

## **TERRITORY SPORTS ACADEMY**

### **ATHLETE DISCIPLINARY PROCESS**

The Territory Sports Academy (TSA) has an Athlete Disciplinary Process in place for dealing with athletes who breach conditions of their TSA Athlete Scholarship Agreement, including the Athlete Code of Conduct, and all related TSA policies.

#### **The Process**

The TSA athlete's (recognised) coach and the Pathways and Programs Coordinator (PPC), through the athlete induction process, will ensure that all TSA athletes are aware of the Athlete Disciplinary Process, advising of the need to abide by conditions set out in their Scholarship Agreement and that any inappropriate behaviour will result in the following process being followed.

The TSA will act as soon as possible, through the athlete's coach, once there has been a reported breach of the Athlete Scholarship Agreement. All reported breaches will be notified to the Pathways and Programs Coordinator (PPC) and any person may lodge a breach.

The coach of the TSA athlete will initially address any reported breach directly with the athlete (and parents/guardians if the athlete is under the age of 18). The PPC, will advise TSA Senior Management (the TSA Director, Manager Coaching and Officiating and Manager Coach and Athlete Development Services) of any outcomes. The principles of natural justice apply in all investigations.

A register of these breaches will be maintained by the PPC. If a more formal review is required, the TSA Director will appoint a TSA staff member to investigate the matter further and make a recommendation regarding any actions to be taken.

Once established that the athlete has breached a condition of their Agreement and depending on the nature of the breach, will result in one or more of the following actions:

- *Informal Warning* – The coach will discuss the matter with the athlete and verbally advise that any repeat behaviour or further breaches may result in a formal warning and possible probation, suspension or termination of scholarship.
- *Formal Warning* – The coach will discuss the matter with the athlete and parent if appropriate, advise in writing of the decision to place the athlete on *probation* or have their scholarship *suspended or terminated*.
- *Probation* – The coach will discuss the matter with the athlete and advise in writing that the athlete's behaviour will be carefully monitored for a specified 3 month period. Any further breaches during this time may result in suspension or termination of the scholarship.
- *Suspension* – The coach will discuss the matter with the athlete and advise in writing that the athlete's scholarship has been suspended for a specified period (up to a maximum of 3 months). During this period of suspension the athlete will have restrictions placed on TSA services provided, including coaching, that will relate to a revised development program outlining specific performance indicators that must be achieved during that time.

- *Termination* – The coach will discuss the matter with the athlete and advise in writing that the athlete's scholarship has been terminated.

If an athlete or their parent/guardian (in the case of an athlete under the age of 18) disagrees with a decision it can be appealed in writing to the TSA Director, who will appoint an independent panel to investigate. The panel shall consist of a TSA staff member not previously involved in the process, a representative of the athlete's NT peak sporting body and a representative of the athlete's national sporting organisation. The decision of the panel will be final.

### **Program Management Group (PMG)**

Members of the applicable Program Management Group will be kept informed at all stages of the process where formal warnings are implemented.