# W OLLONDILLY NETBALL <br> ASSOCIATION 



## CONSTITUTION ADOPTED NOVEMBER 2020

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## WOLLONDILLY NETBALL ASSOCIATION INC CONSTITUTION

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## 1. GENERAL

## a. Definitions

For the purpose of this Constitution;
'Affiliated Club' means any club (comprising one or more teams) which has paid the prescribed annual membership fee to the Association
'Annual General Meeting' 'AGM' means a meeting that is held once a year that members of the Association, affiliated clubs and life members are invited to attend. Information provided at this meeting is a report on the Associations activities and finances for the previous year, to allow time for members to ask questions, and to elect members of the Associations governing body.
'Annual Report' means the report provided annually by the Association at the Annual General Meeting 'Association' means the Wollondilly Netball Association Inc.
'Chairperson' means the elected President of the Association or as otherwise required by clause 4 'Club Delegate' means an appointed representative of an Affiliated Club that is registered under Netball NSW and the Association
'Council' mean those members appointed in accordance with clause 5) a) of this Constitution.
'Executive Committee' are those elected members in accordance with clause 4) b) xix)
'Instrument' means any document pertaining to the governance of the Association, and includes, but is not limited to, this Constitution, and the associated policies of the Association.
'Life Member' means any member of the Association elected to such membership in accordance with clause 3) b) of this Constitution
'Member Protection Policy' means the Netball NSW Member Protection Policy
'Netball NSW' means the controlling body for Netball in New South Wales.
'Office Bearers of the Association' (WNA Committee) mean the members elected to positions under clause 4) b) vii) of this Constitution.
'Patron' means any member of the Association elected to such membership as per clause of this Constitution.
'President' means the person elected to the position under clause 4) b) vii) of this Constitution.
'Public Officer' means the person appointed to that role by the Association in accordance with any relevant policy.
'Registered Member' means any financial member or Life Member of the Association.
'Returning Officer' means the person appointed to the position under clause 4) b) vi) of this Constitution.
'Secretary' means the person elected to the position under clause 4) b) vii) of this Constitution.
'Senior Member' means a Registered Member who has attained the age of 18 years.
'Vice President' means the person elected to the position under clause 4) b) vii) of this Constitution.

## b. Interpretation

i) Where this Constitution conflicts with any other instrument of the Association, this Constitution shall prevail.
ii) Where ambiguity exists between this Constitution and any other instrument of the Association, the natural interpretation of the Constitution shall prevail.
iii) The Council shall hold the power to deal with and adjudicate upon questions and disputes as to the interpretation of the Constitution, rules and associated policies.

## c. Title

The name of the Association shall be the Wollondilly Netball Association Inc.

## d. Type of Organisation

The Association is a 'not-for-profit' organization whose income and property are applied solely towards the promotion of the objects of the Association. No funds or property shall be paid or transferred directly or indirectly by way of dividend or bonus or by way of profit to or amongst the members.
e. Colours

The Association's colours will be Peach, White and Black.

## f. Association Location

The Association office and facilities are located at Tahmoor Regional Sporting Complex, Thirlmere Way, Tahmoor, NSW, 2573

## g. Association Objectives

i) To further the interests of its members and promote and control the game of Netball within the boundaries of the Association.
ii) To promote, regulate and control competition matches between Affiliated Clubs and to control all premierships and carnivals of the Association.
iii) To select and manage the Association's representative teams.
iv) To affiliate with and support Netball NSW.
v) To cooperate with other affiliated organisations in New South Wales for the furtherance of Netball.
vi) Adopt and adhere to the Netball NSW Member Protection Policy.

## 2. AFFILIATION WITH NETBALL NSW

The Association shall affiliate with Netball NSW annually as required under the Netball NSW Constitution and any relevant Netball NSW policies.

