



IBSA GAMES TEAM MEMBERSHIP DISCIPLINE PROCESS

1.1 You acknowledge that if you breach this agreement or act in any way that affects your performance or the performance of a team member you will face sanction or expulsion from the team under this agreement.

1.2 You acknowledge the level of breach will be categorised in one of the three categories by Team Officials. The reasoning behind the categories is to use the outcome of the breach rather than the action to determine the seriousness of the infringement.

Level 1

A level 1 breach is determined when the team member's actions have not brought the sport into disrepute nor affected their teammates but the outcome of the team member's actions have not been seen to be in the spirit of the team and this Agreement.

Level 2

A level 2 breach is determined when the team member's actions have not brought the sport into disrepute, but the outcome of the athlete's actions have affected another team members performance in a negative fashion.

Level 3

A level 3 breach is determined when the outcome of the team member's actions are of a serious nature that has breached this agreement bringing the sport into disrepute and/or effected their own or team members performance and are contrary to this Agreement.

ACTION ON A BREACH OF BSA ATHLETE AGREEMENT AND THE CODE OF CONDUCT

Where, after due consideration of any submission by you, Team Officials are of the opinion that the Athlete is in breach of this Agreement and Code of Conduct the Team Official may apply the following sanctions: -

Level 1 Breach

- Issue a verbal warning by Team Officials
- Team Officials will provide a formal report to the BSA Board where the incident will be noted on your file for future reference.

Level 2 Breach

- Issue a formal written warning by Team Officials followed by a formal report to the BSA Board where the incident will be noted on your file for future reference.
- Attend a formal meeting with team members affected, where you will be required to formally apologize for your actions to the team members affected.
- The BSA Board may impose a fine of up to \$500.00





Level 3 Breach

- Terminate your membership of the Team
- Exclude you from further participation in the Event
- Require that you return to Australia forthwith (travel) arrangements to be made by the Team Officials.
- Cancel or impound your Event identity card/Accreditation.
- Invoice you for expenses incurred
- Formally report the incident to the BSA Board where the incident will be noted on your file for future reference.
- The Board may impose a fine of up to \$1000.00

You acknowledge that the BSA Board has the right to impose further penalties depending on the severity of the breach of the agreement.

You acknowledge that BSA will maintain a record of any breaches and penalties imposed for a period of four (4) years. Such breaches and penalties may be considered in regard of future team selection.

2. DISPUTE RESOLUTION

2.1 You acknowledge that any dispute arising from disciplinary action shall be dealt with by Team Officials in the first instance.

2.2 You acknowledge you have the right to appeal such action to the BSA Appeals Committee within 14 days of the return of the Team to Australia. The matter may be referred to the BSA Appeals Committee by the Athlete or the Team Officials.

2.3 You further acknowledge that if either party is not satisfied with the outcome, the matter may be referred to the Nationals Sports Tribunal

Approved
June 19th, 2023
Matthew Clayton
CEO – Blind Sports Australia

