

DISPUTE RESOLUTION HANDBOOK

2015



FOOTBALL
QUEENSLAND

This handbook does not form part of the Regulations and Members are encouraged to read By-Law 11 which can be found at www.footballqueensland.com.au

BACKGROUND

This handbook aims to provide an overview of Football Queensland's new By-Law 11 ("By-Law") that was implemented on 24 April 2015 to govern Dispute Resolution. By-Law 11 replaces all aspects of handling disciplinary matters originally set out in the Football Queensland By-Laws and related policies.

JURISDICTION

The By-Law applies exclusively to facilitate the expeditious and fair resolution of any grievances involving members, all incidents, disciplinary matters (where the matter cannot be addressed at the lower level), disputes (on and off field), appeals and any matters relating to conduct.

Two dispute resolution bodies are established under the By-Law – the General Tribunal and Appeals Tribunal.

Disciplinary matters are ordinarily dealt with by the relevant Zone in the first instance. Those matters must exhaust Zone levels of appeal before being escalated to State level.

DEFINITIONS

Schedule 1 of the By-Law outlines the definition of terms used throughout the By-Law.

PRESCRIBED FORMS

Schedule 2 of the By-Law outlines the prescribed forms and Tribunal email addresses that have been created for use by Members to assist in streamlining the administration and determination of disputes.

SANCTIONS

Schedule 3 of the By-Law outlines the types of sanctions that can be imposed on a Member.

FEES

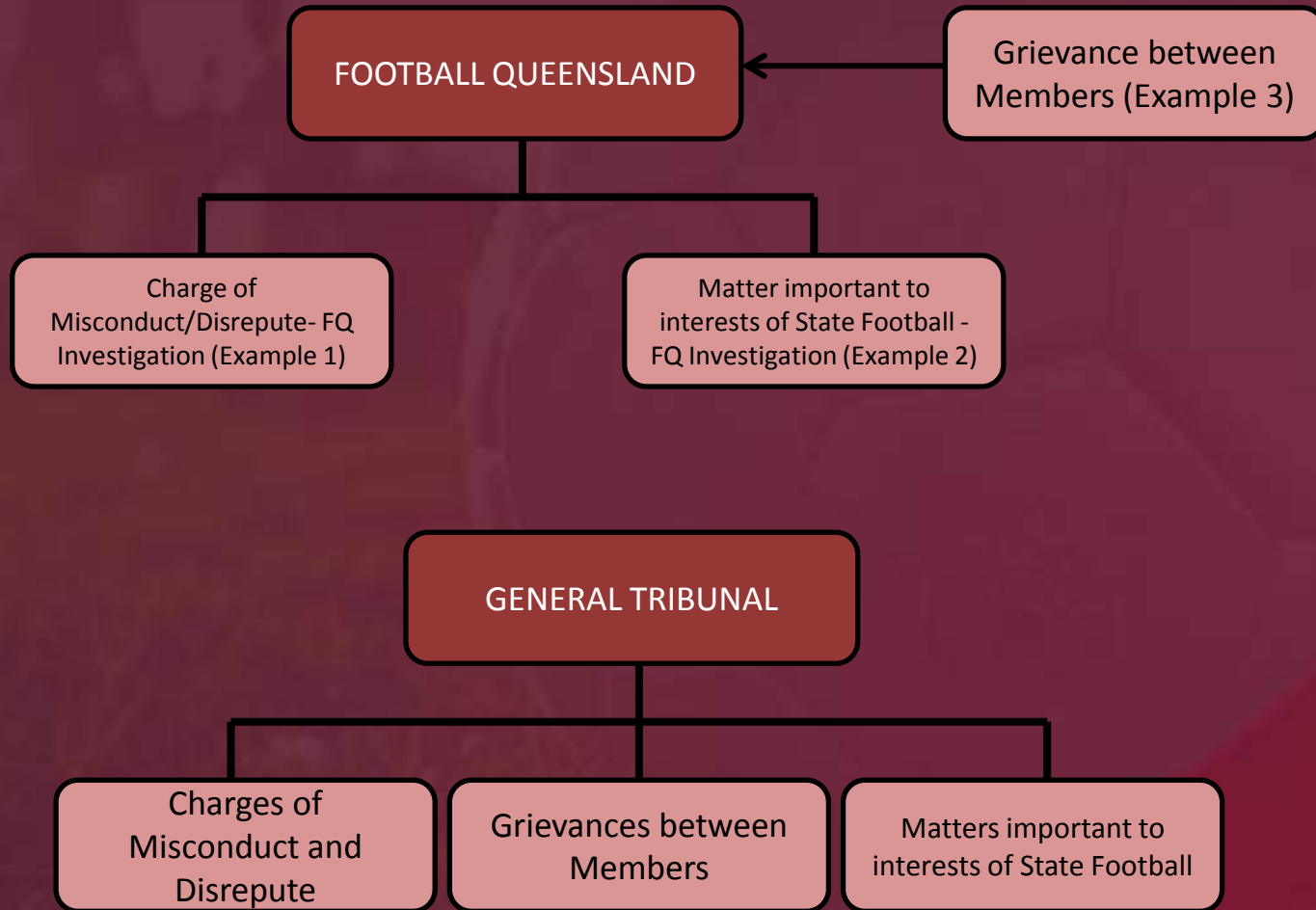
Schedule 4 of the By-Law outlines the fees payable by Members to make an application to the General Tribunal or Appeals Tribunal.

FINDING FURTHER INFORMATION AND FORMS

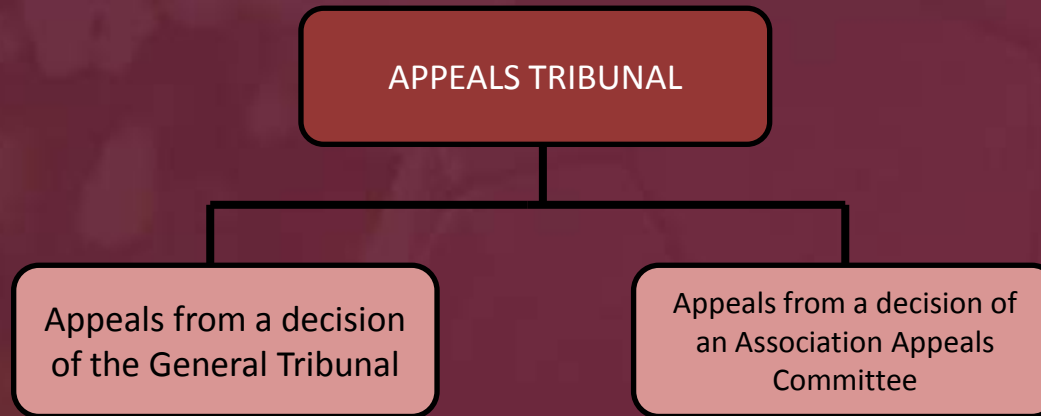
By-Law 11 and all relevant prescribed forms can be found at:

<http://www.footballqueensland.com.au/index.php?id=341>

OVERVIEW OF BODIES



OVERVIEW OF BODIES (cont.)



PART 1a: FOOTBALL QUEENSLAND INVESTIGATION

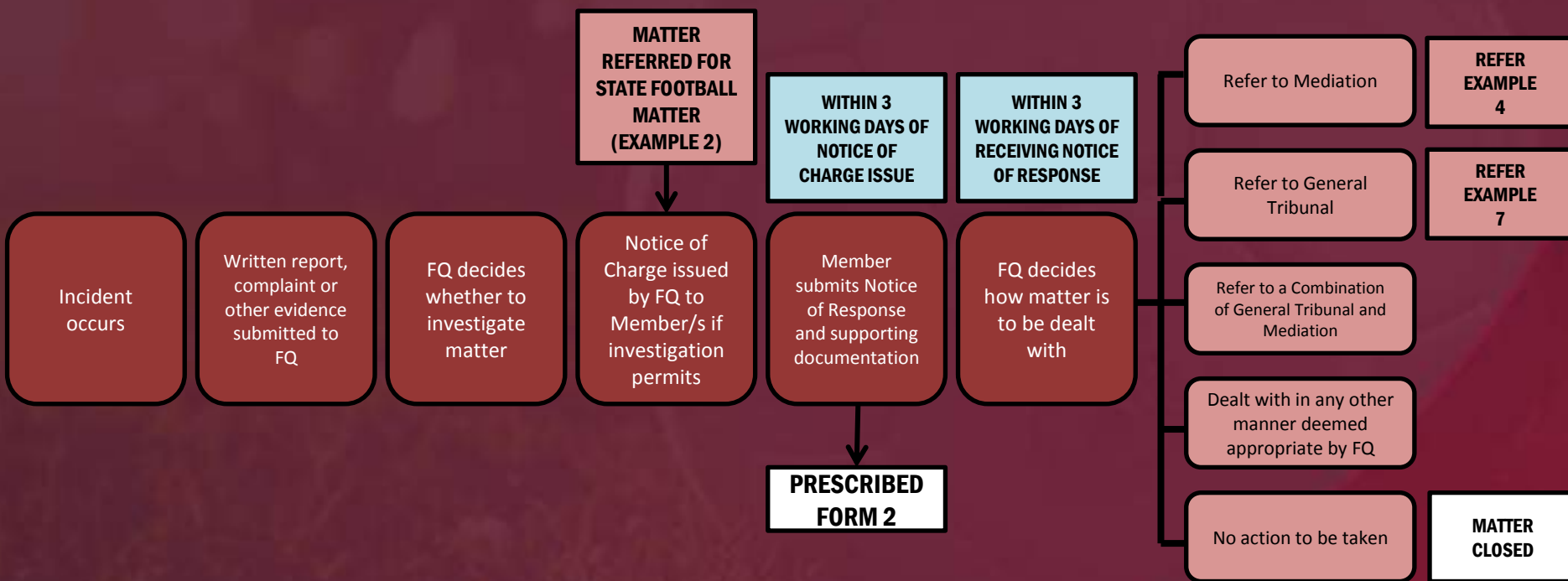
SECTIONS 6 & 8

Football Queensland is responsible for investigating:

- a) Charges of Misconduct and Disrepute (Section 6); and
- b) Matters important to interests of State Football (Section 8)

Further are examples of how Football Queensland Investigations operate.

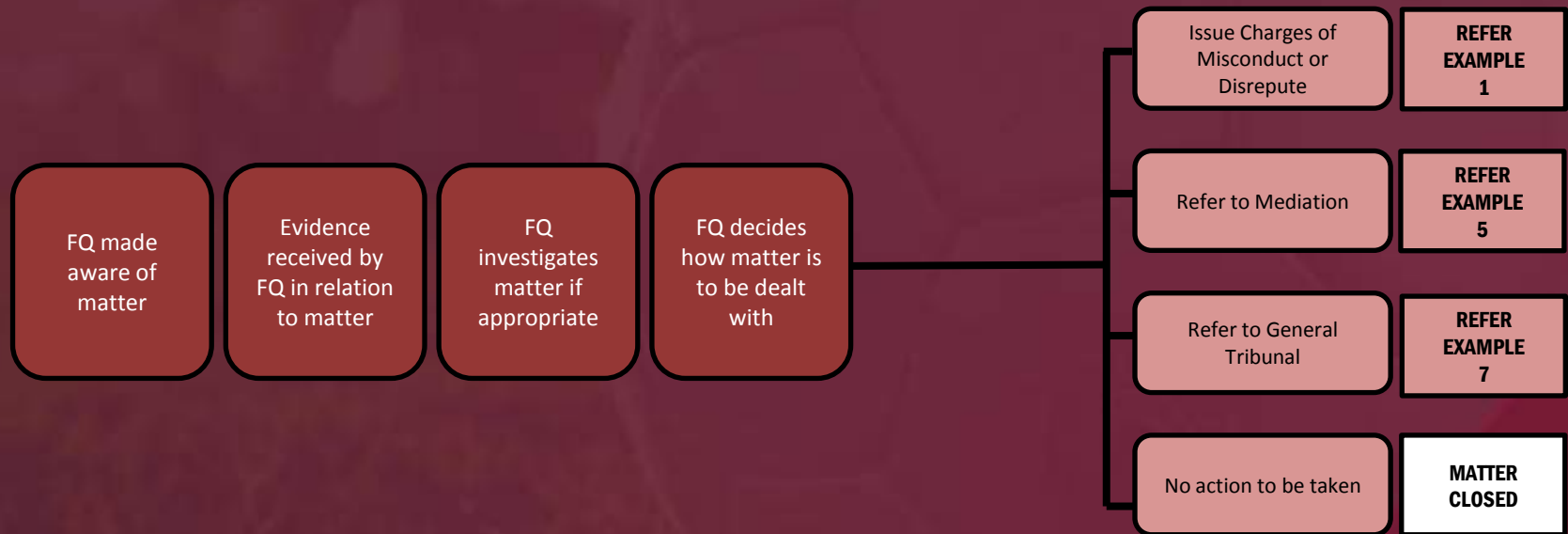
EXAMPLE 1: CHARGE OF MISCONDUCT/DISREPUTE – FQ INVESTIGATION



NOTES

Please refer to *Section 6 (Charges of Misconduct and/or Disrepute)* if you have been issued with a Notice of Charge

EXAMPLE 2: MATTER IMPORTANT TO INTERESTS OF STATE FOOTBALL – FQ INVESTIGATION



NOTES

Please refer to *Section 8 (Matters Important to Interests of State Football)* for further information

PART 1b: GRIEVANCES BETWEEN MEMBERS

SECTION 7

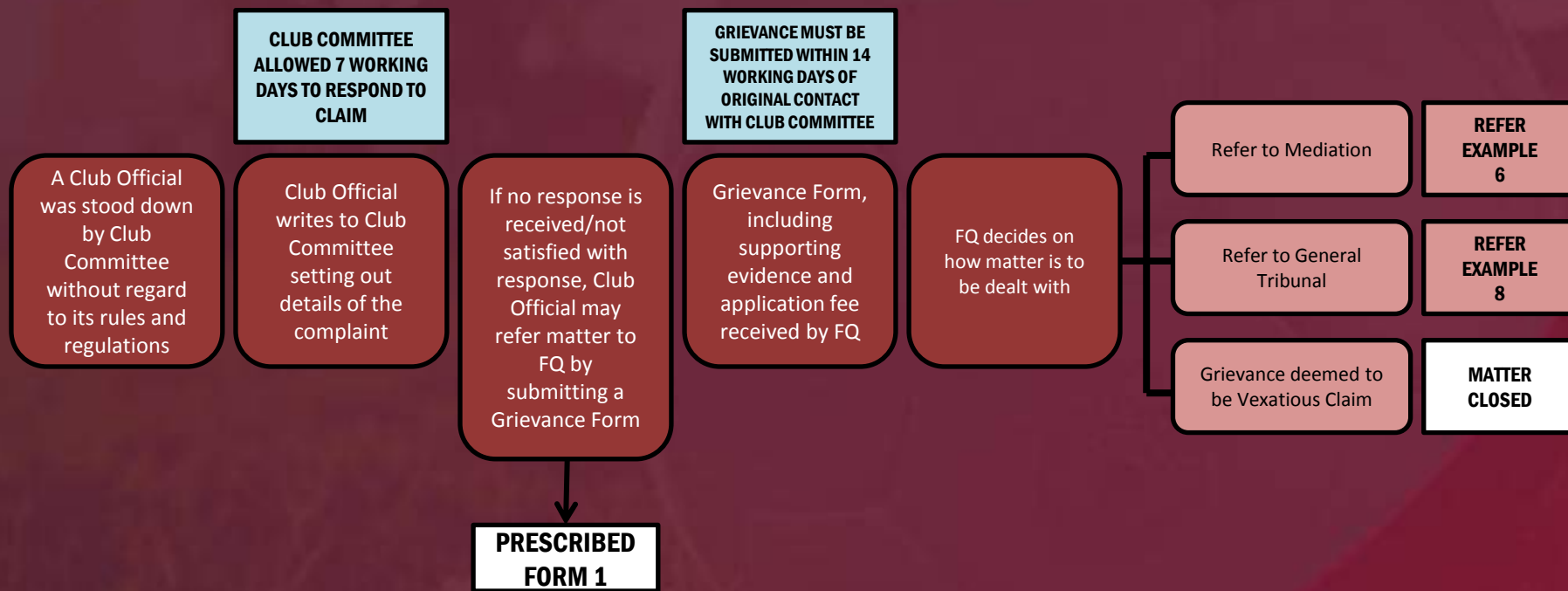
Football Queensland is responsible for accepting:

- a) Grievances between Members (Section 7)

Note: A Member is defined as an Association Member, a Club, a Referee's Body or a Participant

Further is an example of how the submission of a Grievance operates.

EXAMPLE 3: GRIEVANCE BETWEEN MEMBERS



NOTES

Please refer to *Section 7 (Grievances)* when dealing with Grievances

PART 2: MEDIATION

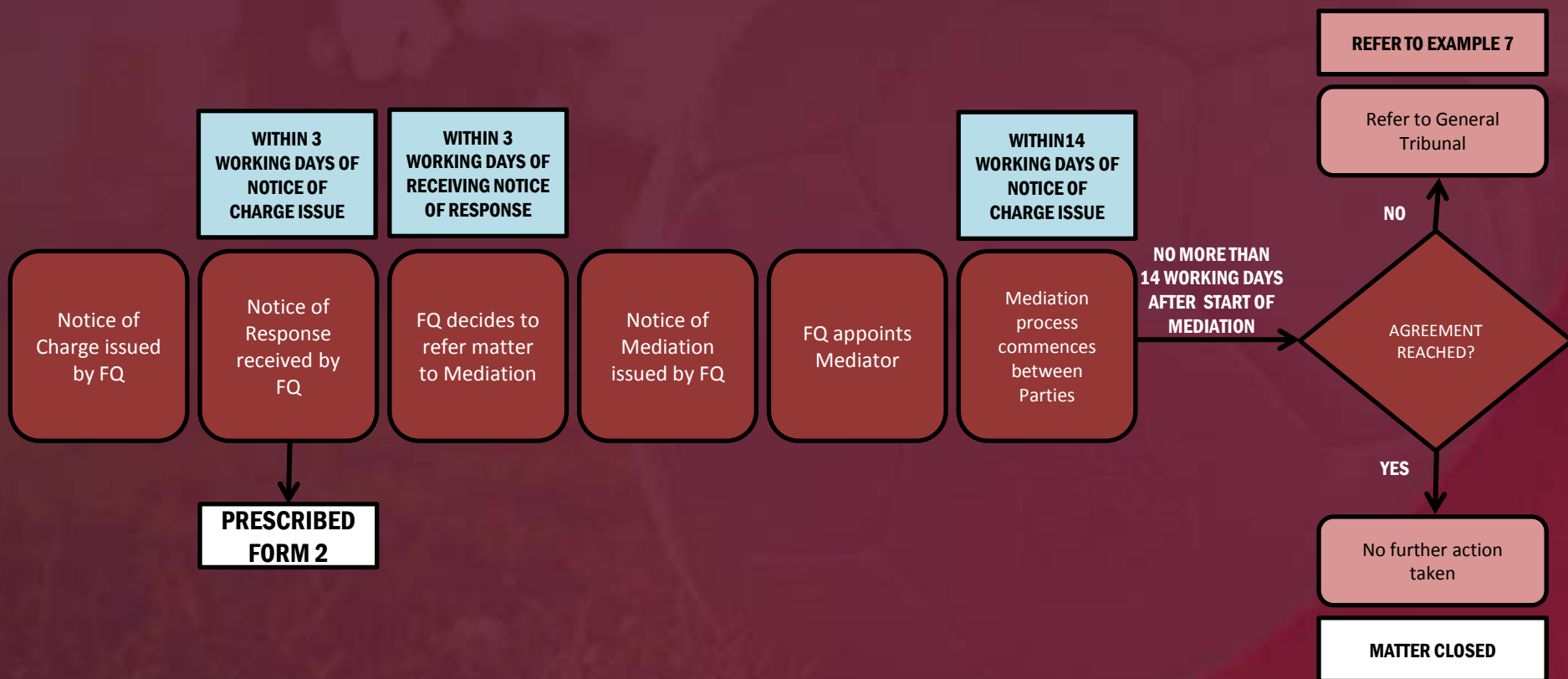
SECTION 9

In the first instance, the following can be dealt with by mediation, unless Football Queensland believes that the matter should be referred to the **General Tribunal** immediately:

- a) Charges of Misconduct and Disrepute (Section 6)
- b) Grievances between Members (Section 7) ; and
- c) Matters important to interests of State Football (Section 8)

Further is an example of how the Mediation process operates.