## 3. MEMBERSHIP

## a. Ordinary Membership

i) The Association is the controlling body for netball within its boundaries and its authority shall be recognised by all Registered Members who shall adopt and obey this Constitution and the policies of the Association.
ii) The Association may admit membership and Registered Members as defined by the Constitution or any other relevant policy of Netball NSW.
iii) A person ceases to be a registered member of the Association if the person;
(1) Dies
(2) Ceases to be financial under Clause 3) d) ii) below
(3) Is expelled from the Association in accordance with the Member Protection Policy
iv) The Office Bearers of the Association 'WNA Committee' may reject any application for membership without assigning any reason therefor.

## b. Life Membership

i) Any person may be nominated/elected a Life Member of the Association in recognition of outstanding service after 10 years of active consecutive participation to the Association as a Committee member or contributing WNA Representative Coach, WNA Representative Umpire or contributing member to WNA Representative duties.
ii) The Association will accept only a maximum of two (2) life membership nominations per year.
iii) Candidates for election as Life Members shall be nominated by two Senior Members of the Association and to be received to the Association two months before the Annual General Meeting 'AGM' at which such nominations will be considered and rejected/accepted.
iv) Candidates' name(s) are to be circulated to the Office Bearers of the Association 'WNA Committee', Life Members and Affiliated Clubs one month prior to AGM.
v) Voting is restricted to the Office Bearers of the Association 'WNA Committee', Life Members and two delegates from each Affiliated Club and minuted in AGM meeting minutes. The vote must be carried by a two third majority.
vi) Council may, from year to year, amend the active status of a life membership.
vii) A Life Member appointed shall be entitled to attend all Council, Special Council, Annual General Meeting and any other Council meetings and shall have full voting rights.
viii) A Life Member appointed must remain registered with Netball NSW and the Association if holding a position within the Association. The Association will cover the Netball NSW and Association fee if the member is not affiliated with a Club.
ix) A person ceases to be a Life Member of the Association if the person;
(1) Dies
(2) Is expelled from the Association in accordance with the Member Protection Policy.

## c. Patron

The Office Bearers of the Association 'WNA Committee' may from time to time appoint one or more patrons and may also cancel any such appointment. These members are not required to be registered with Netball NSW or the Association.

## d. Membership Fees and Miscellaneous Fees

i) All Registered Members of the Association will be financial members between 1 January and 31 December of the year in relation to which membership is paid.
ii) A Registered Member ceases to be financial if they;
(1) Fail to renew their membership
(2) Fail to pay to the Association money they owe to the Association within the required timeframe.

## e. Register of Members

i) The Secretary of the Association may also hold the position of Public Officer for the Association.
ii) The Association shall establish and maintain a register of members of the Association specifying the name and address of each person who is a Registered Member of the Association, together with the date on which the person became a Registered Member.
iii) The register of members shall be kept by the Office Bearer 'Registrar' of the Association and shall be open for inspection by any Registered Member of the Association at any reasonable hour; however, such inspection shall be limited to viewing the names of Registered Members only.

## f. Members Liability

The liability of a Registered Member of the Association to contribute towards the payment of the debts and liabilities of the Association or the costs, charges and expenses of the winding up of the Association is limited to the amount, if any, unpaid by the member in respect of membership of the Association.

## g. Affiliation of Clubs

In order to become affiliated with the Association, clubs must;
i) Consists of one or more teams comprising Registered Members of Netball NSW.
ii) Any Clubs splitting teams across Associations must ensure players competing outside WNA are registered with the primary Association they are playing for. However, secondary registrations will be accepted.
h. Club Delegates
i) Affiliated Clubs shall each have the right to nominate two club delegates to the Council. Club delegates must be a registered member of the relevant club.
ii) Where an Affiliated Club does not have the required number of Club Delegates in attendance at any meeting of Council, that club will be liable to a fine which will be set by Council from time to time as outlined in the Associations Competition Guidelines.
iii) At each meeting all Club Delegates present shall sign an attendance sheet and shall state the club that they represent at that meeting.
iv) A Club Delegate may represent one club only at any meeting.
v) A Club Delegate must be a Senior Member.

