



Creadaptic Volleyball Club

REGULATORY FINES AND COMPLIANCE FRAMEWORK

Effective 8 October 2025

Regulatory Fines and Compliance Framework

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Regulatory Fines and Compliance Framework

1. Purpose

- 1.1 Creadaptic Volleyball Club ('**the Club**') is committed to fostering an environment built on discipline and accountability, and ensuring that fines and penalties are applied in a way that is fair, reasonable, and proportionate. Our framework is designed to balance individual accountability with team responsibility.

Fairness: Players are accountable for their own actions, but no player will be unfairly penalised for circumstances outside of their control. Where this occurs, and there is a valid reason, fines will be treated as a team-level matter and shared evenly.

Reasonableness: Fines are only imposed where they reflect genuine costs or regulator penalties, and the Club will not add arbitrary or excessive amounts. Clear processes are followed, and players are notified in writing.

Proportionality: Consequences scale with the seriousness of the behaviour. Repeat or deliberate breaches attract stronger penalties, while first-time or minor issues may only attract warnings. This ensures that sanctions are always appropriate to the offence.

Transparency: To keep membership fees as low as possible for everyone, fines are passed directly to the player responsible, rather than distributed across the wider membership. This avoids spreading costs to uninvolved members.

- 1.2 The Regulatory Fines and Compliance Framework outlines the possible infractions and corresponding fine amounts for members of the Club.
- 1.3 The purpose of this policy is to discourage violations of club rules, uphold the principles of fair play, and maintain a positive and respectful environment. It safeguards the sport of volleyball, the wellbeing of players, and the reputation of the Club.
- 1.4 This policy applies to players of the Club (i.e., ordinary and temporary members only).
- 1.5 As individuals that have voluntarily agreed to represent the Club on a competitive level, the Club holds players to a higher standard of conduct and adherence to club policies. This policy serves as a reminder that each player is accountable for their actions and behaviours, both on and off the court, and they must remain fully committed to upholding the values, principles, and reputation of the Club.

2. Fineable Offences

- 2.1 The following offences may result in fines and penalties:

(1) Absence or Tardiness

All players are expected to attend all scheduled competitions on time. This includes duties. Failure to do so without a valid reason may result in fines and penalties. Whether a player has a valid reason will be in the Club's absolute discretion.

First Offence: Written warning

Second Offence: Final warning & applicable fine from competition regulators

Subsequent Offences: Applicable fine from competition regulators & one game suspension

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If the absence leads to the forfeit of any sets or the match, the following will apply instead:

First Offence: Applicable fine from competition regulators & one game suspension

Second Offence: Applicable fine from competition regulators & two game suspension

Subsequent Offences: Applicable fine from competition regulators & three game suspension

(2) Uniform

All players are required to wear the designated club uniform that is appropriate to their allocated position. Mixing and matching is not permitted. Failure to wear the correct uniform may result in fines and penalties.

First Offence: Written warning

Second Offence: Final warning & applicable fine from competition regulators

Subsequent Offences: Applicable fine from competition regulators & one game suspension

(3) Misconduct

All players are expected to behave respectfully towards coaches, officials, teammates, opponents, and spectators. Any form of unsportsmanlike conduct, including verbal or physical abuse, may result in fines and penalties.

Minor Misconduct (e.g., excessive arguing with officials)

First Offence: First and final written warning

Subsequent Offences: Applicable fine from competition regulators & one game suspension

Major Misconduct (e.g., physical altercation)

First Offence: Applicable fine from competition regulators & two game suspension

Subsequent Offences: Applicable fine from competition regulators & three game suspension

(4) Damage to Club Property

All players are responsible for the proper care and maintenance of club property. Any intentional or negligent damage to club equipment or facilities may result in fines and penalties.

Accidental Damage

First Offence: First and final written warning

Second Offence: Cost of the damage

Subsequent Offences: Cost of the damage & one game suspension

Intentional Damage

First Offence: Cost of the damage & one game suspension

Subsequent Offences: Cost of the damage & three game suspension

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(5) Non-Compliance with Club Policies

All players are expected to adhere to all club policies, including but not limited to safety guidelines, code of conduct, and social media policies. Non-compliance may result in fines and penalties.

First Offence: Written warning

Second Offence: Final warning

(6) Violation of Competition Rules

All players participating in competitions must abide by the rules set forth by the organising body. Violation of competition rules may result in fines and penalties.

First Offence: Written warning & applicable fine from competition regulators

Second Offence: Final warning & applicable fine from competition regulators

Subsequent Offences: Applicable fine from competition regulators & two game suspension

(7) Inappropriate Behaviour

All players are expected to maintain a focused and respectful environment during training sessions and competitions, as it is a crucial time to identify and rectify mistakes and errors. Any inappropriate behaviour that disrupts the training process or competition, or hinders the ability of other players or the team to concentrate on improvement or the competition may be subject to fines and penalties.