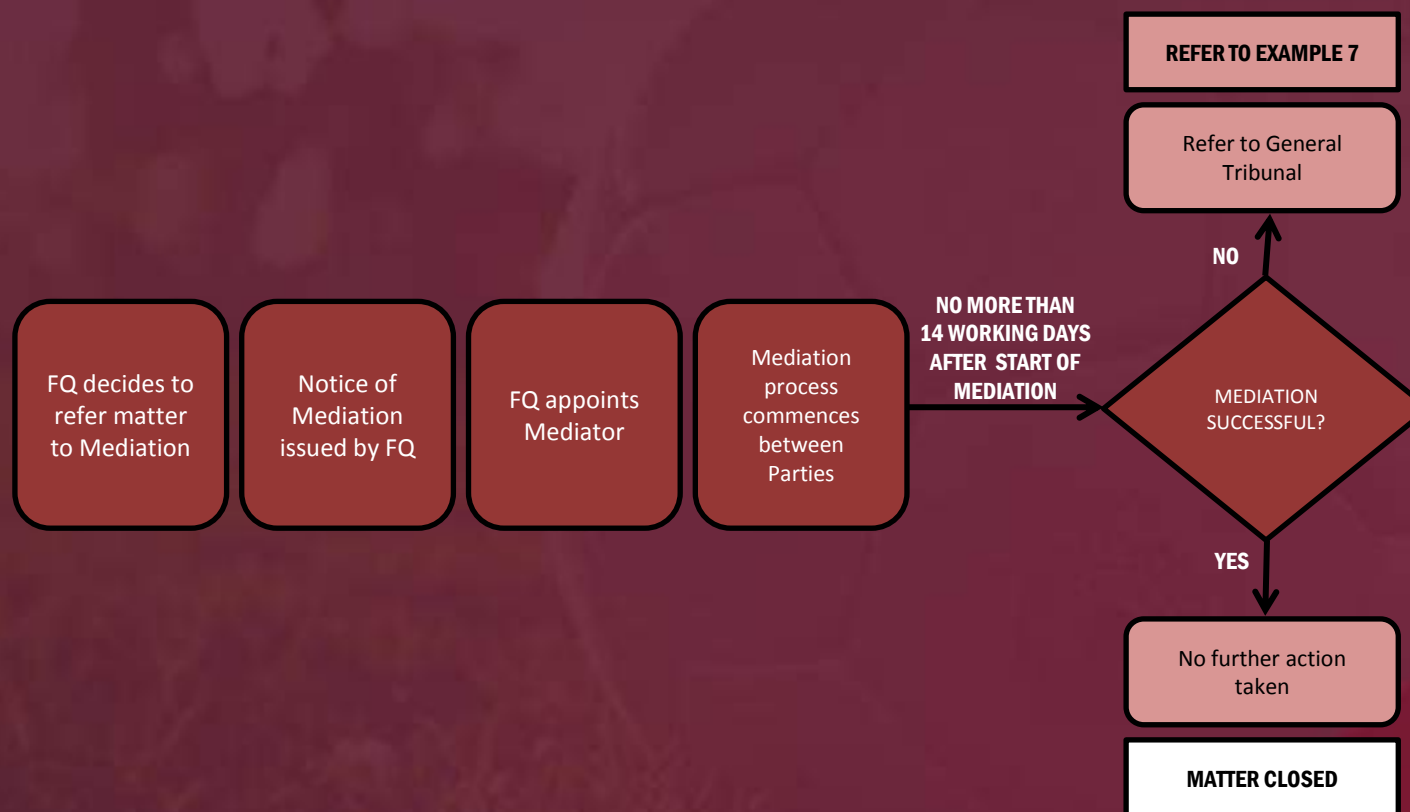
EXAMPLE 4: REFERRAL TO MEDIATION – CHARGE OF MISCONDUCT/DISREPUTE



NOTES

Please refer to **Section 9 (Mediation)** for further information the Mediation process