## 4. MEETINGS PROCEDURES

## a. Council Meetings

i) The President shall take the chair at all meetings of the Council. In the President's absence the chair shall be taken by the Vice President.
ii) If neither the President nor Vice President are present within thirty minutes of the time fixed for the commencement of the meeting, the members present shall elect a Chairperson.
iii) A quorum for a Council meeting shall consist of half the total number of the Association's Office Bearers (positions filled) and Club Delegates representing at least one-quarter of the Affiliated Clubs.
iv) If no quorum is present thirty minutes after the time fixed for the commencement of a meeting it shall be adjourned to such time and place as the Chairperson shall decide. The Secretary shall give written notice thereof to each Office Bearer 'WNA Committee', Life Members and to the Secretary of each Affiliated Club.
v) The accidental omission to give any member the required notice shall not invalidate a meeting nor any business of the meeting.
vi) Questions arising at a meeting of the Council or any sub-committee of Council are to be determined by a simple majority of votes cast by eligible members on the occasion or otherwise at a time requested by the Chairperson. Each eligible member shall have one vote to be taken in such a manner as the Chairperson shall direct, except that a secret ballot shall be taken if any member requests it.
vii) In the case of an equality of votes, the President (or the person otherwise presiding as Chairperson) shall, in addition, have a casting vote.
viii) There shall be no voting by proxy at any meeting of the Association.

## b. Annual General Meeting 'AGM'

i) An AGM of the Association shall be held on the fourth $\left(4^{\text {th }}\right)$ Tuesday of November of each year.
ii) All Registered Members may attend but voting shall be restricted to Senior Members who are Office Bearers 'WNA Committee', Life Members and two nominated Club Delegates from each Affiliated Club.
iii) If unregistered due to unforeseen circumstances such as pandemic/cancellation of season, the member will be required to become 'registered' as soon as possible after accepting a nominated position.
iv) Not less than twenty-one days written notice of the AGM of the Association shall be given to each Office Bearer 'WNA Committee', Life Members and the Secretary of each Affiliated Club.
v) A copy of the Association's Annual Report shall accompany such notice.
vi) A quorum for an AGM shall consist of half the total number of the Association's Office Bearers (positions filled) and at least one-third of the Club Delegates.
vii) The business of the AGM shall be;
(1) Confirmation of the minutes of the previous year's AGM.
(2) Consideration and adoption of the Annual Report and audited balance sheet.
(3) Appointment of an auditor for the following year.
(4) Appointment of a Returning Officer (where appropriate).
(5) Such other business as the meeting thinks fit.
(6) Election of Office Bearers 'WNA Committee'.
(7) Acceptance of Life Membership Nominations.
viii) The following positions shall be elected and those filled will form the Association Officer Bearers 'WNA Committee';
(1) President
(2) Vice President
(3) Secretary
(4) Treasurer
(5) Registrar
(6) Senior Umpire Convener
(7) Junior Umpire Convener
(8) Coaching Coordinator
(9) Representative Coordinator
(10)Member Protection Information Officer (MPIO)
(11)Canteen Coordinator
(12)Net Set Go Coordinator
(13)Fundraising/Sponsorship Coordinator
(14)Uniform Officer
ix) Nominations for election must have the written consent of the nominee and shall be lodged with the Returning Officer or Association Secretary at least twenty-eight days prior to the meeting at which the elections are to be held.
x) Qualifications should accompany each nomination.
xi) To be eligible for nomination as an Office Bearer 'WNA Committee' a nominee must;
(1) Be a current registered member of both Netball NSW and the Association (with the exception of b. iii).
(2) Not be a current registered or active member of any other Netball Association (at any level) at the time of nomination or at any period whilst they hold an Association Office Bearer position.
xii) Current Office Bearers shall be eligible for re-election.
xiii) The President, Secretary or Treasurer of the Association shall not hold the position of President, Secretary or Treasurer of an Affiliated Club.
xiv) No person shall be elected to more than one position as an Office Bearer.
xv) No more than two (2) Office Bearers 'WNA Committee' shall be registered members of:
(1) An Affiliated Club (with the exception of 4. xviii)
(2) Solely registered with Wollondilly Netball Association.
$x v i)$ Office Bearers 'WNA Committee' elected at the AGM shall assume office at the conclusion of the AGM and shall hold office for the ensuing year, unless they are removed or resign in the interim.
xvii) If on that date a position has not been nominated for or insufficient nominations have been received for Office Bearers 'WNA committee' and any Subcommittee, the chairperson will call for further nominations to fill positions not nominated from the floor at each Council meeting.
xviii) If Office Bearer positions are not filled, Affiliated Clubs may nominate a third registered member to fill an Office Bearer 'WNA Committee' position, however, must NOT be an executive position. This person will not have any voting rights during Council and/or Office Bearer 'WNA Committee' meetings. Affiliated Clubs will only continue to hold 2 votes.
xix) The Association may, at a Special Council meeting, by resolution remove any Office Bearer before the expiration of her or his term of office and may by resolution appoint another person to hold office until the expiration of the term of office of the Office Bearer so removed.
xx ) The Executive Committee will consist of;
(1) President
(2) Vice President
(3) Treasurer
(4) Registrar
(5) Representative Coordinator
(6) Member Protection Information Officer (MPIO)
xxi) The Vice President will attend all meetings, however will hold no voting rights unless in the absence of the President.
xxii) The Secretary will attend Executive Committee meetings as minute taker only and shall hold no voting rights at these meetings.
xxiii) An Office Bearer 'WNA Committee' may resign their position by providing written notice of their intention to do so to the Association Secretary. The Council shall, at its next meeting, by resolution appoint a replacement to hold the position for the remainder of the resigned person's term of office.

