

**NORTHERN FOOTBALL
NETBALL LEAGUE
INCORPORATED**



**SCHEDULE 3:
GRIEVANCE COMMITTEE
PROCEDURE**

**Adopted
April 2007**

NORTHERN FOOTBALL NETBALL LEAGUE INCORPORATED
GRIEVANCE COMMITTEE PROCEDURE

Prior to commencing procedures, the CEO or his representative shall provide a written or verbal synopsis of the grievance to the Grievance Committee.

1. The CEO or his representative, on the night of the investigation, shall invite all parties into the committee room and shall:
 - i. Introduce the Grievance Committee;
 - ii. Introduce the member that has lodged the grievance (complainant);
 - iii. Introduce the respondent;
 - iv. Introduce any other persons involved (e.g. Umpires, Investigation Officers and any witnesses).
2. The Chairman shall invite the complainant to state his/their grievance detailing all relevant information. The Chairman, at his discretion, may question the complainant and invite the Committee to do so;
3. If the grievance has also been referred by the CEO to the Investigation Officer, the Chairman shall ask the Investigation Officer (or his delegate) to detail all relevant information the Information Officer considers material and the Committee may question the Investigation Officer on the matters raised by the Investigation Officer;
4. The Chairman shall ask the respondent to state his/their case detailing all relevant information to the grievance and may rebut any allegations by the complainant. The Chairman, at his discretion, may question the respondent and may invite the Committee to do so;
5. After the complainant (or, if relevant, the Investigation Officer or his delegate) and respondent have stated their respective cases they may, if they wish, call any witnesses to appear before the Committee. In this regard, no hearsay evidence by witnesses will be accepted;
6. After evidence by all concerned has been delivered, the Chairman may open the hearing for general questions at which all parties may question the other or seek points of clarification. At all times questions must be directed through the Chairman, who may allow or disallow the questions;
7. After all questioning, in the opinion of the Chairman, has been satisfied the Chairman shall ask the parties to summarise their respective cases and invite all parties to retire at the convenience of the Committee;
8. Upon re-entering, the Grievance Committee Chairman will indicate the decision as determined by the Committee: "On the evidence presented to the Committee, the decision is as follows....."
9. The options available to a Grievance Committee are:
 - i. A suspension of a player for no more than two matches (greater than two matches shall be referred to a Tribunal of the NFNL);
 - ii. A charge against a player or official referred to a Tribunal of the NFNL;
 - iii. A punishment in accordance with Schedule 20 of the NFNL By-Laws;
 - iv. For punishments greater than those within Schedule 20 of the By-Laws, a recommendation of punishment to the Board of the NFNL.
10. All parties must then leave quietly.