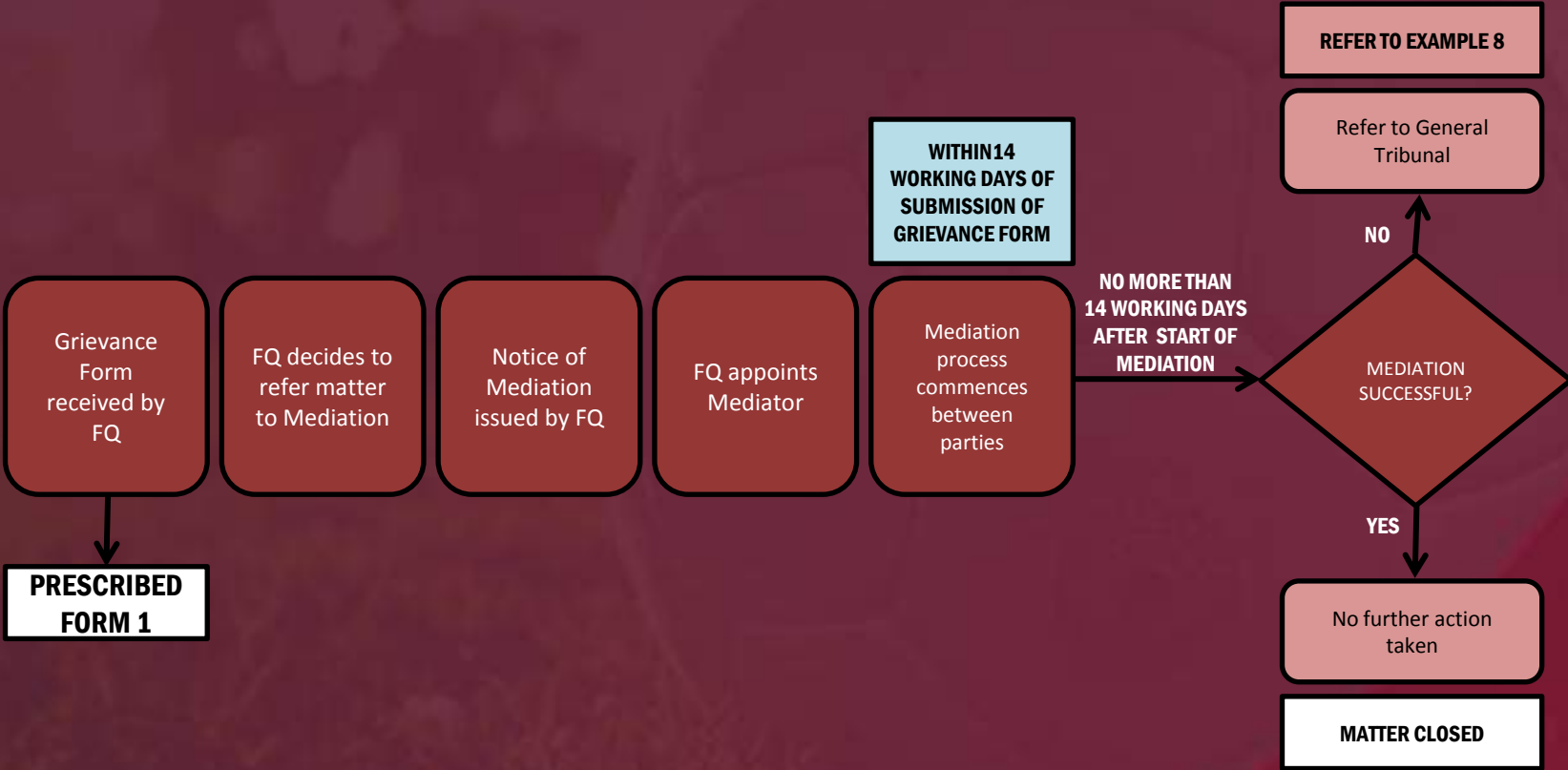
EXAMPLE 5: REFERRAL TO MEDIATION – MATTER IMPORTANT TO STATE FOOTBALL



NOTES

Please refer to *Section 9 (Mediation)* for further information the Mediation process

EXAMPLE 6: REFERRAL TO MEDIATION – GRIEVANCE BETWEEN MEMBERS



NOTES

Please refer to *Section 9 (Mediation)* for further information the Mediation process

PART 3: GENERAL TRIBUNAL

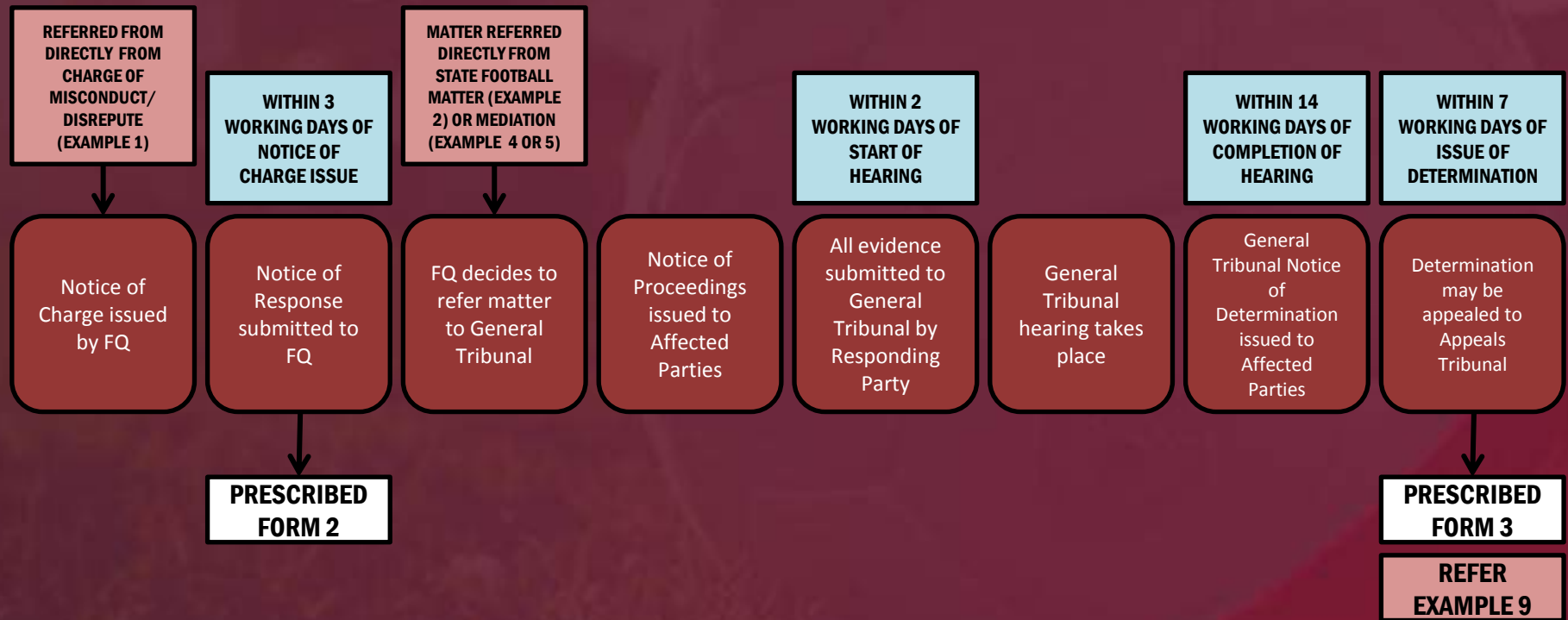
SECTION 4, 5 & 10

The General Tribunal will be responsible for hearing and determining:

- a) Charges of Misconduct and Disrepute (Section 6)
- b) Grievances between Members (Section 7) ; and
- c) Matters important to interests of State Football (Section 8)

Further are examples of how the General Tribunal operates.

