



Ellenbrook Eels Netball Club Inc.

Policies & Procedures of Ellenbrook Eels Netball Club

Works in conjunction with the Ellenbrook Eels Netball Club Constitution

Dated: January 2022

Table of Contents

1. Purpose of Policies & Procedures.....	2
2. Member Transfers and Poaching.....	2
3. Registrations and Payment of Fees.....	3
4. Training and Game Rotations.....	4
5. Court Orders and Restraining Orders.....	5
6. Physical Violence.....	5
7. Team Grievances.....	5
8. Injuries and Insurance.....	6
9. Team Delegates and Governing Bodies.....	6
10. Uniforms and Use of the Club Uniform.....	7
11. Anti-Discrimination and Harassment.....	9
12. Social Networking and Cyber Safety.....	10
13. Working With Children Check (WWCC).....	11
14. Videoing and Photography.....	12
15. Health and Safety.....	12
16. Sponsorship, Events and Fundraising.....	16
17. Equipment and Club Property.....	16
18. Breach of Codes of Conduct.....	17

1. Purpose of Policies & Procedures

- 1.1. The purpose of the Policies & Procedures is to ensure the Ellenbrook Eels Netball Club Inc. and its members maintain a good reputation, positive behaviours and a fun attitude. They are designed to protect our members and ensure that everyone in our club is treated with respect.
- 1.2. Ellenbrook Eels Netball Club Inc. mirrors the following documents:
 - 1.2.1. Member Protection Policy, Netball Australia
 - 1.2.2. Policies and Procedures, Wanneroo Districts Netball Association
- 1.3. Ellenbrook Eels Netball Club Inc. will take disciplinary action, as per our constitution, against any person bound by these policies if they are found to be in breach of them. Such policies apply to:
 - 1.3.1. Senior Members
 - 1.3.2. Junior Members
 - 1.3.3. Non-Playing Members
 - 1.3.4. Executive Members
 - 1.3.5. Life Members
 - 1.3.6. Guardians and supporters of abovementioned members
 - 1.3.7. Club Officials, including Coaches, Managers, Captains and Umpires

2. Member Transfers and Poaching

- 2.1. All members wishing to transfer from Ellenbrook Eels Netball Club Inc. should do so at the earliest convenience and in writing addressed to the club.
 - 2.1.1. Transfers during the season need to be addressed to the club along with the completed grievance procedures and reasons for leaving.
- 2.2. At no time will members of Ellenbrook Eels Netball Club Inc. request members from another club associated with Wanneroo Districts Netball Association to join Ellenbrook Eels Netball Club Inc. during the Winter or Spring competitions. Doing so is a breach of the policies and procedures outlined by the Wanneroo Districts Netball Association. If any member of Ellenbrook Eels Netball Club Inc. is asked to join another club during the winter competition, the member is urged to report the matter to a current club executive member.
- 2.3. Failure to follow procedure will result in the refund/transfer being denied. In the event of poaching, a fine may be issued by Wanneroo Districts Netball Association; this is the responsibility of the member to pay. The member will be deemed unfinancial until the penalty is paid in full.

3. Registrations and Payment of Fees

- 3.1. All members must apply for membership via the registration process. This will be outlined by the Club a minimum of six (6) weeks prior to the commencement of the relevant season.
- 3.2. Registration forms must be completed in its entirety to be accepted.
- 3.3. Age group eligibility will be based on the requirements of Wanneroo Districts Netball Association for the relevant playing season, or any other body in which the Club enters teams.
- 3.4. If required, members may be asked to play higher than their age group.
- 3.5. No player, unless otherwise granted by the Wanneroo Districts Netball Association Board or other relevant governing body is permitted to play below their age group.
- 3.6. Ellenbrook Eels Netball Club Inc. will register teams as a whole with no less than seven (7) members and no more than twelve (12) members. Registrations will be open for a minimum of four (4) weeks, at the time determined by the Committee. Any applications after this date are subject to numbers and positions of players.
- 3.7. A copy of Junior Playing Members Birth Certificates may be taken to the governing bodies for citation at the commencement of the season at their request.
- 3.8. Fees owed by members to Ellenbrook Eels Netball Club Inc. are determined by the current year's committee based on the costing of all governing bodies and the general running and operations of the club.
- 3.9. Any members of the club who incur a fine or is responsible for a fine from such governing bodies will be deemed unfinancial until such fine has been paid in full. The decision to not forward a fine to members at the discretion of the Club committee.
- 3.10. Failure to follow procedures will deem the member unfinancial, and the member will not be an active registered participant with Netball WA, Wanneroo Districts Netball Association or Ellenbrook Eels Netball Club Inc.

