



Macorna Football Netball Club

Grievance Procedure

The Macorna Football Netball Club protects its Players/ Officials/ Members and Spectators by fully endorsing Football Netball Victoria's Constitutions, By-Laws and Code of Conduct, and the Central Rivers Football Netball League By-Laws, and Codes of Behaviour.

Should a player/ official/ parent/ member or spectator of our club find themselves dissatisfied with a policy of the club, a breach of a policy or a general grievance with a club or club official's decisions or actions we have in place the following procedures to ensure your grievance is heard and actioned –

Step 1

Players and Parents of Macorna Football Netball Club are all members of our club, we are all just mums, dads, players and community members volunteering for the club, so remember if you are dissatisfied with something at the club ask yourself this question first.

“As a member of Macorna Football Netball Club, just like all the other people involved (the committee, coaches, match officials) - What can I do myself to rectify the problem? Does the Club just need more people helping out to fix my problem?”

Step 2

If you can't rectify the problem yourself as a member, talk to the person responsible directly and in a friendly professional manner, talk about the issue you wish to raise person to person. Remember this person is a volunteer of your or your child's club, talk to him or her in a manner to which you also would like to be spoken to yourself and help solve the problem member to member. Please be aware to discuss the issue away from junior/other members of the club so that they are not privy to the conversation.

Step 3*

If speaking to the person directly who is responsible for the part of the club you have your grievance with does not result in a satisfactory outcome for you, please put your grievance in writing and e-mail it directly to our Club Secretary – for a netball related issue: macornanetballclub@yahoo.com.au for football related issue: mfnctigers@hotmail.com.au. Your grievance will then be heard and ruled on by a three (3) person grievance hearing, the three (3) person panel will be made up of at least two (2) senior committee position holders and a general committee position holder.

* Failure to follow steps 1 and 2 will result in your grievance not being heard by the Macorna Football Netball Club Grievance Panel.



Club Vision: *We are a community club that provides a safe and welcoming environment for all its supporters, members and players, while striving for successful development.*

Club Values: RESPECT - PASSION - FAMILY - FUN - UNITED
CODE of CONDUCT for Macorna Football Netball Club

Players, Parents, Coaches, Umpires and Spectators acknowledge:

1. The need to support each other and WORK TOGETHER. To encourage CONFIDENCE and VALUE ALL as part of the team
2. The primary focus is for all participants to be INVOLVED and have FUN
3. Abusive/Negative behaviour is strictly unacceptable TOWARDS and BY players, parents, coaches, umpires and spectators
4. The intention is to encourage GOOD SPORTSMANSHIP
5. The need to ACKNOWLEDGE and DEVELOP positive traits as good people, not just players
Spectators (with a focus on parents), are only to support in a POSITIVE way
6. The need to recognise and manage stress levels. Abusive language including swearing will not be tolerated.
7. It is unacceptable to criticise an umpire
8. Coaches of the Club, will not be judged on the number of games won, but rather the level of DEVELOPMENT and ENJOYMENT of ALL involved
9. A commitment to RESPECT and EMBRACE all, regardless of beliefs, sexual orientation, culture or ability
10. All issues should be resolved when they happen in a calm and positive manner. POSITIVE COMMUNICATION is vital. Please review Macorna Football Netball club Grievance Policy to assist when there is a grievance. The team coach is the first point of contact
11. The need to ENCOURAGE and SUPPORT the development of all members of the club
12. The need to respect club equipment and facilities
13. All involved have a RESPONSIBILITY to embrace the above points

I fully support and agree to adhere to the Code of Conduct for Macorna Football and Netball Club.

I am aware that any breach of the Code of conduct will be addressed by the Macorna FNC Committee and/or Central Rivers FNL.

Name:..... Signature..... Date:

(Family Rep) Name: Signature..... Date:

