

# SHARKS NETBALL CLUB INC.

## CONSTITUTION

August 2017

This constitution are the rules governing the internal affairs of Sharks Netball Club Inc. They are the operating procedures that determine the conduct and direction of the organisation as approved by the Club Members.

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## 1. DEFINITIONS AND INTERPRETATION

- The terms her and she are to include all genders and can be used interchangeably with him and he
- Cairns Netball Association will be referred to as CNA
- Competition refers to either junior or senior competitions

## 2. Name

The name of the club shall be the Sharks Netball Club Inc. hereinafter referred to as The Club

## 3. Objective

The objectives of the Club are:

- Promote, encourage and foster the game of netball across all age groups
- Develop, train, coach and encourage members of Sharks Netball Club in the game of netball so that all players have the ability to reach their full potential
- Actively engage with the Cairns community to improve the pathways into netball
- To encourage and support people in healthy and active lifestyles

## 4. Membership

Membership of Sharks Netball Club is determined in 4.1 and 4.2 with all member details being kept in an internal database:

### 4.1 Non-Voting/Ordinary Member:

- Financial player of Sharks Netball
  - All ordinary members cease to be a member of the club at the end of each calendar year
  - Associates of CNA who have active roles within The Club for example Team Managers and nominated umpires
  - There is no limit to the number of ordinary members

### 4.2 Voting:

- Management Committee Members of Sharks Netball
  - As determined in Section 5
- Life Members
  - Life membership of the Club may be given to any person whom the Management Committee deems to have provided outstanding service to the Club over a period of ten (10) accumulative years (which period does not need to be continuous). Active participation on the Club's Management Committee will be favourably considered.
  - Once a person becomes a Life Member, that person is a Member of the Club for life and annual applications for Club membership are not required.
  - Life Membership may be revoked if the life member acts contrary to these rules, breaches of code of conduct policies or is banned from Sharks Netball Club, CNA or Netball Queensland competitions

## 5. Management Committee and Club Roles

The Management Committee will consist of the following voting positions:

### Executive Committee:

- President
- Vice President (Maximum of 2)
- Secretary
- Treasurer

### General Committee:

- Registrar
  - Senior Convenor
  - Junior Convenor
  - Senior Coach
  - Event Coordinator
  - General Management Committee Member (Maximum of 4)
- Excluding Executive Management Committee positions, multiple management committee or club role positions may be held by one person if necessary and with approval of the President

- An Executive Management Committee member may hold additional management committee positions if necessary and with approval of the President
- If one person holds numerous roles they only hold one vote, they must complete all duties outlined within these roles.
- Executive Management Committee positions will hold a term of 2 years with all other positions holding a term of 1 year
- At each annual general meeting of the association, the members of the management committee at the end of their term must retire from office, but if eligible, on nomination, for re-election
- Executive Management Committee positions may hold a maximum of two consecutive terms. If a person wishes to sit for further terms, the nomination must be supported with a 50% plus 1 vote from the Management Committee
- At the end of each term the management committee positions will step down at the Annual General Meeting
- The Management Committee is elected at the Annual General Meeting. Nominations should be received prior to the meeting however can be accepted at the meeting if nominations for a position have not been received.
- Where multiple nominations for one position is received, a secret vote all members attending the meeting will be conducted with a majority win.
- Any Committee Member absent from two (2) consecutive meetings without reasonable cause may be replaced, the replacement to be decided by the Executive Committee.
- If a position is required to resign from their duties prior to the conclusion of their term, the position is required to submit their resignation in writing to the Secretary or President
- Should a vacancy occur in the Executive Committee or General Committee during the year, the Executive Committee shall appoint a suitable person to fill the vacancy and that person shall hold office under the next General or Special Meeting.
- At a minimum the positions of President, Secretary and Treasurer must be filled.

### Club Roles

The following are non-voting positions with The Club and assist with the day to day running of The Club:

- Equipment Officer
  - Social Media Officer
  - Game Night Delegates
  - Correspondence Officer
- 
- A member of Sharks Netball Club may hold a club role without being a Management Committee member.
  - Someone who holds a club role without being on the Management Committee may attend Management Committee meetings however do not have voting options

### 5.1 Functions of the Management Committee

- The income and property of the association must be used solely in promoting the association's objects and exercising the association's powers.

- Subject to these rules or a resolution of the members of the association carried at a general meeting, the management committee has the general control and management of the administration of affairs, property and funds of the association
- The management committee has authority to interpret the meaning of these rules and any matter relating to the association on which the rules are silent, but any interpretation must have regard to the Act, including any regulation made under the Act.
- The management committee may exercise the powers of the association:
  - To raise and secure the payment of amounts in a way the members of the association decide
  - To secure the amounts mentioned in the above point or the payment or performance of any debt, liability, contract, guarantee or other engagement incurred or to be entered into by the association in any way, including the issue of debentures (perpetual or otherwise) charged upon the whole or part of the associations property, both present and future;
  - To invest funds held by the association in the best interest of the association

## 5.2 Duties of Management Committee Positions:

### PRESIDENT

- the satisfactory running of the Club in relation to the strategic planning, implementation and co-ordination of Club activities,
- chairing and the proper conduct of Management Committee, Executive Committee, Annual General, General and other Club meetings
- representing the Club to outside organisations and at CNA and Netball QLD functions and meetings as required
- Approval of all marketing and public relations campaigns including but not limited to resources, brand collateral, uniform, apparel, merchandise and other communication methods
- Approval of communication externally and internally within the association

### VICE-PRESIDENTS

- Where the President is unable to be attend a meeting, or fulfil a duty of the President, one or both Vice Presidents shall step in to fulfil those duties
- The Vice Presidents will assist the President in his or her duties and provide guidance and mentoring to the other Officers of the Management Committee
- In the absence of a person specifically appointed by the Club for the role from season to season, one or both Vice Presidents will act as the Club's web manager to ensure that the Club's website is up to date

### SECRETARY

The Secretary is the principal administrative officer of the Club and is responsible for carrying out the decisions of the Management Committee meetings, unless otherwise stipulated/delegated.

- ensure the Club abides by its duties as set out by CNA and Netball QLD
- provide meeting papers (including an agenda) to each Management Committee Officer, preferably at least seven (7) days before a Management Meeting
- after consultation with the President, prepare and dispatch Notices of Meetings and associated documents for all Annual General Meetings and General Meetings of the Club

- The secretary must ensure full and accurate minutes of all questions, matters, resolutions and other proceedings of each management committee meeting are recorded and saved to the Sharks Netball GDrive.
- respond to and keep copies of all relevant incoming and outgoing Club correspondence, make these available to each Management Committee meeting and store these with the Club's archived material
- make available any correspondence and other records and papers relating to the Club if requested by any member of the Management Committee, except where the Executive Committee imposes a limited access regime for appropriate confidentiality purposes,
- assist to ensure that the records, documents, database and books of The Club are maintained and that the history is updated regularly
- maintain a contacts list for all Management Committee Officers
- liaise with CNA for the continued use of the training grounds for training purposes and for meetings of The Club
- act as the principal point of contact for communications with CNA and for enquiries from prospective Members
- Oversee any subcommittee created to assist with related duties such as registration

### TREASURER

- receive and oversee the pay out of money on behalf of the Club
- keep a proper record and books for all transactions
- arrange a bank account and signatories to all cheque accounts and appropriate security checks for all electronic accounts
- invest money in such a manner as the Management Committee may think fit and in accordance with the Constitution
- present appropriate financial reports to the Club Management Meetings and Annual General Meetings
- in conjunction with the President, be responsible for the accurate preparation and submissions of applications for grants to the relevant authorities
- ensure that an annual income and expenditure report is prepared and audited prior to the Annual General Meeting
- liaise in a timely fashion with the Club's auditor as required
- Oversee subcommittees responsible for fundraising and sponsorship
- Create and manage sponsorship agreements including issuing invoices

### REGISTRAR

- At the beginning of the year organise dates for registration with the Management Committee
- Update registration forms and distribute as required
- Organise and attend registration day
- Maintain and organise records of registered players
- Complete all registration paperwork
- Provide copy of collated teams to Secretary
- Assist the Secretary and convenors with all registration enquiries
- Attend all general meetings and Management Committee meetings

## JUNIOR CONVENOR

- Attend all general meetings and Management Committee meetings
- Attend and assist on registration day
- Assist in compilation of teams at the start of the year
- Assist at grading
- Communicate and liaise with junior teams
- Act as Game Night Delegate and be the point of contact for all game night enquiries and ensure the completion of umpire and scorer tasks
- Notify CNA and/or Netball QLD of all accidents that could give rise to insurance claims
- Communicate to Management Committee regarding any concerns or ideas for improvement regarding junior teams
- Be responsible in notifying and co-ordinating with junior coaches all relevant information
- Assist with the end of year presentation