## c. Special Council Meetings

i) Special Council Meetings shall be called by the Secretary;
ii) All Registered Members may attend but voting shall be restricted to Senior Members who are Office Bearers 'WNA Committee', Life Members and two nominated Club Delegate from each Affiliated Club.
iii) Not less than twenty-one days written notice shall be given to members of Council and to the Secretary of each Affiliated Club, specifying the time and location of a Special Council meeting and the nature of business to be considered.
iv) A quorum for a Special Council meeting shall consist of half the total number of the Associations Office Bearers 'WNA Committee' (positions filled) and Club Delegates representing at least onequarter of the Affiliated Clubs.

## d. Office Bearers 'WNA Committee’ Meetings

i) The President shall take the chair at all meetings of the Office Bearers 'WNA Committee'. In the President's absence the chair shall be taken by the Vice President.
ii) If neither the President nor Vice President is present within thirty minutes of the time fixed for the commencement of the meeting, the Office Bearers 'WNA Committee' present shall elect a Chairperson.
iii) A quorum for an Office Bearers 'WNA Committee' meeting shall consist of half the total number of the Association’s Office Bearers 'WNA Committee’ (positions filled).
iv) If no quorum is present thirty minutes after the time fixed for the commencement of a meeting it shall be adjourned to such time and place as the Chairperson shall decide. The Secretary shall give written notice thereof to each Office Bearer 'WNA Committee'.
v) The accidental omission to give Office Bearers 'WNA Committee' the required notice shall not invalidate a meeting or any of the business of the meeting.
vi) Questions arising at an Office Bearers 'WNA Committee' meeting are to be determined by a simple majority of votes cast by eligible members on the occasion or otherwise at a time requested by the Chairperson. Each eligible member shall have one vote to be taken in such a manner as the Chairperson shall direct, except that a secret ballot shall be taken if any eligible member requests it.
vii) Office Bearers 'WNA Committee' that fill the third position from an affiliated club as per clause 4)b) xviii) do not have voting rights at this meeting or any other meeting held by WNA Committee or be elected as Chairperson for any said meeting.
viii) In the case of an equality of votes, the President (or person otherwise presiding as Chairperson) shall, in addition, have a casting vote.
ix) There shall be no voting by proxy at any meeting of the Association.

