HOCKEY CLUB

Complaints, Disputes and  
Discipline Policy of the  
Altona Hockey Club, Inc.

## **Purpose:**

The Altona Hockey Club, inc. (AHC) work towards maintaining ethical and informed decision-making and responsible behaviours within the AHC and our sport.

The AHC Code of Conduct Policy aims to ensure that everyone involved in hockey is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.

The Member Protection Policy sets out expectations and behaviours to ensure everyone involved with hockey is treated with respect and dignity. In addition, the policy defines prohibited conduct and includes examples.

This Policy sets out the processes for resolving complaints and disputes and imposing disciplinary action arising from an individual or organisation engaging in prohibited conduct under the Hockey Australia National Integrity Framework and associated integrity policies.

The Hockey Australia National Integrity Framework is the umbrella policy that sets out the uniform national integrity framework and requirements for ethical behaviour that will apply to all Australian Hockey Organisations (AHOs) and all hockey participants.

The NIF:

- Incorporates values and principles that should uniformly guide the conduct of participants, clubs and their activities;
- Promotes the development and implementation of clear education and communication strategies for all AHOs and hockey participants;
- Outlines a policy framework that provides for a safe, fair, and inclusive environment in which our sport can be conducted; and
- Coordinates robust reporting, investigation, hearing, and sanctioning processes to deal with Prohibited Conduct and other matters covered by the NIF.

AHOs include:

- Hockey Australia (HA)
- Hockey Victoria (HV)
- All other Member Associations of HA, e.g. Hockey New South Wales
- All HV Affiliates (e.g. clubs and its members)
- All Affiliates of the other HA Member Associations.

**The AHC board has resolved to adopt the Hockey Australia Complaints, Disputes and Discipline Policy in its entirety, replacing the previous relevant response and disciplinary provisions in the AHC Code of Conduct Policy (2022) and the AHC Member Protection Policy (2021).**

The Hockey Australia Complaints, Disputes and Discipline Policy can be found:  
<https://cdn.revolutionise.com.au/cups/hockeyaus/files/4lskkcbpmuems4uu.pdf>

It includes the following sections:

1. Introduction
2. Definitions
3. Preliminary matters
4. How to make a complaint
5. How to handle alleged breaches
6. Resolving alleged breaches
7. Hearing Tribunals
8. Appeals
9. Finalising an alleged breach
10. Interpretation and other information.

Additional Schedules:

- Schedule 1: Complaint Form
- Schedule 2: Letter – Minor Breach Procedure
- Schedule 3: letter – Breach Offer
- Schedule 4: NST Eligible matters
- Schedule 5: Internal Tribunal Procedure
- Schedule 6: Internal Appeals Tribunal Procedure
- Annexure A: Record of Alleged Breach

## **Review, Additions or Amendments**

This policy will be reviewed and evaluated annually.

**Dated April 14, 2023**  
**For and on Behalf of its Members.**  
**The Altona Hockey Club Inc. Board**