## SENIOR CONVENOR

- Attend all general meetings and Management Committee meetings
- Attend and assist on registration day
- Assist in the compilation of teams at the start of the year
- Assist with team selections
- Communicate and liaise with senior teams
- Act as Game Night Delegate and be the point of contact for all game night enquiries and ensure the completion of umpire and scorer tasks
- Notify CNA and/or Netball QLD of all accidents that could give rise to insurance claims
- Communicate to Management Committee regarding any concerns or ideas for improvement regarding senior teams
- Be responsible in notifying and co-ordinating with seniors coaches all relevant information
- Assist with the end of year presentation

## SENIOR COACH

- Attend all general meetings and Management Committee meetings
- Confirm that all coaches have a valid Blue card. Issue application forms to coaches
- Advise coaches of when there are coaching clinic opportunities
- Hold coaching clinics in-house to increase knowledge and skills for our coaches
- Keep in contact with coaches to ensure they have support
- Make sure all new coaches have a blue card
- Assist in team selections and liaise with selection committee
- If entire teams come over to club, arrange for a grading game

## EVENTS COORDINATOR

- Arrange the end of year presentation (co-ordinate with Management Committee)
- Assist the President and Secretary in choosing trophies for the end of year presentation
- Organise yearly events as decided at General Meetings for example social events, coaching courses, fitness, drills and skills for players
- Arrange any fundraising opportunities

## GENERAL COMMITTEE MEMBERS

- Assist the other Officers of the Management Committee in their duties where required.
- Pro-actively assist in the general running of the Club where needed
- Assist with fundraising activities
- Attend to such matters that are reasonably assigned to them by the Management Committee from time to time
- Attend all management committee meetings
- Actively participate in club discussion and decision making

## 5.3 Non Management Committee Club Roles:

### EQUIPMENT OFFICER

- Collect all bags and equipment at the end the season and check condition of all equipment;
- Do a stock take of equipment at the beginning of season
- Keep a record of all equipment owned by the Club
- Discard any broken equipment;
- Obtain new equipment for the start of the year
- Organise the team bags for the year
- Arrange with the coaches for collection of bags
- Allocate uniforms at the beginning of the season and receive uniforms at the end of the season

### SOCIAL MEDIA OFFICER

- Keep social media and website update with current information about the Club
- Ensure all correct details regarding Committee Members are updated
- Advertise on social media when is registration
- Contact appropriate persons when information comes through the club social media accounts
- Upload when requested notices for our website and Social Media items from club members and committee

### GAME NIGHT DELEGATE

- Where senior or junior games fall across two separate nights, the conveyor may delegate a Game Night Delegate for one night

### CORRESPONDENCE OFFICER

- Support the secretary to manage all incoming and external correspondence
- Regularly check incoming emails and distribute to the relevant person
- Respond to potential player enquiries in an effective and efficient manner

### MARKETING OFFICER

- Design or arrange for graphic design of promotional material, branding collateral and logo development at the request of the Management Committee
- Ensure that all marketing and brand usage complies with rules outlined within the Style Guide
- Liaise with providers/stakeholders regarding the design, production and delivery of orders relating to but not limited to market branding collateral, merchandise and promotional material



- Ensure that all providers used for production are reputable, credible and provide products based on quality and cost effective.

## 5.2 Subcommittees

- Where required Management Committee positions may create subcommittee to complete organisational functions within the club
- Any member of Sharks Netball may be on a subcommittee and is not required to be on the Management Committee
- The Management Committee position is responsible for overseeing the management of the subcommittee

