

DISCIPLINARY RULES: BY LAW 1

Each venue will have its own Disciplinary Committee.

Any meeting of a Disciplinary Committee for a venue must have at least 2 members of the Disciplinary Committee present.

Board members and the following senior managers are eligible to sit on the Disciplinary Committee of any venue:

- Ben Coghlan - CEO
- Danny Coghlan - Executive Manager Operations
- Peter Shelswell - Executive manager Corporate Services
- Corey Garratley - Executive Manager Property, Safety and Sport
- Keileigh Ferguson – Group Operations Manager
- Brock Molan – Group Food and Beverage Manager
- Tom Coulthard – Group Gaming Operations Manager
- William Powyer – Group Trainee Manager

The people below will sit only on their relevant venue's Disciplinary Committee:

Wyong Leagues: Sam Gardner, Emilie Hills, Kiarn Moeke, Michael Studdert

Wallarah Bay: Paul Hope, Ben Carpenter, Jordan Palmer

Wyong Bowling Club: Matthew Studdert, Denise Nicholson, Jade Ipsen, Cain Salway

Budgewoi Soccer Club: Sean Newman, Paula Gnall, Kathy Hill, Jason Crooks

Canton Beach Sports Club: Clive Dennis, Kerry Williamson, Jordin Daniels

Goulburn Railway Bowling Club: Scott Cooper, Krystle Swift, Michael Spencer, Timothy Chalker

Avoca Beach Bowling Club: Scott Galloway, Tahni Gilbert, Lachlan Randall

Bateau Bay Bowling Club: Carly Roger , Liam Law, Lachlan Randall

Woolgoolga Diggers & Safety Beach Golf Club: Glenn Buckley, Josh Buckley, Ryan Hopkins, Jeanette McKenzie

Hallidays Sports Club: Kelly Green, Angel Bint

Cootamundra Golf & Sports Club: Matthew Brown, Moe Clune, Nicola Gale

The Disciplinary Committee shall have the power to suspend or expel a member.

The following procedure shall apply to disciplinary proceedings of the Club:

A member shall be notified of:

1. any charge against the member; and
2. the particulars of the charge, including the alleged facts and circumstances which give rise to the charge against the member;
3. the date, time and place (which may be a physical or electronic location) of the meeting of the Disciplinary Committee at which the charge is to be heard.

For the avoidance of doubt, a disciplinary hearing can be held in person at the Club's premises or remotely by way of the use of technology.

The member charged shall be notified of the matters above by notice in writing at least seven (7) days before the meeting of the Disciplinary Committee at which the charge is to be heard. The meeting of the Disciplinary Committee at which the charge is to be heard shall be conducted within six (6) weeks of the notice in writing.

Unless otherwise advised members will not be able to enter any WLG venue or grounds until the meeting has been held. This includes carparks, sporting fields, bowling greens or golf courses owned or operated by WLG.

The member charged shall be entitled to:

1. attend the meeting for the purpose of answering the charge; and
2. submit to the meeting written representations for the purpose of answering the charge.;

Where a member has witnesses that can support their position these should be notified to the Disciplinary Committee as soon as possible to allow a member of the Disciplinary Committee to contact them prior to the hearing date.

If a proposed witness fails to provide evidence before the hearing date, the Disciplinary Committee can still hear and determine the charge; and

The Club cannot and will not force any person (including a member) proposed by the member charged as a witness provide evidence.

The member charged must act in an appropriate manner at the meeting (and in particular and without limitation, the member must not act in an offensive or disruptive manner).

If the chairperson of the Disciplinary Committee determines (in their absolute discretion) that the member charged is not acting in an appropriate manner, the chairperson may issue the member charged with a warning regarding the member's conduct and advise the member that if the member fails to comply with the warning, the member may be asked to leave the meeting and the Disciplinary Committee will continue to consider and deal with the charge in the absence of the member.

If the member charged does not comply with the warning given above, the chairperson (in their absolute discretion) may exclude the member charged from the meeting and continue to consider and deal with the charge in his or her absence.

If the member fails to attend such meeting:

1. the charge may be heard and dealt with, and the Disciplinary Committee may decide on the evidence before it;
2. the Disciplinary Committee may impose any penalties; and
3. the member's absence notwithstanding, but having regard to any representations which may have been made to it in writing by the member charged.