4. Training and Game Rotations

- 4.1. Ellenbrook Eels Netball Club Inc. operates as a Training Club unless otherwise agreed by the Head Coach.
- 4.2. Training nights are Tuesday nights at Wanneroo Districts Netball Association. The Committee must approve training outside of these days or location.
- 4.3. Training times are at the discretion of the Club and are subject to availability of courts.
- 4.4. Any member absent, without apologies in advance from training will be penalised with a half game court time in a rotation planned by the coach/caretaker. All absences MUST be reported to the coach/caretaker no less than two (2) hours prior to the commencement of training. Failure to notify of absence may result in a full game time penalty.
- 4.5. All members are encouraged to leave training and games as a group. Members being collected by an outside traveller must wait within the compound with other members for security purposes. All members wishing to use the toilet facilities are encouraged to do so with other members.
- 4.6. All Junior members are guaranteed equal court time opportunities across the season, rotated equally by the coach/caretaker. Game time penalties will work in with equal court time but will be an addition to time spent off the netball court.
- 4.7. For finals, court time will be left to the discretion of the coach/caretaker.
- 4.8. Failure to follow and understand such a policy may lead to member disqualification. Members can follow the clubs grievance procedures to lodge a grievance.
- 4.9. At no time unless approved in writing by the Head Coach of Ellenbrook Eels Netball Club Inc. is a team to organise the substitution of a player under Wanneroo Districts Netball Association single game voucher allowance. All teams will be encouraged to pull up through the ranks before obtaining outside players and all players when asked will be required to fill in when needed. It is the responsibility of the team coach/caretaker to liaise with the teams ranked below when short on players. The requesting coach must complete a 'Fill In Form' for all fill ins (playing up or single game voucher) which is to be forwarded to Club Registrar.
- 4.10. The cost of single game vouchers will be forwarded on to the requesting team. The decision to not forward the single game voucher fee to members is at the discretion of the Club committee.
- 4.11. All teams are nominated into a division by the board at Wanneroo Districts Netball Association. Post the Associations scheduled grading rounds; no changes can be requested by teams. However, movement is reserved for the board of Wanneroo Districts Netball Association.
- 4.12. At no time will members forfeit or postpone a match without the approval of the club President, or a person acting in place of the President. Any fees incurred due to late forfeits (as per WDNA Policies and Procedures) will be passed on to the team.

5. Court Orders and Restraining Orders

- 5.1. Ellenbrook Eels Netball Club Inc. will follow and acknowledge all court orders, restraining orders and legal documents when presented with a certified copy. In the event a court order or restraining order involves two (2) affiliated members within the club, the executive members will assess the situation and act accordingly. In the event, a member's membership is deemed cancelled due to such measures the club will offer a full refund (this does not apply for breach of policies).
- 5.2. In the event the legal document relates to another member of the Wanneroo Districts Association, the club contact for Ellenbrook Eels Netball Club Inc. will meet with the association's board to resolve an appropriate outcome. In the event a member's membership is deemed to be cancelled due to such measures, the club will offer a full refund (this does not apply for breach of policies).
- 5.3. Failure to supply a certified copy of the legal documents may result in a suspension of membership forfeiting all refunds.

6. Physical and Verbal Violence

- 6.1. Ellenbrook Eels Netball Club Inc. does not condone or accept any form of physical violence; either on or off the court. Physical violence does not adhere to the concept of social sport, regardless of the nature of the game.
- 6.2. Any member or official seen to partake in any form of physical violence may have their membership suspended immediately forfeiting all refunds, and the matter will be forwarded to the police where deemed necessary by the Committee.
- 6.3. Failure to play and officiate in the spirit of the game will see membership forfeited.

7. Team Grievances

- 7.1. Ellenbrook Eels Netball Club Inc. will do its best at all times to ensure all members are satisfied with their team arrangements. In the event a player is unsatisfied, Ellenbrook Eels Netball Club Inc. asks that the person expresses their grievances in writing to the Committee and allows the club time to action the grievance in efforts to obtain the best practical result for all persons involved.
- 7.2. Player movement will ONLY take place if a possible solution can be attained for all members involved. If such resolution cannot be resolved, the member can forfeit their membership without a refund.
- 7.3. Failure to continue to play in the spirit of the sport or the game will forfeit an application for a refund.

