

Redlands Cricket Inc

Complaints Policy



Last Approval Date: 23 Feb 2022

Review date: 23 Feb 2022

PURPOSE AND OBJECTIVES

Redlands Cricket Inc takes all complaints about on and off-field behaviour seriously. RCI will handle complaints based on the principles of procedural fairness, and ensure:

- all complaints are be taken seriously;
- the subject of the complaint will be given details of what is being alleged against them and have the opportunity to respond to those allegations;
- irrelevant matters will not be taken into account;
- decisions will be unbiased;
- the complaints handling process will be carried out in a timely manner; and
- any penalties imposed will be reasonable.

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then RCI will handle the complaint in accordance with the Member Protection Policy, and will report the behaviour to the police and/or relevant government authority.

COMPLAINT HANDLING PROCESS

All complaints should be addressed to the RCI Executive, and sent in writing to, admin@redlandscricket.com.au.

When a complaint is received by the club, the RCI Executive may:

- ask questions to understand the nature and extent of the concern;
- ask the complainant how they would like their concern to be resolved and if they need any support;
- explain the different options available to help resolve the complainant's concern;
- where appropriate involve others in the complaints handling process such as the Operations Manager, Director of Cricket, or coaching staff;
- inform the relevant government authorities and/or police, if required by law to do so; and
- where possible and appropriate, maintain confidentiality but not necessarily anonymity.

At any stage of the process, a person can seek advice from an anti-discrimination commission or other external agency and, if the matter is within their jurisdiction, may lodge a complaint with the anti-discrimination commission or other external agency.

COMPLAINTS INVESTIGATION AND RESOLUTION

RCI takes all complaints seriously and will investigate all complaints in a confidential manner. RCI will use procedural fairness when undertaking internal investigations into a complaint. Where relevant, RCI may discuss the complaint confidentially with outside stakeholders, such as QC or MSW, in particular to inform if there is a history of other complaints / similar behaviour;

Complainants will be informed of the outcome of the investigation within a reasonable period of time, and where appropriate RCI will work with the complainant in regards to the resolution process.

DISCIPLINARY SANCTIONS

RCI may take disciplinary action against anyone found to have breached our policies or made false and malicious allegations. Any disciplinary measure imposed under our policies must:

- be applied consistent with any contractual and employment rules and requirements;
- be fair and reasonable;
- be based on the evidence and information presented and the seriousness of the breach; and
- be determined by our constituent documents, by Laws and/or the rules of the game.

RECORD KEEPING

All complaints received will be recorded in the form included in **Appendix 1** of this policy. A confidential database on all complaints will be kept by the Club Administrator. This document will be updated with any responses / actions taken in relation to the complaint. This document will be used as a part of an annual review process, to assess where improvements can be implemented.

APPENDIX 1: RECORD OF COMPLAINT

Name of person receiving complaint		Date: / /
Complainant's Name	_____	
	<input type="checkbox"/> Over 18	<input type="checkbox"/> Under 18
Complainant's contact details	Phone: _____ Email: _____	
Complainant's role/status in Club	<input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Parent <input type="checkbox"/> Player <input type="checkbox"/> Spectator <input type="checkbox"/> Coach/Assistant Coach <input type="checkbox"/> Support Personnel <input type="checkbox"/> Employee (paid) <input type="checkbox"/> Other <input type="checkbox"/> Official _____	
Name of person complained about	_____	
	<input type="checkbox"/> Over 18	<input type="checkbox"/> Under 18
Person complained about role/status in Club	<input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Parent <input type="checkbox"/> Athlete/player <input type="checkbox"/> Spectator <input type="checkbox"/> Coach/Assistant Coach <input type="checkbox"/> Support Personnel <input type="checkbox"/> Employee (paid) <input type="checkbox"/> Other <input type="checkbox"/> Official _____	
Location/event of alleged issue		
Description of alleged issue		
Requests for Resolution		
Information provided to them		
Resolution and/or action taken		
Follow-up action		