

Echuca Football Netball Club



Club Grievance Procedures:

- (a) The grievance procedure set out in this Rule applies to disputes under the AFL and Netball Victoria's Constitutions between:
 - (i) a Member and another Member/Coach; or
 - (ii) a Member and the Club.
- (b) The parties to the dispute or complaint must meet and discuss the matter in dispute, and, if possible, resolve the dispute within fourteen days or after the next committee meeting and after the dispute comes to the attention of all of the parties or committees. The dispute or complaint must be put in writing to the general committee.
- (c) If the parties are unable to resolve the dispute at the meeting, or by written reply, or if a party fails to attend that meeting, then the parties must, within ten days, hold a meeting in the presence of a mediator.
- (d) The mediator must be:
 - (i) a person chosen by agreement between the parties; or
 - (ii) in the absence of agreement:
 - (a). in the case of a dispute between a Member and another Member, a person appointed by the committee; or
 - (b). in the case of a dispute between a Member and the Club, a person who is a mediator appointed or employed by the Dispute Settlement Centre (Department of Justice).
- (e) A Member of the Club can be a mediator.
- (f) The mediator cannot be a Member who is a party to the dispute.
- (g) The parties to the dispute must, in good faith, attempt to settle the dispute by mediation.
- (h) The mediator, in conducting the mediation, must:
 - (i) give the parties to the mediation process every opportunity to be heard; and
 - (ii) allow due consideration by all parties of any written statement submitted by any party; and
 - (iii) ensure that natural justice is accorded to the parties to the dispute throughout the mediation process.
- (i) The mediator must not determine the dispute.
- (j) If the mediation process does not result in the dispute being resolved, the parties may seek to resolve the dispute in accordance with the Act or otherwise at law.

Position:

Name

Signature:

Date:/...../2020