After the Disciplinary Committee has considered the evidence put before it, the Disciplinary Committee may:

1. immediately come to a decision as to the member's guilt in relation to the charge; or
2. advise the member that the Disciplinary Committee requires additional time to consider the evidence put before it in order to determine whether or not the member is guilty of the charge.

After the Disciplinary Committee has come to a decision as to the member's guilt in relation to the charge it must:

1. in the case of a decision made immediately it will inform the member of the Disciplinary Committee's decision at that time; or
2. otherwise inform the member of the Disciplinary Committee's decision in writing within seven (7) days of the date of the decision of the Disciplinary Committee.

If the member charged has been found guilty, the member must be given a further opportunity to address the Disciplinary Committee in relation to an appropriate penalty for the charge. The Disciplinary Committee shall, in its absolute discretion, determine whether or not the member will address the issue of penalty:

1. at the meeting or afterwards; and
2. by way of verbal or written submissions or a combination thereof.

After the Disciplinary Committee has made a decision on the issue of penalty, the Disciplinary Committee must advise the member of its decision.

No motion by the Disciplinary Committee to reprimand, fine, suspend or expel a member shall be deemed to be passed unless a majority of those present vote in favour of such motion.

The Disciplinary Committee shall have the power to adjourn, for such period as it considers fit, a meeting pursuant to this By-law.

Any decision of the Disciplinary Committee on such hearing shall be final and the Disciplinary Committee shall not be required to give any reason for its decision.

The Disciplinary Committee may authorise any other persons to attend the meeting to assist the Disciplinary Committee in considering and dealing with the charge but those persons shall not be entitled to vote at the meeting.

The outcome of disciplinary proceedings shall not be invalidated or voided if the procedure set out in this by law is not strictly complied with provided that there was no substantive injustice for the member charged.

An internal document outlining standard suspension practices in the case of a member being found guilty of an offence may be used to ensure consistency in suspensions across the WLG venues and disciplinary panels.

Members may apply to the Board to appeal any suspension or expulsion. The Board may determine to either hear the appeal or dismiss it.



COMPLAINTS RULES: BY LAW 2

Minor complaints about any aspect of the Club must be made to the supervisor or manager on duty at the relevant time.

Serious complaints about any aspect of the Club must be made to the Chief Executive Officer in writing by post or hand delivered to Club's reception and must be marked:

Attention: Chief Executive Officer
Complaint

Alternatively, they may be emailed to admin@wyongleagues.com.au with a subject of Attention: CEO Complaint.

The Club will endeavour to confirm receipt of a complaint within a reasonable time provided the complainant's details are provided.

If the Club requires additional information from a complainant and they are unable to get in contact with the complainant after reasonable efforts the complaint may need to be filed as unable to be adequately investigated and no further action taken.

Where appropriate, the Club will review complaints and may conduct investigations. Except where the board determines otherwise, Complainants will not be informed of the outcome of a complaint.

A complaint determined by the Club to be frivolous or vexatious will be grounds for disciplinary action against the member for conduct unbecoming a member of the Club.

MEMBER LEVELS: BY LAW 3

The benefits are provided in line with the current authorisation granted to the board via the constitution as of 17/08/2020.

All ordinary and life members opting into the Real Rewards program shall be eligible for varying degrees of benefits commensurate with their expenditure.

All tiers are accessible by all members.

The benefits that are to be conferred per tier level are as per the attached Real Rewards brochure.

The benefits are not to be in the form of money or a cheque or promissory note.

MEMBER LEVELS	BLACK	SAP-PHIRE	PLATI-NUM	GOLD	SILVER
Bonus point accrual to qualify in the Previous 3 month period	60,000	24,000	12,000	3,600	
Bonus points awarded per dollar spent *1	1	1	1	1	1
Bonus visitation points	500	100	50	10	1
Birthday bonus points reward	10,000	5,000	2,500	1,000	-
Extra monthly bonus points reward *2	60%	50%	40%	30%	-
Members discount on food & beverage purchases	Y	Y	Y	Y	Y
Additional pay by point discount on food & beverage *3	75%	50%	25%	10%	-
No bonus points expiry *4	Y	Y	-	-	-
Real rewards tier only offers	Y	Y	Y	Y	Y
Reserved parking *5	Y	Y	-	-	-
Invitational event offers	Y	Y	-	-	-