8. Injuries and Insurance

- 8.1. Netball WA Insurance covers all financial members. Claims need to be lodged via the Netball WA website. Ellenbrook Eels Netball Club Inc. will endeavour to assist with all claims.
- 8.2. Any injury occurred in the season resulting in the player having to withdraw from competition may be able to claim fees and bills through the insurance of Netball WA. For more information regarding this please contact the President of the Club.
- 8.3. If a team opts to train outside of the allocated training days and location, they are not covered under Netball WA Insurance. As a result, this is strongly discouraged.
- 8.4. All members voicing an injury or recovering from an injury are required to obtain a clearance from a medical professional before netball exercise can re-commence with the club.
- 8.5. Failure to adhere to such policies may result in lesser court time and denial of assistance with lodging an insurance claim.

9. Team Delegates and Governing Bodies

- 9.1. Ellenbrook Eels Netball Club Inc. is guided and works alongside Wanneroo Districts Netball Association, Netball WA, Netball Australia and The Department of Sport and Recreation. All communications between the club members and these governing bodies must be done by the clubs elected club contacts. Failure to follow this procedure may result in a penalty which will be passed on to the relevant persons. These members will be deemed unfinancial until such a fine is paid in full.
- 9.2. All teams within Ellenbrook Eels Netball Club Inc. will have a delegated team coach/caretaker. Such a role involves managing the team's members, liaising with the clubs current executive members and adhering to the club's policies and procedures and constitution.
- 9.3. All coaches who wish to coach at Ellenbrook Eels Netball Club Inc. MUST produce evidence of current coaching Netball Australia coaching accreditation prior to the commencement of the winter season, which must be of a Foundations level as a minimum.
- 9.4. All teams within Ellenbrook Eels Netball Club Inc. will have a delegated team manager. Such a role involves managing secretarial duties, working with the team coach/caretaker and ensuring club equipment is safe and in appropriate working order, liaising with the clubs current executive members and adhering to club policies and procedures and constitution. Managers must attend compulsory managers training prior to the commencement of the season. Any fees incurred due to scorecard infringements will be passed on to the offending team.
- 9.5. All teams of eligible age group to play finals within Ellenbrook Eels Netball Club Inc. will have a nominated team Captain. Such a role involves guiding the team in a positive direction, performing pre-game duties outlined by referees and coaches, working with the team's coach/caretaker and the team manager, liaising with the clubs current executive members and adhering to the club policies and procedures and constitution.

9.6. All teams within Ellenbrook Eels Netball Club Inc. will have paid umpires. Such a role is paid in accordance with the clubs payment schedule determined by the current Committee and involves liaising with the clubs Umpiring Coordinator and adhering to the club's policies and procedures and constitution.

9.7. Failure to have nominated delegates may result in the disqualification of the team's membership.

10. Uniforms and Use of the Club Uniform

10.1. All members are required to wear the uniform approved by Ellenbrook Eels Netball Club Inc. current committee. All monies must be paid in full before the uniform is distributed. The club uniform can be changed at the discretion of the committee and approved at the Annual General Meeting.

10.2. The Ellenbrook Eels Netball Club Inc. compulsory uniform consists of:

10.2.1. A-line Club dress;

10.2.2. Club Game Day Shirt, for all players in teams of eligible age groups for finals.

10.2.3. All other Club merchandise is optional.

10.3. In the event a club uniform has been ordered but has not yet arrived players MUST wear a temporary uniform. If there are none available, the member is not permitted to take the court.

10.4. All members must follow the Policies and Procedures of the relevant governing body for the competition, including rules about the uniform. This includes, but is not limited to:

10.4.1. Fingernails must be cut short and be smooth; taping of nails is not permitted in the Winter Competition. Wearing gloves is not permitted in the Winter Competition.

10.4.1.1. Players with legitimate medical reasons for wearing gloves must supply a medical certificate stating the reason to the WDNA Association Manager or Director of Competition (DOC) before the commencement of the season. However, the nails must still be cut short and be smooth under the gloves.

10.4.2. Players are permitted to wear prescription glasses only. No sunglasses are to be worn unless a Medical Certificate is supplied to the Association Manager before the commencement of the season and a permit must be carried to show umpires upon request.

