



## **South Side Derby Dolls S2D2**

**Bylaws as approved 25th September 2013**

**See Revision Schedule for Amendments**

## Table of Contents

Bullying and Harassment	3
Committee member - appointing successor post AGM	4
Committee Member Formal Warnings	4
Eligibility to Hold a Committee Member Position	5
Meeting Quorum	5
Membership Clarifications	5
Member Protection Committee (MPC) - Grievance Procedure	6
Officials - funding for WFTDA play offs etc	6
Official Facebook groups and clubs	6
Payment Plans and Term Fees	6
Pregnancy and breastfeeding	7
Probation Period	8
Sub-Committees	8
Uniforms	8
Volunteering	9
Revision Schedule	10

## Bullying and Harassment

S2D2 does not tolerate a culture of bullying or harassment. We believe that the procedure of dealing with the allegation of bullying and harassment is distinct from a grievance because of the inherent nature of intimidation concerned and therefore has its own due process.

What does bullying and harassment look like?

- Repeated hurtful remarks or attacks, or making fun of your skating or you as a person (including your family, sex, sexuality, gender identity, race or culture, education or economic background)
- Sexual harassment, particularly things like unwelcome touching and sexually explicit comments and requests that make you uncomfortable
- Excluding you or stopping you from working with people or taking part in activities that relates in any way to our league
- Playing mind games, ganging up on you, or other types of psychological harassment
- Intimidation (making you feel less important and undervalued)
- Giving you pointless tasks that have nothing to do with your place within the league
- Giving you impossible jobs that can't be done in the given time or with the resources provided
- Deliberately holding back information you need for fulfilling your purpose within our league
- Deliberately targeting a member using physical violence, even under the guise of playing our sport.
- Attacking or threatening with equipment, knives, guns, clubs or any other type of object that can be turned into a weapon
- Initiation or hazing - where you are made to do humiliating or inappropriate things in order to be accepted as part of the team.

(Adapted from

<http://www.humanrights.gov.au/workplace-bullying-violence-harassment-and-bullying-fact-sheet>)

It is important to note that any type of the above behaviour can seem or be excused as innocent, but can have a great impact on the person being targeted. The impact on the victim is key in the complaint and will be taken into account when referred to the Committee. Bullying and harassment can take place in person, via written or verbal communication and includes social media.

### *Who do I contact if I believe I am being bullied?*

Please contact the Member Protection Officer (MPO), or anyone on the Member Protection Committee or any League Committee member you feel comfortable approaching. (see Facebook albums page committee photo graphic for current members)

### *I've witnessed something, but it's probably nothing...*

Please contact the MPO if you witness or have been involved in anything that makes you feel uncomfortable to disclose any information you wish. A small mean or harsh comment or action can be part of a larger picture, so sharing information will stop the alleged perpetrator from being protected, as this may be part of a 'grooming' process. The grooming process regarding bullying is where the alleged perpetrator attempts to condition the victim and those surrounding them that the inappropriate behaviour they are displaying is OK and harmless, but in reality it is unacceptable.

### **Bullying and Harassment Disciplinary Procedure**

If a member lodges a complaint with any member of the Committee or the MPO, the Committee will contact the relevant parties, remaining mindful of the confidentiality of the complainant. The complainant will not be required to communicate face to face with the alleged perpetrator as part of a mediation process.

If the behaviour or incident is deemed severe enough by the majority of the Committee, the Committee reserves the right to revoke the membership of the alleged perpetrator immediately, once all reasonable actions to investigate the validity of the complaint have been exhausted, the alleged perpetrator has been given the right of reply and has been found to be guilty of the complaint.

## **Committee member - appointing successor post AGM**

If a Committee member leaves the Committee for any reason after the league vote within the AGM, in accordance with point 3.2.i of the Constitution the Management/Executive Committee has the right to appoint a successor. Any runners up from the league vote should be contacted to be offered the role if practicable, the ultimate decision lying with the Executive. Expressions of Interest can be called for, or members can be contacted directly.

## **Committee Member Formal Warnings**

If a Committee member has been issued with a formal warning they will not be eligible for re-election in the following year, as they will be bound by the same regulations in force on the general league members. If the formal warning is found to directly affect their portfolio or standing in the league they will immediately be stripped of their Committee member status and must direct all official documentation to the Secretary (or

President if the member involved currently holds the Secretary position) within 14 days as it states in the Constitution.