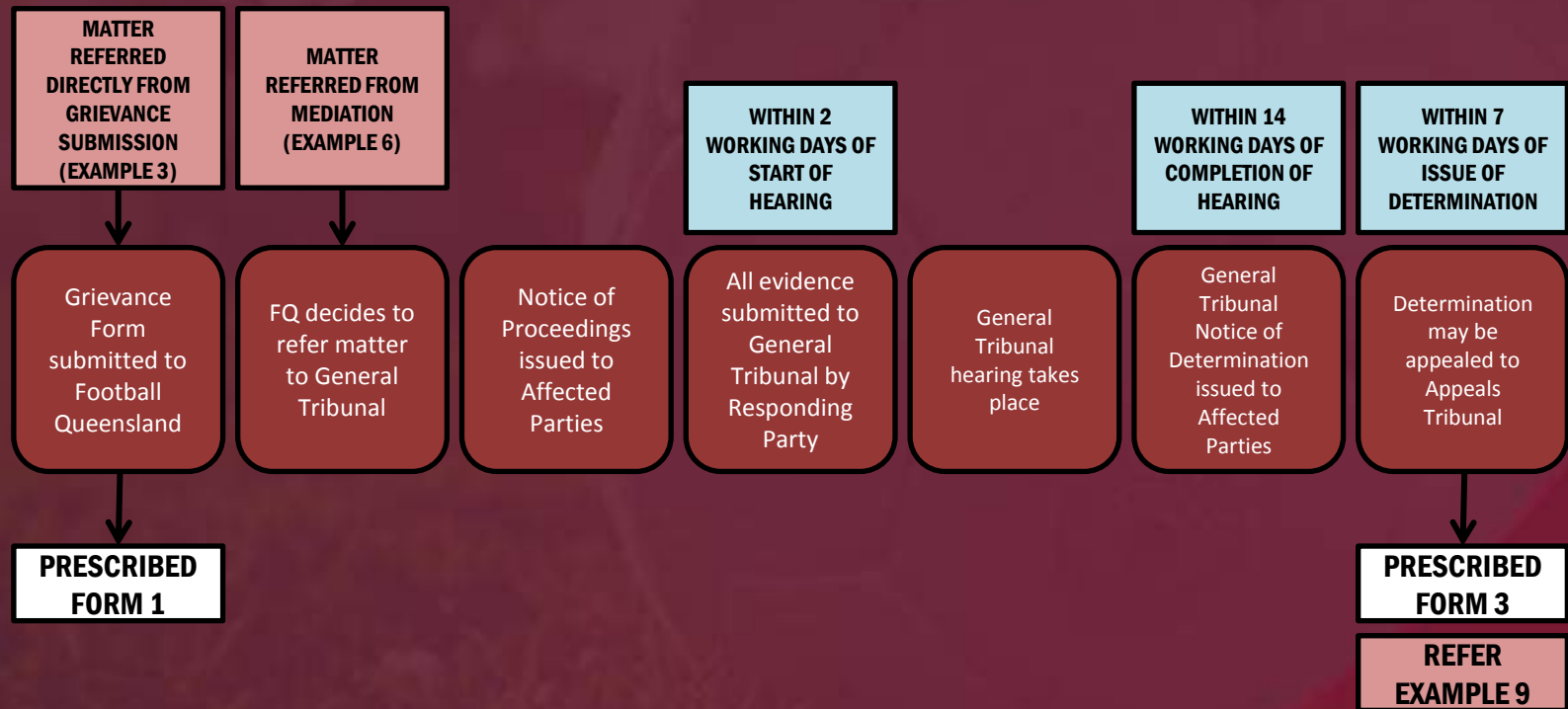
EXAMPLE 7: REFERRAL TO GENERAL TRIBUNAL – FQ INVESTIGATION



NOTES

Please refer to *Section 15 (Hearing Procedure for Tribunals)* for further information on the Tribunal hearing process.

EXAMPLE 8: REFERRAL TO GENERAL TRIBUNAL – GRIEVANCE BETWEEN MEMBERS



NOTES

Please refer to *Section 15 (Hearing Procedure for Tribunals)* for further information on the Tribunal hearing process.