10.4.3. Black or grey sports briefs or bike shorts no longer than the skirt or dress must be worn under uniform dresses.

10.4.4. Playing dresses must be of an appropriate length at the discretion of the Committee.

10.4.5. Sports shoes only shall be worn.

10.4.6. Players shall be allowed to play in soft brimmed visors.

10.4.7. Plastic or metal headbands are not permitted to be worn.

10.4.8. NetSetGO players are permitted to wear plain black leggings and plain black long-sleeved shirts under their playing dress. No other colours or patterns are accepted.

10.4.9. No jewellery or sharp adornments, including hair beads, shall be worn, with the exception of a wedding band and/or medical alert item, which must be taped or worn under a sweatband. Holes from spacers are to be taped and the spacer jewellery removed.

10.4.9.1. Should a player be found to be wearing prohibited jewellery after the commencement of the game, they shall be sent off the court and the jewellery removed. The game is to continue without that player. The position left vacant during the time the player is off the court must not be filled unless that position is Centre, in which case the team may move one player on the court to fill that position. The player may retake the court at the next centre pass, after inspection by the umpire.

10.5. On the occasion that members of the club want to use the uniform for carnivals and courses, prior permission must be lodged in writing to the current committee. The Committee will respond within ten (10) working days of their decision. Without prior consent, the clubs playing uniform and name is not permitted to be used outside of the clubs competition.

10.5.1. Upon the announcement of teams for any regular season at Wanneroo Districts Netball Association, until the end of that season, such teams are considered to be a team for all competitions and carnivals played under Ellenbrook Eels Netball Club Inc. Therefore, should any team want to play under Ellenbrook Eels Netball Club Inc. and/or wear the Ellenbrook Eels Netball Club Inc. Uniform for an outside carnival or competition; they must:

10.5.1.1. For competitions or carnivals located within the Perth area, preference must first be given to the registered team at Wanneroo Districts Netball Association. Other age eligible players from Ellenbrook Eels Netball Club Inc. or externally may be invited to fill any open positions for that event.

10.5.1.2. For competitions or carnivals located in country Western Australia, interstate or internationally, all age eligible players within the Club will be invited to trial for that team.

10.5.1.3. For cultural based carnivals (including Perth Maori Netball Tournament and Netball WA NAIDOC Carnival) preference will be given in the following order:

- a. Current age eligible members of the culture of that carnival;
- b. Past age eligible members of the culture of that carnival;
- c. Family and friends (age eligible) of team members of the culture of that carnival;
- d. Current age eligible members not of the culture of that carnival;

10.6. Failure to not be in uniform will see the member disqualified from that game and a possible fine imposed by Wanneroo Districts Netball Association. Wearing the uniform for competition outside of the clubs approved competitions and carnivals without prior permission may result in the disqualification of membership.

11. Anti-Discrimination and Harassment

- 11.1. Ellenbrook Eels Netball Club Inc. aims to provide a sporting environment where all those involved in its activities are treated with dignity and respect and without harassment or discrimination.
- 11.2. Ellenbrook Eels Netball Club Inc. prohibits all forms of harassment and discrimination. Discrimination and harassment are extremely distressing, offensive, humiliating and can be threatening while creating an uncomfortable and unpleasant environment. In most cases, harassment and discrimination acts are against Australian law.
- 11.3. Ellenbrook Eels Netball Club Inc. is committed to providing an inclusive sporting environment where transgender or transsexual people involved in the club can equally participate and contribute. Ellenbrook Eels Netball Club Inc. expects all its members to treat individuals who identify as transgender or transsexual and those who are undergoing gender transition fairly with dignity and respect.
- 11.4. Bullying on social media or in person will not be tolerated. All members will be treated as equally important members of the club. No one will be made to feel inadequate or not valued at any time.
- 11.5. If any person feels they are being harassed or discriminated against by another person within Ellenbrook Eels Netball Club Inc. or governing bodies, they are urged to express grievances in writing to the Committee.
- 11.6. Failure to follow this procedure will result in disqualification of membership.