## **Confidentiality**

When sharing sensitive information on behalf of another individual, all members including those within the league Committee and Member Protection Committee must gain permission from the member/s involved, prior to doing so. The individual in question must be made aware of who this information is being shared with, why and they must also have the right to decline or amend this request. When not sharing this information poses a severe risk to a member however, our duty of care responsibilities void this process

If you are found to have breached this bylaw as a league Committee or Member Protection Committee member, you may have your position revoked in accordance to the grievance procedures outlined in these bylaws. See Member Protection Committee (MPC) Grievance Procedure within these Bylaws, noting the direction: If any MPC member is implicated in any complaint/issue they are to step down from the investigation.

## **Eligibility to hold a Committee Member position**

General league members will be ineligible to progress through the election process for Committee member positions for 12 months after their most recent formal warning. The 12 month anniversary of the date of the last formal warning must occur prior to the AGM or 30 November, whichever is first, to be eligible to hold a Committee position for the subsequent year. General league members may nominate whomever they choose for Committee positions at the AGM, however to maintain confidentiality ineligible members will not be made public or announced, so will still appear on the nomination listing.

Members whom have been nominated for, but have declined a Committee position as well as those whom have been classified as ineligible through warnings to hold such a position will not be announced to the general members to maintain confidentiality. It is up to these individuals to disclose this status if they so choose.

*For implications on Committee Members see: Committee Member Formal Warnings*

## **Meeting Quorum**

Meeting quorums will stand as it states in the constitution, unless via RSVPs the Committee agrees that we will not achieve the correct amount of members in attendance to hold an official meeting. This can be ascertained via Facebook only, via the event

response system and the information print screen and saved for future reference by the Secretary.

## **Membership Clarifications**

### *Active Member*

You are classified as an Active Member if you have attended a minimum of one training session or league endorsed event in the past 4 calendar months. You are eligible to vote, if you have passed your 3 month probation period successfully

### *In-active member*

You are classified as an In-active Member if you have not attended a training session or league endorsed event in the past 4 calendar months without negotiating a leave of absence with the Training Officer and Treasurer as stated in the Constitution. You will not be eligible to vote at any General Meeting or the Annual General Meeting without attending a minimum of one training session or league endorsed event prior to any scheduled meeting.

### *Voting Member*

You are eligible to vote in General Meetings and at the Annual General Meeting after you have successfully completed your 3 month probation period, as set out in these bylaws

### *Alumni Member*

You are a member of the Facebook group and any communications privy to the facebook group. You are ineligible to attend or vote at General Meetings or the Annual General Meeting, and do not have access to league minutes of meetings.

## **Member Protection Committee (MPC) Grievance Procedure**

Grievance Procedure - see for details

<https://drive.google.com/open?id=1Yng1Ty0oJVCYzLTCcaW3MC7rNGW3iSvLDMUgJ4Mk-9E>

## **Officials and commentators (funding)**

Funding for members participating in an official capacity in WFTDA play offs, champs and World Cup will be capped at \$200 within a 2 year period and each occasion will be subject to committee review and approval. Reimbursements will be made to applicants who fulfil the obligations they traveled to perform.

## **Official Facebook groups and Clubs**

Currently official 'clubs' are limited to S2D2 Stitchin' and Bitchin' and S2D2 Book Club and both include a Facebook group

Official S2D2 Facebook pages are as follows; S2D2 (year) Committee, South Side Derby Dolls (whole league group), S2D2 Freshmeat (year), Minimum skills group - discussion, S2D2 MP Committee, Intro to Contact (year), S2D2 Beta Testers (currently in-active),  
[more to come]

Each of these groups are officially endorsed by the Committee and bound by S2D2 Code of Conduct, Constitution and Bylaws. To create a new official FB group or club you must ask permission from the current Committee. There is to be a minimum of 1 member of the Committee in each of these groups, with full admin powers. If there is any breach of league policies within these groups, appropriate grievance procedures will be followed

## **Payment Plans and Term Fees**

S2D2 offers our members the opportunity to pay fees on payment plans. You are required to be up to date on your payments week to week according to your membership classification, and have your full term payment finalised by the last session of that term. Merchandise and any other outstanding monies not classified as training fees require the balance to be finalised within 3 months of orders being placed.

## **Pregnancy and Breastfeeding**

Pregnant members are not required to disclose their pregnancy status to anyone within the league, however we do strongly advise you to seek medical advice throughout your pregnancy to ensure you are well informed of the risks and implications of playing a fast paced and full contact sport and to share this information with the Training Co-ordinator. Please be aware of the physical and environmental implications of participating in our training, especially during summer or for extended periods. If you feel at any point that you wish to cease training, please let the trainer know ASAP.