## 6. Meetings & Decision Making

- Management Committee Meetings will be held at a minimum of monthly during the winter netball season
- The Secretary may call for increased meetings during the lead up to and throughout the winter netball season if required
- During the lead up to the winter season, operational meetings may be called more regularly to ensure the smooth commencement of the season
- Strategic and overall club decision making will be conducted at Management Committee meetings not at operational meetings
- Where operational actions requiring decisions are required during the season that do not require a meeting, actions may be posed to the Management Committee or Executive positions for a decision
- All Management Committee meetings will follow the agenda provided to the Management Committee 7 days prior to the meeting
- All Members of Sharks Netball are entitled to attend Management Committee Meetings however only Management Committee positions and life members have voting rights
  - Each person with voting rights is only entitled to one vote
- Management Committee positions may provide a proxy in writing to the secretary prior to the meeting commencing detailing either their decision on proposed actions or delegating their voting rights to a specified Management Committee member
- All Management Committee Meetings will have minutes taken and distributed following the meeting
- To ensure the accuracy of the minutes, the minutes of each management committee meeting must be signed by the chairperson of the meeting, or the chairperson of the next management committee meeting, verifying their accuracy.
- All actions requiring a decision presented at a Management Committee meeting require a majority vote to be approved
  - Where an equal or minority vote is achieved, the action is rejected
- In exceptional circumstances where a decision is required and agreement cannot be found within the Management Committee; or where a decision effecting the entire club or competition is required, the President may decide to conduct an all of club two option vote
  - A two option vote must provide all members with only two options that they can choose from for example for/against or option A/option B
  - Where an all of club vote is called all members defined in these Rules have one vote

- Where the member is a under the age of 16, their nominated parent/carer may cast their vote
- The majority of the club vote received will be the decided action
- Where less than half of club members do not vote, the decision returns to the Management Committee who will take into consideration the result of the club vote

### 6.1 Minute Taking

- The secretary must ensure full and accurate minutes of all questions, matters, resolutions and other proceedings of each general meeting are saved to the Sharks Netball GDrive.
- To ensure the accuracy of the minutes
  - the minutes of each general meeting must be signed by the chairperson of the meeting, or the chairperson of the next general meeting, verifying their accuracy; and
  - the minutes of each annual general meeting must be signed by the chairperson of the meeting, or the chairperson of the next meeting of the association that is a general meeting or annual general meeting, verifying their accuracy.
- If asked by a member of the association, the secretary must, within 28 days after the request is made
  - make the minutes for a particular general meeting available for inspection by the member at a mutually agreed time and place; and
  - provide the member copies of the minutes of the meeting.
- The association may require the member to pay the reasonable costs of providing copies of the minutes.

### 6.2 Quorum for, adjournment of, Management Committee meeting

- At a Management Committee meeting a total of half plus 1 of members elected to the committee as at the close of the last general meeting of the members form a quorum
- If there is no quorum within 15 minutes of the fixed time for the Management Committee meeting at the request of the members, the meeting lapses
- If there is no quorum within 15 minutes after the time fixed for the Management Committee meeting called other than on the request of the members:
  - The meeting is adjourned for at least one day and:
  - The members of the Management Committee who are present are to decide the day, time and place of the adjourned meeting
- If at an adjourned meeting there is no quorum within 15 minutes of the time fixed for the meeting, the meeting lapses.

### 6.3 Extraordinary Circumstances

- Where these rules are silent, a decision can be made by the Management Committee that ensure the integrity of Sharks Netball Club is maintained always
- The Committee may, in using its reasonable discretion, in exceptional or extenuating circumstances, alter, vary or waive the requirements set out in these Rules and has the power to make additional rules as deemed necessary

## 7. Annual General Meeting

The Annual General Meeting will be held once a year and the structure will be as follows:

1. Declare Meeting Open
2. President's Address
3. Apologies
4. Confirmation of minutes of Previous Annual General Meeting
5. Adopt reports from office bearers
6. Adopt audited balance sheet and statement of income and expenditure
7. Notion for alteration, repeal or additions to the constitution and rules
8. Elect Office Bearers and Committee Members
9. Declare Meeting closed

## 8. Club Operations

### 8.1 Registrations

- A player must complete required registration forms for both The Club and CNA prior to the registration date
- Players who register after the registration date cannot be guaranteed a place in a team
- Late registrations shall be placed on a waiting list and places allocated as they become available at the discretion of the Management Committee
- A player transferring from another club must satisfy all financial obligations to said club prior to transferring and must gain all required approvals

### 8.2 Withdrawals

- A player may withdraw from the club prior to the season by giving notice in writing to the Registrar
  - Monies may only be refunded at the discretion of the Executive Committee
- Any player who withdraws after the commencement of the season will be deemed ineligible to play with another club without the written consent of The Club and payment of any monies owing to The Club.
  - Partial refunds may be given at the discretion of the Executive Committee.