12. Social Networking and Cyber Safety

- 12.1. Ellenbrook Eels Netball Club Inc. acknowledges the emergence of new technology and communication mediums and wishes to enable such new media's to be used to the benefit of the sport and the club and to applaud achievements. Members of Ellenbrook Eels Netball Club Inc. need to be mindful of a few key matters that could lead to the inappropriate use even when unintended.
 - 12.1.1. Do not include personal information about yourself or others.
 - 12.1.2. Do not use offensive, provocative or hateful language.
 - 12.1.3. Use your best judgement- do not publish something that makes you feel uncomfortable and never publish something when overcome with emotion or intoxicated.
 - 12.1.4. Always ask permission or give permission in writing before posting
 - 12.1.5. Never comment on rumours or speculations.
 - 12.1.6. Always use such media to promote the positive images of Ellenbrook Eels Netball Club Inc. Not as a gossip site towards members or other clubs.
- 12.2. Bullying and harassment in all forms including cyberbullying and harassment are regarded as unacceptable by Ellenbrook Eels Netball Club Inc. Bullying has the potential to cause great anxiety to the person who has been the target. Frustration at an umpire, player, official or any other individuals in the proximity of the sport should never be communicated on social networking sites and text message.
- 12.3. Failure not to follow these guidelines may result in membership disqualification and some cases legal action.
- 12.4. The Wanneroo Districts Netball Association Cyber Safety Policy is available on the WDNA website <http://wdna.net.au/home/forms-downloads>
- 12.5. Coaches and Club officials are not permitted to engage in contact with members under the age of eighteen (18) via social media.
- 12.6. Coaches and Club officials are not permitted to engage in contact with members under the age of eighteen (18) via direct text message. Any electronic mail communication with a player must also include the parent/guardian.

13. Working With Children Check (WWCC)

- 13.1. Child protection is about keeping children safe from harm/abuse. Child abuse is illegal, and no one is permitted to work with children without a current Working With Children Check (WWCC).
- 13.2. Ellenbrook Eels Netball Club Inc. endeavours to provide a safe environment for all members and requests that a WWCC is to be completed before being named in such a delegate or executive member role. As a club, Ellenbrook Eels Netball Club Inc. will cover all costs involved. A copy of the card is required to be maintained by the club.
- 13.3. If a WWCC request is denied due to an exemption, a National Police Clearance for Volunteers must be obtained.
- 13.4. Failure to follow such a policy will result in the disqualification in associated roles. A fine may be enforced by the Working With Children Screening Unit.

14. Videoing and Photography

- 14.1. Images of members can be used inappropriately and illegally. Members consent to photography and videoing of individual members is obtained at the time of registration and permission is passed onto the board of Wanneroo Districts Netball Association. In the event, a member of a team denies consent the Board of Wanneroo District Netball Association will deny permission.
- 14.2. If a member of any team has denied permission for photographs, a red alert sticker will be placed on the scorecard at games. If an alert is on a scorecard, no photographs or videos may be taken at that game, regardless of who the photos are of.
 - 14.2.1. If such images are still being taken, the members are urged to report the matter to the board and to notify the current club committee for further action.
- 14.3. Permission of images at events not governed at the Wanneroo Districts Netball Association competition needs permission from the team's coach/caretaker. In the event an individual member denies consent, the team coach/caretaker will deny the permission.
- 14.4. Ellenbrook Eels Netball Club Inc. requires the privacy of our members to be respected and disallows the use of camera phones and other devices inside changing rooms, showers and toilets. Ellenbrook Eels Netball Club Inc. encourages verbal consent to be obtained before being taken even after the fact that other permission has been granted.
- 14.5. When using images taken from an Ellenbrook Eels Netball Club Inc. environment, the person in the image will not be named or have their personal information shared without specific prior written consent. Ellenbrook Eels Netball Club Inc. will only use images relevant to netball and will ensure the image is respectful.
- 14.6. Failure to follow this policy may see membership disqualified. A fine from Wanneroo Districts Netball Association may also be applied.

15. Health and Safety

- 15.1. Ellenbrook Eels Netball Club Inc. recognises that the competition is considered a winter sport and understands that the winter sun can also contribute to sun damage. Ellenbrook Eels Netball Club Inc. encourages all members to be sun smart and to be protected from the harmful effects of the sun throughout the year. All members are strongly encouraged to wear thirty plus (30+) water resistant sunscreen suitable for sports of each playing day – even when overcast. All safe sun procedures encouraged will be mirrored by the Cancer Council guidelines.
- 15.2. It is a condition of membership that relevant medical history including but not limited to allergies, asthma, past injuries and cardiac history are provided upon registration. Failure to do so inhibits appropriate care to be provided in the event of an emergency.

15.3. Ellenbrook Eels Netball Club Inc. will pass on all medical history obtained at the time of registration to the delegated team coach/caretaker and team manager. Such records will be treated as confidential and are expected by these parties to address such documents as confidential.