If you are breastfeeding whilst being classified as a skating member, we strongly advise you to disclose this information to the Training Co-ordinator so that they may assist you in performing to your best while attempting to limit risks to your health. Please seek medical advice prior to attending training and consider sharing this information with the Training Co-ordinator.

For more information please read, as well as seeking appropriate medical advice

[http://www.ausport.gov.au/\\_data/assets/pdf\\_file/0019/146305/Pregnancy\\_in\\_sport.pdf](http://www.ausport.gov.au/_data/assets/pdf_file/0019/146305/Pregnancy_in_sport.pdf)

## **Probation Period**

When you become a member of S2D2 you are classified as 'on probation' for a 3 month period. During this time you decide whether S2D2 is a place where you would like to be and we find out more about you. Any time you change your membership status, e.g. go from an Associate Member to a Full Member, or from a skater to an official you complete another 3 month probation period under your new classification, regardless of the length of time you have been a member within your original classification.

Reasons that your membership status may be revoked whilst on probation:

- Failure to submit appropriate forms and information by the deadline set by the Recruitment Officer
- Failure to deposit appropriate fees as set by the bylaws and under direction of the Treasurer
- Receipt of one or more official warnings
- Failure to adhere to the Constitution and/or Code of Conduct

The above list is not exhaustive and any behaviour deemed unbecoming of a S2D2 member can void your probation. If after investigation by the appropriate Committee members, you are found guilty of one or more of these points the Committee reserves the right to rescind your membership status immediately.

The Committee reserves the right to add an additional 3 months of probation for a total of 6 months to members whom they deem ineligible to continue to full membership status at the passing of the 3 month mark.

## **Sub-Committees**

Each Sub-Committee will sit under a member of the Executive Committee or the Committee Chairs. At the beginning of each year each Sub-Committee will be dissolved, regardless of whether the Committee Member is continuing in their position after January 1 or not. Sub-Committee members can reapply if they wish after this dissolution. The head of each Sub-Committee reserves the right to discontinue the membership of or reject an application to join a Sub-Committee

All league members are limited (with the exception of M\*A\*S\*H, and session trainers) to being a member of 2 Sub-Committees. Inclusive of being a member of M\*A\*S\*H you may be a member of 3 Sub-Committees if you feel your commitment to each group will not be hampered by your membership of another. The only exception to this limitation is the positions of President, Vice President and Secretary for monitoring purposes.

## **Uniforms**

It is an expectation of the league that each member of Levels A, B and C have 2 league singlets (Teal/White and Purple/Black) with their personal derby name and number displayed on the back, if they wish to be selected to bout. As the uniforms are available on a payment plan members will not be eligible for selection to play any intra-league or inter-league bouts if they do not have these singlets prior to the announcement of the



game roster. Exceptions may be made at the coach and/or Committee's discretion, for example when a member has fulfilled boutng requirements but efforts to source the correct singlets have failed. Exceptions are limited and are not guaranteed.

## **Volunteering**

S2D2 collapses without its volunteers. If you enter into an agreement with a Committee member to volunteer in any capacity you are to fulfil this role to the best of your ability. If you find yourself unable to complete the task, you are to communicate this to the committee member who issued this directive. If they are not available, any currently serving committee member is acceptable. If you do not make adequate efforts to communicate your inability to complete the task, the appropriate grievance procedures will be followed.

## Revision Schedule

Amendment	Approval Date
Addition: Revision Schedule information	26/09/13
Addition: Committee Member Formal Warnings	26/09/13
Addition: Italic within Eligibility to hold a Committee Member Position	26/09/13
Addition: Membership Clarification Probation Period	29/09/13
Addition: Sub-Committees Pregnancy and Breastfeeding	29/10/13
Clarification: Exception of our teams within Sub-Committee guidelines; regarding dissolution and maximum involvement	30/11/14
Removal: Above clarification, in line with Constitution changes 2015	18/01/16
Addition: Officials and Commentators (funding)	18/01/16
Addition: Official Facebook groups and Clubs	18/01/16
Addition: Volunteering	18/01/16
Clarification: Session trainers are exempt from sub-com limit	21/03/16
Addition: Committee member appointing replacement	21/03/16
Addition: Member Protection directive	21/03/16
Addition: Confidentiality	15/10/16
Addition: Officials and Commentators (funding), amended limit	12/11/16
Addition: Alumni Member restrictions	09/08/17