### 8.3 Fees

- Fees for the following year shall be determined by the Management Committee annually after the considering the current financial situation of The Club and forecasted expenses
- Fees must be paid upon registration unless prior arrangement is made with the Treasurer
- Set payment plans will be determined at the beginning of each season with set schedule and amounts
- The Club has a 'No Pay, No Play' policy
  - The treasurer is to send a list of non-financial players to the junior and senior convenors
  - The Convenors to contact the coach of each non-financial player advising that until fees are finalised or payment plan is organised with the Treasurer, the non-financial player will be unable to take the court.
- Fee Discounts Policy
  - The 2<sup>nd</sup> and subsequent player in a family attract a 15% discount on the club fee
  - Management Committee shall receive 100% discount on the club fee for the winter season only

- Non-playing coaches receive 100% discount on the required association associate fees
- Playing coaches receive a 100% discount on the club fee

## 8.4 Un-Financial Members

- In the event of any member in any competition failing to pay the necessary fees on the date set by the Executive Committee, the infringing member shall:
  - Incur a 10% surcharge on the amount owing
  - Shall not play in any game played by the team until such a time as the amount owing is paid or an arrangement has been made with the Treasurer

## 8.5 Club Uniforms

- The colours of Sharks Netball Club are red, blue and white with red being the predominate colour
- The uniform is provided by the club during the winter season and must be returned at the end of each season
- The uniform must be worn by all players
- Black, navy or club designed sports shorts must be worn under dresses
- Player must adhere to uniform guidelines set down by CNA or other competition
- Teams may use the club uniform for other competitions with the permission of the Management Committee

## 8.6 Use of Club Equipment

- The Club's equipment may be used outside of authorised training and competition times in accordance with any Club policy in operation from time to time
- All equipment must be respected and returned in the same condition that it was received. Any club delegate using equipment outside of authorised training and competition times will be responsible for the condition and return of the equipment or subsequent replacement

## 8.7 Drug Policy

- The Club does not support the use of performance enhancing substances

## 8.8 Club Awards

The Club shall present awards at the Club windup(s) as soon as practicable after the end of each season. Only current and financial Members will qualify to be recipients of any trophies or awards.

The trophies and awards shall be as follows:

- Life Membership
  - Awarded to Members according to the criteria in the Constitution and these Rules.
- Junior Club Member Award
  - Awarded to a junior playing Member to recognise that player's contribution for coaching and/or umpiring over the course of the season or a number of seasons for the benefit of the Club as a whole.
- Most Valuable Player for Each Team

- Awarded to the player in each team judged as the fairest and best player over the course of the season by one (1) or two (2) judges at each game on a 3, 2, 1 basis as voted by each judge. The judge or judges may consist of the coach, manager or parents (on a rotational basis) or any combination of these, at the discretion of the coach and manager of each team at the start of each season.
- For teams comprising of all adults or a majority of adults, the players may elect an alternative method of choosing the Most Valuable player for their team, provided that the method is agreed prior to the start of the season.
- 2nd Trophy for each team
  - Awarded at the discretion of the coach of each team to either of:
    - the player in each team judged as the runner-up most valuable player as voted by the judges over the season; or
    - the player who in the coach's view is worthy of receiving a trophy to recognise that player's courage, determination, consistency, teamwork or other special characteristics over the course of the season.
- General
  - Any other trophy or award that the Management Committee may deem appropriate in the circumstances from year to year, although it is noted that these additional trophies or awards should be kept to a minimum from year to year.

### 9. Fiscal Management

- The Sharks Netball Club Inc. operates as a not for profit incorporated association
- The Club's defined financial year is 1<sup>st</sup> of October to 30<sup>th</sup> of September
- All Fiscal Management will be conducted in line with all legislation and regulated bodies
- Sharks Netball Club is a not for profit and all profits are used to further the objects of The Club and cannot be distributed to the members
- The Treasurer is responsible for the overall management of all financial matters
- The Treasurer will be responsible for the setting up of payment via the Sharks Netball Club's bank account.
- A payment by the association of \$100 or more must be made by electronic transfer
  - The electronic transfer must be approved by any two of the following:
    - President
    - Vice President
    - Treasurer
    - Secretary
    - Any 1 of 3 other members of the association who have been authorised by the Management Committee to authorise electronic funds transfer by the association. However, 1 of the persons who authorises the electronic funds transfer must be the President, Treasurer or Secretary
- All expenditure decision making should be made with the best interests of Sharks Netball Club in mind
- Any individual Sharks Netball Club member or Management Committee member will be responsible for any expenditure that is agreed to that contradicts the decision-making process within this constitution.

