

Disciplinary Policy (DP) – Record of Changes

Part of DP	Summary of Key Changes
All	<p>This version of the Disciplinary Policy is modelled on the revised Member Protection Policy (MPP).</p> <p>The major changes to the Disciplinary Policy relate to the Complaint Management Process (CMP). The CMP in the Disciplinary Policy is now generally consistent with the MPP. However, we note that the CMP has been tweaked and modified accordingly to fit within the scope of the Disciplinary Process.</p>
Part I PURPOSE, APPLICATION, PROCEDURAL OBLIGATIONS & DEFINITIONS	<p>This Part has been split and reformatted in-line with changes to the MPP and internal tennis HR policies.</p> <p>We note the following key changes to this Part of the Disciplinary Policy:</p> <ul style="list-style-type: none"> (i) Created a new ‘purpose’ being to “set and maintain standards of conduct and behaviour within the sport of tennis and in doing so, ensure all persons are treated fairly and consistently.” (ii) In terms of the ‘application’; the new Policy applies to individuals and organisations bound by the MPP. (iii) We have clarified the definition of ‘off-court’ behaviour (i.e. ‘behaviour and conduct of Personnel which does not occur whilst the Personnel is playing tennis but is still connected or related to the tennis activities of ATOs’).
Part II OFFENCES	<p>The Disciplinary Policy recognises two categories of breaches: (i) “Minor Breaches” and (ii) “Serious Breaches”.</p> <p>We note the following key changes to this Part of the Disciplinary Policy:</p> <ul style="list-style-type: none"> (i) The following Minor Breaches have been added: <ul style="list-style-type: none"> • “the provision of information or acting in a manner which is in any respect false or misleading or likely to mislead”; and • “the misuse or unauthorised use of personal information held or stored by an ATO”. (ii) The following Serious Breach has been included: <ul style="list-style-type: none"> • “the misuse or unauthorised use of <u>sensitive</u> personal information (i.e. credit card details, medical history, etc) held or stored by an ATO”. (iii) The Serious Breach relating to ‘underage and inappropriate sexual activity’ has been removed – this will be dealt with under the MPP. Similarly, the Serious Breach pertaining to social media has also been removed as this conduct will be covered by the Social Media Policy.
Part III MANAGEMENT OF ALLEGED BREACHES	<p>The CMP in the Disciplinary Policy has been updated in line with changes made to the MPP. The most notable changes as compared to the CMP in the Member Protection Policy are as follows:</p> <ul style="list-style-type: none"> (i) Allegations of breaches are known as ‘reports’, not ‘complaints’. This is because, under the Disciplinary Policy, the integrity team will decide whether a matter is pursued, not the complainant; (ii) As per point (i) above, categorisation of the “report” will generally be conducted by a member of the TAICU; and (iii) We have added a Truthful and General Cooperation clause. <p><u>Minor Breaches</u></p> <p>The process for dealing with Minor Breaches is generally consistent with the new MPP.</p> <p>However, unlike the MPP, Minor Breaches of the Disciplinary Policy do not have the option of being resolved via a mediation. This is because a Minor Breach will only be pursued by TA if the TA integrity team is of the view that a sanction is required/necessary.</p> <p><u>Serious Breaches</u></p> <p>The process for dealing with Serious Breaches is generally consistent with the new MPP.</p>
Part IV TRIBUNAL HEARINGS & PROCEDURES	<p>This part of the Disciplinary Process follows the same process set out in the revised MPP.</p>
Part V MISCELLANEOUS MATTERS	<p>Added a new Part which provides the TA integrity team with the ability to advise ATOs of decisions which affect them.</p> <p>Also added clauses around the review and promotion of the Policy.</p>