Governance Breach Policy

1. Purpose

The purpose of this Governance Breach Policy is to provide a clear, fair, and practical framework for identifying, managing, and responding to governance breaches within the Club. This policy supports the Constitution and Regulations and is intended to protect the Club, its Members, volunteers, and officers by ensuring accountability, transparency, and proportional responses to governance issues.

2. Scope

This policy applies to: - Directors and office bearers - Committee members - Life Members and Immortal Members when acting in a governance capacity - Any Member or volunteer exercising delegated authority on behalf of the Club

3. Definition of a Governance Breach

A governance breach includes, but is not limited to: - Breach of the Constitution or Regulations - Breach of a Board resolution or delegated authority - Unauthorised external communication or representation of the Club - Failure to declare or manage a conflict of interest - Acting beyond the scope of an appointed role or delegation - Conduct that undermines collective Board decision-making or governance integrity

4. Principles

In dealing with governance breaches, the Board will: - Act proportionately and in good faith - Apply procedural fairness appropriate to the circumstances - Seek corrective outcomes rather than punitive outcomes where possible - Protect the reputation and interests of the Club

5. Levels of Governance Breach

Level 1 – Minor or First Occurrence

Examples include misunderstanding of authority, minor procedural errors, or isolated lapses in compliance.

Possible responses: - Informal discussion or clarification - Education or guidance - Written direction or reminder

Level 2 – Serious or Repeated Breach

Examples include repeated unauthorised communications, failure to comply with prior directions, or conduct causing reputational or operational risk.

Possible responses: - Formal written warning - Temporary suspension from a role or delegated authority - Removal from a delegated position or committee role

Level 3 – Severe Governance Breach

Examples include deliberate misrepresentation of the Club, acting in bad faith, refusal to comply with governance requirements, or conduct causing significant harm.

Possible responses: - Suspension or removal from office - Recommendation for membership suspension or expulsion under the Constitution - Referral to external bodies where required

6. Process

1. The Board may consider an alleged governance breach at a properly convened meeting.
2. The person concerned will be advised of the nature of the concern and given an opportunity to respond, except where immediate action is required to protect the Club.
3. The Board will determine the appropriate response by resolution.
4. All actions taken will be recorded in the minutes.

7. Relationship to Discipline

This policy operates separately from member discipline provisions. Not all governance breaches constitute disciplinary matters, but serious breaches may be escalated in accordance with the Constitution.

8. Review

This policy will be reviewed periodically by the Board and may be amended by Board resolution.

Board / Director Code of Conduct

1. Purpose

This Code of Conduct sets out the standards of behaviour expected of Directors, office bearers, and those exercising governance authority on behalf of the Club.

2. General Duties

Directors and officers must: - Act in the best interests of the Club at all times - Act honestly, in good faith, and for a proper purpose - Exercise reasonable care, diligence, and skill - Support collective Board decisions once made

3. Collective Responsibility

- Directors must respect that the Board acts collectively.
- Individual Directors must not represent personal views as Board or Club positions unless authorised.

4. Authority and External Communications

- Directors and officers must not communicate externally on behalf of the Club without proper authority.
- All external representations must align with Board resolutions and approved delegations.

5. Conflicts of Interest

- All conflicts of interest, actual or perceived, must be declared.
- Directors with a conflict must not participate in discussion or decision-making unless authorised by the Board.

6. Respectful Conduct

Directors and officers must: - Treat each other, Members, volunteers, players, and stakeholders with respect - Avoid behaviour that undermines trust, confidence, or governance integrity - Maintain confidentiality of Board discussions and sensitive information

7. Use of Position

- Directors must not use their position, tenure, or status for personal advantage or to exert improper influence.
- Life membership or historical service does not confer governance authority.

8. Breaches of this Code

Breaches of this Code may be dealt with under the Governance Breach Policy and may result in action by the Board.

9. Review

This Code of Conduct may be reviewed and amended by the Board from time to time.