## 10. Dispute Resolution

- The Management Committee will impose the prescribed penalty or any other penalty to any member that fails to adhere to these Rules
- Any person who does not agree with the penalty or action of the Management Committee may advise the Management Committee within 48 hours of the penalty or decision being made
- The Management Committee may then:
  - Discuss the issue with the relevant team and make a decision regarding the matter.
  - The Management Committee shall inform the parties involved of their decision either verbally or in writing; or
  - Have an informal meeting with the relevant parties in order to discuss and resolve the dispute
- The Management Committee's decision is final

## 11. Records Management

- The Management Committee will ensure the safe keeping of any books, documents, instruments of title and securities of the association
- Subject to the Act, these rules may be amended, repealed or added to by a special resolution carried at a general meeting
- However an amendment or addition is valid only if it is registered by the chief executive

## 12. Constitution Amendments

- The constitution can be amended at the Annual General Meeting with a successful resolution
- A amendment will be deemed valid by receiving a 75% majority vote in favour of the amendment
- Any amendments to the constitution must be recorded and changes provided to The Club members

## 13. Common Seal

- The Management Committee must ensure the association has a common seal
- The Management Committee will ensure that the seal is kept securely and only used with the authority of the Management Committee
- Each usage of the common seals requires the signature of a Management Committee member to be countersigned by the secretary or another member of the Executive Committee

## 14. Dissolution

If upon the winding up or dissolution of the Association there remains; after satisfaction of all debits and liabilities any property whatsoever, the same must not be paid to or distributed among the members, or former members. The surplus property must be given or transferred to another association incorporated under the Act which has similar objects and which is not carried out for the purposes of profit or gain to its individual members, and which association shall be determined by resolution of the members.



## 13. Code of Conducts

### Players

- Always abide by the rules
- Abide by decisions without argument or bad temper
- Co-operate with their coach and fellow team mates
- Respect the rights of, dignity of fellow players, coaches, officials and spectators
- Players will respect the decision of the umpire
- Players will care and respect the uniform and equipment provided to them
- Players will not interfere with, intimidate, bully or take unfair advantage of any other player, official or club member
- Players will show good sportsmanship at all times

### Spectators and Parents/Carers

- Spectators must abide by the CNA code
- of behaviour for parents and spectators;
- Spectators must respect the umpires and their decisions;
- Calling of play or position by spectators is not permitted;
- Abuse or intimidation will not be tolerated from player, parent or other spectators;
- Parents and other spectators must not argue with a game official;
- Players must be encouraged to always play according to the rules;
- If you disagree with an umpire or coach raise the issue through the appropriate channels rather than question their judgement and honesty in public;
- Support all efforts to remove verbal and physical abuse;
- Recognise and respect the value and importance of volunteer administrators, coaches and umpires;
- Be a model for good sports behaviour for children to copy;
- Be courteous in communication with administrators, coaches, players and umpires;
- Be responsible and accountable for your conduct

### Coaches and Managers

- All coaches and managers are required to have a Blue Card. Blue cards must be received or applied for prior to commencement.
- Coaches and Managers are expected to attend trainings and competition games. The manager is expected to help out where needed and stand in when the coach is unavailable
- At all times the coach and manager is expected to support, encourage and mentor sportsmanship for their team and opposing team
- The coach should make court time decisions with fairness in mind
- The coach is to uphold All Australia Rules including where they stand on the court
- The coach is not to address the umpires as only the team captain is permitted to do so in regards to any issues with the game
- At the completion of junior training and junior games, the coach or manager is to remain with the players until all players have been collected by their parents or carers
- The coach is to maintain communication to all players and should report on any changes to training or game times as soon as practical



- If the coach experiences difficulties with parents, players, umpires, spectators etc, the coach is to speak with the relevant convenor and must not directly contact CNA

### Breach of Code of Conduct

- Action will be at the discretion of the Management Committee for the Club and in the event of the dismissal or ban there will be no reimbursement of membership fees
- Any breach of code may result in: -
  - A written warning;
  - A ban on attendance at training sessions or games;
  - The player, coach, spectator being dismissed from the club