Inappropriate behaviour includes, but is not limited to:

- Engaging in disruptive or disrespectful behaviour towards coaches, teammates, or equipment;
- Ignoring or disregarding the instructions or feedback provided by coaches; and
- Engaging in any activity that undermines the overall focus and effectiveness of the training session or team.

First Offence: Written warning

Second Offence: Final warning & one game suspension, depending on the severity

Subsequent Offences: Three game suspension, depending on the severity

2.2 If a player breaches multiple offences, the player will be liable for each offence separately. The fine amounts will be **cumulative**, meaning that the player will be responsible for the full amount of each individual fine, in addition to any other fines and penalties imposed.

2.3 The following principles will apply:

If one player is responsible → the full amount is payable by that player.

If multiple players are responsible → the amount is split evenly between them.

If the responsible player cannot be identified or located, or a genuine, extreme, and exceptional reason is provided, or circumstances entirely outside of a player's control made compliance impossible → the matter is treated as a team-level issue and the cost is split evenly across the team.

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Liability Allocation System in Practice

Scenario A — Exceptional personal circumstance

If a player is unable to attend a game due to a car accident en route (a genuine exceptional reason), and their absence triggered a forfeit, the Framework would not assign liability to that player alone. Although one could argue that player's absence caused the breach, this clause directs that the fine be treated as a team-level matter, with the cost split evenly. This prevents unfairness and ensures no player is penalised for impossibility.

Scenario B — Clear individual accountability

If a player refused to wear the designated uniform, they would be solely responsible for the fine. This preserves individual accountability and encourages compliance where fault is both identifiable and controllable.

Scenario C — Unattributable fault

If a regulator imposed a fine but, after review, responsibility could not reliably be assigned to any one player (for example, due to conflicting accounts or lack of evidence), the fine would default to the team-level allocation under this clause, and shared evenly across all players.

Scenario D — Multiple identifiable actors

If two players arrived late to a match and their delay caused the team to forfeit a set, those two players would be jointly responsible, with the fine split evenly between them. This reflects the second limb of this clause, ensuring fairness where fault is provable and shared.

Scenario E — Exceptional family emergency

If a player's parent were unexpectedly hospitalised on the morning of a scheduled duty, and the player notified the team that they could not attend, the resulting fine would be treated as a team-level matter, and split evenly across the team. Although their absence triggered the missed duty, the circumstances are clearly outside their control and fall within the "genuine, exceptional, and extreme" carve-out in this clause.

Game Suspension – Disadvantaged Players

- 2.4 In circumstances where the nature of the infringement may result in a game suspension for the offending player and, if the Club were to enforce this penalty, it might lead to the overall team's forfeiture, the fines and penalties below will also apply. Whether an offending player receives all or a portion of the fines and penalties will be in the Club's absolute discretion.

The fines and penalties are as follows:

(1) Loss of Captaincy or Leadership Position

If the offending player holds a leadership role within the team, they can be stripped off that position temporarily or permanently, depending on the severity of the offence.

(2) Fines

The offending player may either be fined all amounts associated with the team's forfeiture (**if the offending player does not play**), or, provided that they obtain both the Club's approval and majority approval from their teammates to play, have their suspension delayed to their next game.

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(3) Suspension with Conditions

The offending player may be suspended from any club-related activities, such as trainings or social events. This suspension will come along with conditions, such as good behaviour, adherence to rules or anything that the Club may deem reasonable, that must be satisfied in order to be lifted.

(4) Mandatory Apology and Reconciliation

The offending player may be required to issue a public or private apology to teammates, opponents, or spectators, depending on the severity of the offence.

(5) Loss of Privileges

The Club may revoke certain or all privileges that the offending player would have otherwise been entitled to as part of their membership.

3. Fine Procedure

Notification

- 3.1 The player will be notified in writing or via email regarding the offence committed and the associated fine. The notification will include details of the offence, the amount of the fine, and a deadline for payment.

Deadline

- 3.2 The player will be given a reasonable period of time to pay the fine, typically twenty-eight (28) days from the date of notification.

Fees and Non-Payment Consequences

- 3.3 Failure to pay fines within the specified deadline may result in further disciplinary action, including, but not limited to suspension or termination of membership, and late payment fees.
- 3.4 The late payment fee will reflect the actual costs or losses incurred by the Club due to delayed payment or, if this cost or loss cannot be precisely determined, will constitute a genuine pre-estimate of our cost or loss.
- 3.5 The late payment fee may be waived in the event that the player applies for and is successful in obtaining assistance through CVC Assist.
- 3.6 An **Administrative Fee of up to \$60.00** may apply which reflects the time, resources, and operational costs required to manage, resolve, or finalise an invoice.
- 3.7 A **Player Hardship Fee of up to \$100.00** may apply which reflects the time, resources, and operational costs required where a player's actions result in significant disruption.

4. Appeals

- 4.1 Players have the right to appeal fines and penalties imposed on them and must follow the appeal process and procedure as set out in the Protection Policy.

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5. Review

5.1 This policy was last reviewed in October 2025. This policy will be reviewed every six months.

