



BREACH OF CODE OF CONDUCT POLICY

All Redland's members (members, associate members, financial members, players, volunteers, spectators and visitors) are to abide by the Redlands Rugby League Club Code of Conduct.

If any Redlands member is in direct breach of the Code of Conduct the below penalties will apply.

Redland's members will be advised by way of letter from the Club Secretary following a breach of the Code of Conduct. This will detail the incident and confirm the Level of breach.

All penalties incurred will be at the discretion of the Management Committee and the decision determined will be final. Each case and penalty will be judged on the seriousness of the breach and in line with the below table.

All cases will be dealt with through a face-to-face meeting, if the member does not attend the scheduled meeting, the breach will be decided without the parties being present.

Redland's members will be required to sign an acknowledgement of the breach and acceptance of the penalty imposed.

Category	Breach of Code of Conduct	Penalty Imposed
Level 1	Inappropriate behaviour throughout rugby league games or rugby league events held at Redlands Rugby League Club including: Profanities Sledging Offensive remarks Obscene gestures Entering field of play without authority Disrespectful behaviour <i>to other players, officials, or supporters.</i> Smoking or vaping outside designated areas Drinking outside designated areas Inappropriate drunk and/or disorderly behaviour	First and Final Warning

Level 2	Second Level 1 breach of Code of Conduct	2-week suspension from ALL club activities, games, training, ground attendance
Level 3	Third Level 1 breach of Code of Conduct	3-month suspension from ALL club activities, games, training, ground attendance
Level 4	Aggressive behaviour or act aimed at harming or intimidating <i>other players, officials, or supporters.</i> Inappropriate social media posts	Including but not limited to: Club Suspension; Club community service;
Level 5	Bullying and harassment; Racial abuse; Physical violence <i>to other players, officials, or supporters.</i> Intentional damage to club property; Illegal acts	Including but not limited to: Cost of repairs/replacement; club suspension; deregistration; criminal charges

The breach of the Code of Conduct will be recorded on the Redlands Rugby League Club Incidents Register.

Please note the QRL could impose a penalty based on the National Code of Conduct on top of any penalty imposed by Redlands.

This Policy was approved and accepted by the Management Committee of Redlands Rugby League on 26 April 2022 and noted in the Minutes of Meeting.