15.4. Ellenbrook Eels Netball Club Inc. will educate its members on hydration, nutrition and injury prevention but it will become the member's individual responsibility to ensure these guidelines are followed.

15.5. Injury/Illness or Blood

Rule 9.3.1 Official Rules of Netball

15.5.1. The umpires hold time for blood when noticed or for injury/illness when requested by ANY player (in extreme circumstances the umpires may hold time without a request being made) and the player concerned must leave the court within 30 seconds and receive treatment off the court.

15.5.2. Only primary care person/s are permitted on the court to assess the player's ability to be removed from the court and to assist the player from the court.

15.5.3. In the event the primary care person/s advise the umpires that the player concerned cannot be removed safely within 30 seconds, the umpires will extend the time for the player to leave the court.

15.5.4. The umpires may authorise other persons (including team officials) to assist the player to leave the court if needed.

15.5.5. Any blood on the ball or the court must be cleared before play restarts and any bloodstained clothing replaced.

15.5.6. During the stoppage, both teams may make substitutions and/or team changes, provided these are completed within the time provisions allowed for the stoppage by the umpires.

15.5.7. If no substitution is made for the injured/ill player, or for a player who is bleeding, play may resume with the position left vacant. If the player is the Centre and no substitution is made, one player must move to play as Centre to allow the match to continue.

15.5.8. If the position is left vacant, the player concerned or a substitute may subsequently, after advising the umpire, take the court immediately after one of the followings occurs:

15.5.8.1. A goal has been scored (in this case the player or the substitute must play in the position left vacant). Sanction: Free pass where the ball was when play stopped – the player is sent from the court until the correct time for entry.

15.5.8.2. A stoppage for injury/illness or blood, or

15.5.8.3. An interval.

15.6. Concussion Policy

15.6.1. This policy is designed to use the world's best practice to ensure optimum player safety regarding the management and prevention of head injuries. It is specifically tailored to volunteer based teams in Wanneroo Districts Netball Association without specialised medical staff. Its intention is to provide a streamlined process to help clubs provide a safe playing environment and take the pressure off non-medical personnel to make decisions regarding safety to play. Its priority is NOT to act as an enforcement or punishment tool. Any player suspected of having suffered a head injury/concussion or is knocked unconscious shall:

15.6.1.1. Be assessed by a Primary Caregiver using the Head Check assessment tool, preferably within 10 minutes of the incident.

15.6.1.2. Use of the Head Check tool requires NO medical training. Head Check is available as an app via App Store or Google Play Store

15.6.1.3. Any player who FAILS the Head Check assessment MUST:

15.6.1.3.1. Report immediately to the WDNA First Aid Office.

15.6.1.3.2. NOT be returned to the field of play.

15.6.1.3.3. Have their names notified to the WDNA office, who will record the player's name in the day book.

15.6.2. A player whose name is submitted to the WDNA office as having FAILED the Head Check:

15.6.2.1.1. Will NOT be permitted to play at WDNA until the WDNA receives a Medical Certificate clearing her/him to play.