PART 4: APPEALS TRIBUNAL

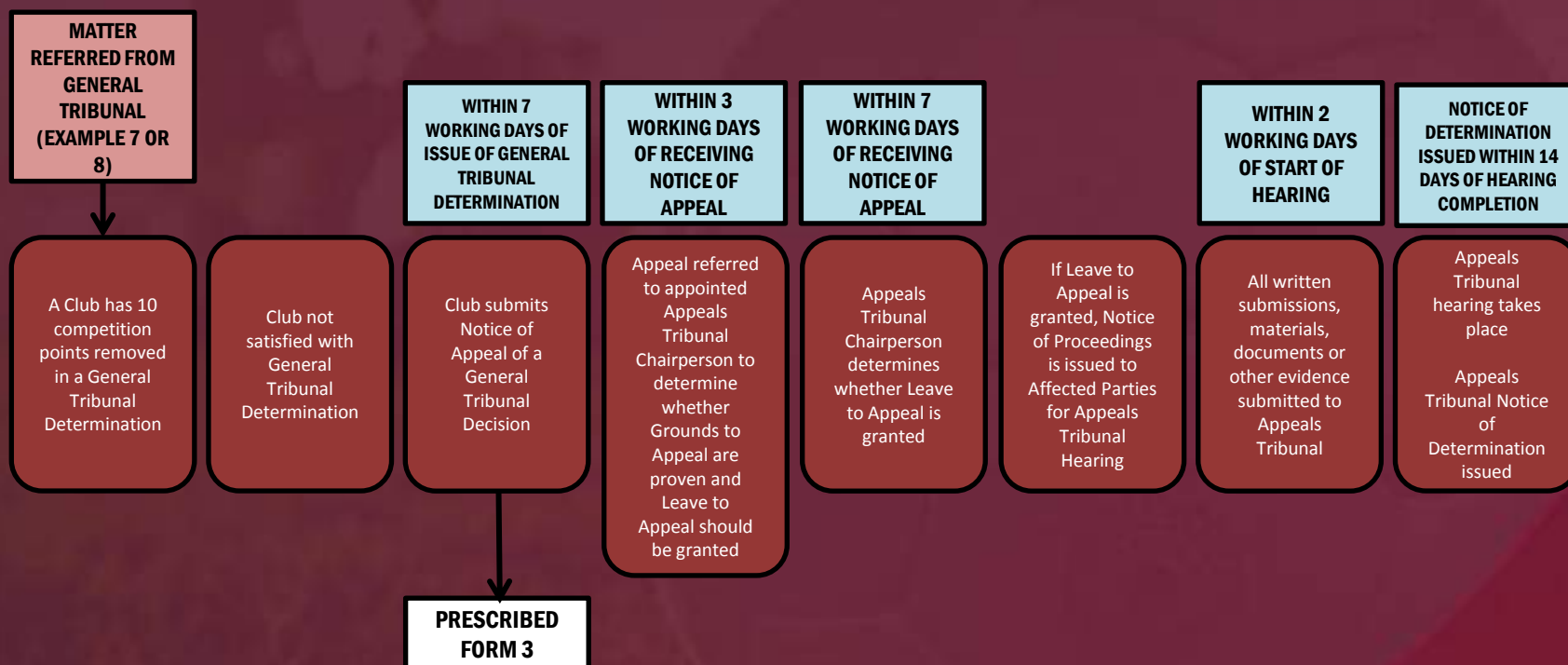
SECTIONS 4, 11, 12 & 13

The Appeals Tribunal will be responsible for hearing and determining appeals from:

- a) the General Tribunal; and
- b) an Association Appeals Committee

Further are examples of how the Appeals Tribunal operates.

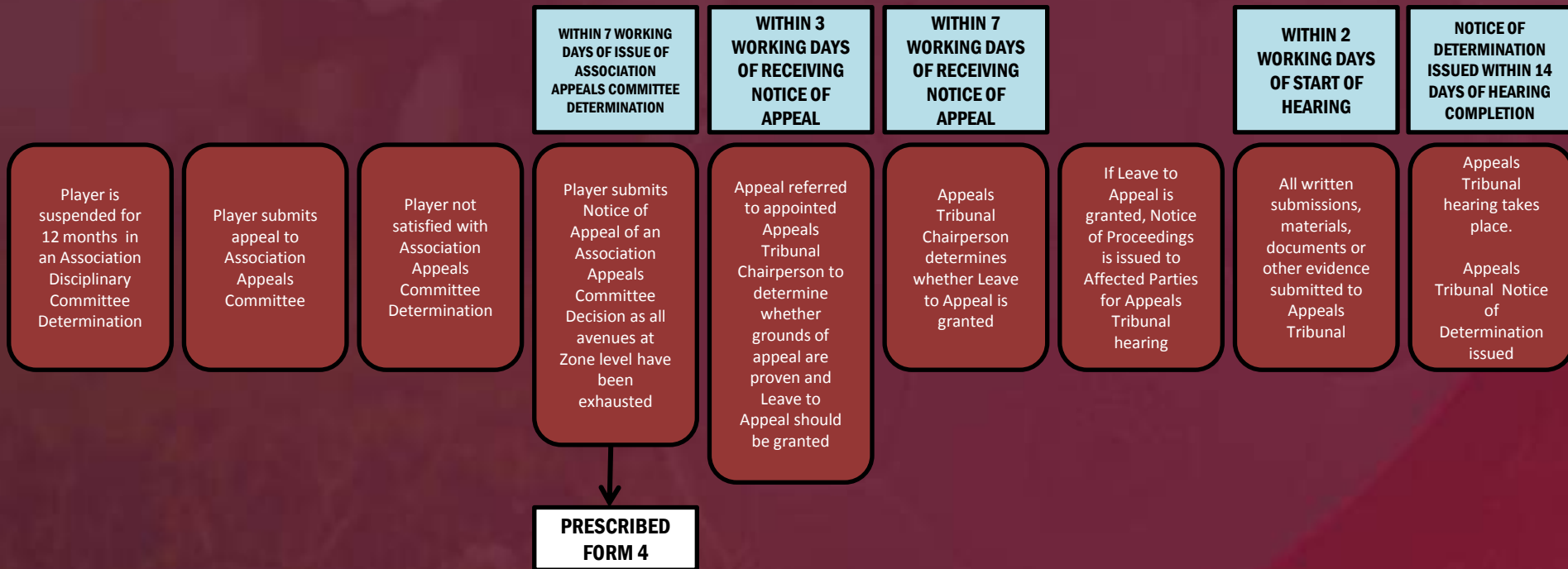
EXAMPLE 9: APPEAL FROM GENERAL TRIBUNAL



NOTES

Please refer to *Section 15 (Hearing Procedure for Tribunals)* for further information on the Tribunal hearing process.

EXAMPLE 10: APPEAL FROM ASSOCIATION APPEALS COMMITTEE



NOTES

Please refer to *Section 15 (Hearing Procedure for Tribunals)* for further information on the Tribunal hearing process.

TRIBUNAL BODIES HIERARCHY

