



BIRKENHEAD UNITED AFC SERIOUS INCIDENT AND MISCONDUCT POLICY

Rationale:

To ensure that all participants can freely and fully enjoy football and other club activities.

Club Position:

Birkenhead United AFC maintains a zero-tolerance policy towards any form of physical, verbal, or emotional abuse towards players, coaches, managers, referees, spectators and any visitors to our games either at home or away. All reports of misconduct are taken seriously, and we have a range of sanctions available, which can result in the removal and exclusion of individuals and/or entire teams from our club and regional competitions.

Procedures:

1. Reporting a Complaint:

Complaints should be reported in writing to the Board Chairperson or Club Secretary. The complaint should include (but not limited to):

- Facts of what happened, including time, location, and other relevant background.
- Who was involved.
- Names and contact details of any witnesses.

2. Review of the Complaint:

The complaint will be reviewed by a three-person panel consisting of two club officials and a non-involved responsible party (this could be a coach, manager, convenor or football director).

- Additional information and witness statements will be gathered if necessary.
- This review will be conducted within a week of the incident being reported.

3. Response from the Involved Party:

The involved party will be given the opportunity to submit a written response to the complaint. In some cases a verbal response will be gathered and notes taken by a person appointed from the panel.

4. Deliberation and Outcome:

The complaints review panel will strive to reach a satisfactory outcome for all parties and will respond in writing to all parties, including the Board.

- The complaints review panel will follow the NZF Disciplinary Code in their deliberations and recommendations.
- After being informed of the panel's recommended action, the involved party will have the right to appeal. This can be done in writing to the Board Chair.

5. Implementation of the Recommendation:

The club will promptly implement the recommendation.

6. Code of Conduct Breaches:

Any serious breaches of the BUAFC Code of Conduct, or persistent violations, may result in the suspension or termination of club membership. This is in addition to sanctions imposed by the sport's governing body, which could include game suspensions, good behavior bonds, loss of competition points, and/or league expulsion.

Resources:

[Birkenhead United AFC Code of Conduct](#)
[New Zealand Football Code of Conduct](#)
[BUAFC Football Philosophy](#)

Board Chairman: William@buafe.org.nz

Club Secretary: secretary@buafe.org.nz

This policy will be reviewed annually to ensure its effectiveness and compliance with current best practices and regulations. Last review: June 2024