15.6.3. A player who suffers a concussion should on the day of the game:

15.6.3.1. NOT consume alcohol and keep well hydrated.

15.6.3.2. NOT drive a motor vehicle.

15.6.3.3. NOT be left alone, and be woken every 2-3 hours during the night to ensure they are well.

15.6.3.4. Seek IMMEDIATE medical attention if they:

15.6.3.4.1. Are unconscious for more than 5 minutes

15.6.3.4.2. Develop visual disturbance

15.6.3.4.3. Are confused

15.6.3.4.4. Develop nausea/vomiting

15.6.3.4.5. Have a headache and are not responding to paracetamol or ibuprofen

- 15.7. Ellenbrook Eels Netball Club Inc. is committed to conducting its activities in a manner that encourages the responsible service and consumption of alcohol. Ellenbrook Eels Netball Club Inc. will NOT allow individuals to participate in any sporting activities if they are consuming alcohol or under the influence at the time of play. Under the influence is deemed by physical appearance, history knowledge and physical attributes. Ellenbrook Eels Netball Club Inc. will ensure that food and low alcohol and non-alcoholic drinks are available at any activity and will encourage responsible drinking practices.
- 15.8. No Alcohol is permitted within the Wanneroo Districts Netball Association Complex, with the exception of clubrooms when an Occasional Liquor License has been obtained.
- 15.9. Ellenbrook Eels Netball Club Inc. does not encourage smoking of tobacco or other products. Ellenbrook Eels Netball Club Inc. will ensure that no smoking will occur directly at or near any event – a separate section for smoking will be designated. Ellenbrook Eels Netball Club Inc. will discourage smoking before, during or immediately after a netball game.
- 15.10. Ellenbrook Eels Netball Club Inc. actively discourages the use of prohibited substances. Ellenbrook Eels Netball Club Inc. will NOT allow individuals to participate in any sporting activities if they are consuming prohibited substances or under the influence at the time of play. Under the influence is deemed by physical appearance, history knowledge and physical attributes.
- 15.11. Ellenbrook Eels Netball Club Inc. adheres to all rules in action set by the governing bodies of Netball Australia, Netball WA and Wanneroo Districts Netball Association. All of its members are expected to play in the spirit of the game and adhere to such rules and practices. At no time is it acceptable for members of Ellenbrook Eels Netball Club Inc. to play the sport of netball outside the published rules. At no time will members show any physical or verbal abuse to the opposition, officials, umpires or teammates – this is considered playing outside of the published rules.
- 15.12. Failure not to adhere to such a policy will see membership disqualified immediately.

16. Sponsorship, Events and Fundraising

- 16.1. Ellenbrook Eels Netball Club Inc. endeavours to obtain various sponsorship each year in different monetary amounts and donations. At no time will an executive role within the club be a paid position.
- 16.2. Ellenbrook Eels Netball Club Inc. will operate as a not for profit club, with all monies recycled through club development and maintenance. Ellenbrook Eels Netball Club Inc. Committee will develop an overview of sponsorship options with terms and conditions for any given financial year. All sponsors will be recognised by the club unless requested to remain anonymous.
- 16.3. The club will conduct several fundraising activities per year. In conjunction to this, the club will run several fundraising events as well. For the successful running of the club, it is strongly encouraged that members participate to their maximum capacity. Non-members are also encouraged to attend and in doing so will adhere to the club policies and procedures. Any non-member in breach of our policies and procedures will see that their corresponding affiliated member is disciplined as per the guidelines.
- 16.4. It is a requirement of membership that all member families volunteer for a minimum of one of the following:
- a. Participation as a Committee or sub-Committee member;
 - b. Coach or supporting coach role;
 - c. Team Manager;
 - d. WDNA Volunteer roster;
 - e. Volunteering at a fundraising event;
- 16.5. Failure to return fundraising money will see the member unfinancial.

17. Equipment and Club Property

- 17.1. Ellenbrook Eels Netball Club Inc. will endeavour to provide the best equipment possible for each team. Teams will be provided with their own sporting bags (training and game) which will become the responsibility of the delegated team manager and coach. All broken equipment needs to be reported and returned to the club for replacement. At the conclusion of the season, all equipment not returned or replacement costs, not paid will see each member in the team unfinancial. It is the responsibility of all Ellenbrook Eels Netball Club Inc. members to ensure the care of all equipment at all times.
- 17.2. Failure to return equipment in good working order will see members as unfinancial.

18. Breach of Codes of Conduct

- 18.1. An individual will be in breach of these policies if they are found to have acted in a manner contrary to what is stated. That is, they have failed to follow the policies and procedures outlined in the Club's Policies and Procedures and Constitution, Netball WA and Procedures, Constitution and By-Laws, Netball Australia and Procedures, Constitution and By-Laws and Wanneroo Districts and Procedures, Constitution and By-Laws.
- 18.2. If any member breaches the policies one or more forms of discipline may be imposed. All disciplinary action imposed will be applied consistent with any contractual and rules and requirements, be fair and reasonable, be based on the evidence and information presented and the seriousness of the breach and will be determined by Ellenbrook Eels Netball Club Inc. Policies and Procedures and Constitution.
- 18.3. Such action can include:
 - 18.3.1. A direction to offer a verbal and or written apology
 - 18.3.2. A written warning
 - 18.3.3. A demotion or transfer
 - 18.3.4. A suspension of membership
 - 18.3.5. A disqualification of membership
 - 18.3.6. A monetary fine (all fines issued by other organisations will be passed on to the individuals)
- 18.4. All members of Ellenbrook Eels Netball Club Inc. will adhere to the Department of Sport and Recreational codes of conducts, which are signed by members, and parents or guardians of those members under 18 years of age.