## e. Executive Meetings

i) Executive meetings will be called by the President in sensitive circumstances that require an Executive decision.
ii) The President shall take the chair at all Executive Committee meetings. In the President's absence the chair shall be taken by the Vice President.
iii) A quorum for an Executive meeting shall consist of three (3) of the Association's Executive Committee.
iv) If no quorum is present thirty minutes after the time fixed for the commencement of a meeting it shall be adjourned to such time and place as the Chairperson shall decide. The Secretary shall give written notice thereof to each of the Executive Committee members.
v) The accidental omission to give any Executive Committee member the required notice shall not invalidate a meeting or any business of the meeting.
vi) Questions arising at an Executive Committee meeting are to be determined by a simple majority of votes cast by eligible members. Each eligible member shall have one vote to be taken in such a manner as the Chairperson shall direct, except that a secret ballot shall be taken if any member requests it.
vii) In the case of an equality votes, the President (or person otherwise presiding as Chairperson) shall, in addition, have a casting vote.
viii) There shall be no voting by proxy at any meeting of the Association.

## 5. ORGANISATIONAL STRUCTURE

## a. Council

i) The Council shall consist of;
(1) The Office Bearers 'WNA Committee' of the Association
(2) Life Members
(3) Two Delegates from each Affiliated Club who are Senior Members of that Club.
ii) The Council shall meet at a minimum of four (4) times each year on dates to be fixed by the Council (unless unforeseen circumstance arise such as pandemic / cancellation of season)
iii) Seven days written notice shall be given specifying the time and place of the meeting of Council, and any special business to be dealt with.
iv) Order of business at Council meetings shall be:
(1) Apologies
(2) Confirmation of Minutes
(3) Business Arising from previous Minutes
(4) Notices of Motion
(5) Elections
(6) Correspondence and Business Arising
(7) Reports;
(a) Registrar
(b) Treasurer
(c) Senior Umpire Convener
(d) Coaching Coordinator
(e) Representative Coordinator
(f) Member Protection Information Officer (MPIO)
(g) Canteen Coordinator
(h) Net Set Go Coordinator
(i) Fundraising Coordinator
(j) Uniform Officer
(k) Tahmoor Sports Ground Representative
(8) Club Reports
(9) General Business
v) Association delegates to other organisations are to submit a report to the Secretary of all meetings/functions attended on behalf of the Association within twenty-eight days of such meetings/function.

## b. Powers of Council

i) The Council shall be responsible for the execution of the objects of the Association and without in any way limiting this responsibility shall have power;
(1) To control and manage the affairs of the Association
(2) To fix fees payable by members and to enforce payment thereof.
(3) To control the funds of the Association and for that purpose to open and operate banking accounts; to invest funds in any manner authorised by law for the investment of trust funds; to acquire real and personal property of all descriptions and to sell or otherwise dispose of it; to borrow money on behalf of the Association and to give security therefore; to enter into guarantees of indebtedness on behalf of any Affiliated Club; and, generally; to carry out and attend to all such matters as shall be necessary for the proper management and control of the property of the Association.
(4) To empower the Office Bearers 'WNA Committee' to take action in accordance with the Netball NSW Member Protection Policy or relevant Association policies against any Affiliated Club and/or Registered Member.
(5) To appoint two delegates to represent the Association on the Council of Netball NSW.
ii) To appoint any delegate or delegates to represent the Association for any purpose with such powers as may be thought fit.
iii) To ensure that the Secretary of the Association forwards to Netball NSW, on or before April 1 in each year, the names and addresses of existing members of Netball NSW together with the names and addresses of new applicants for Netball NSW membership, who have paid their annual membership fee specifying the class of those members.
iv) To submit supplementary names and addresses of new members of Netball NSW, be forwarded monthly to Netball NSW specifying the class of those members.
v) Upon receipt by Netball NSW of those names, grant to those persons listed in clause 5) b) iii) and 5) b) iv) membership for the relevant calendar year.

## c. Income and Property

i) Application

The Association's income and property must be applied solely towards promoting the Association's Objectives and the Association's income and property must not be applied for the profit or gain of its' individual members.
ii) No Distribution

No part of the Association's income or property may be paid, transferred or distributed, directly or indirectly, by way of dividend, bonus, fee or otherwise, to any Members of the Association.
iii) Exception

This clause does not prohibit making a payment approved by the Council of the Association: for out of pocket expenses incurred by an Office Bearer in performing a duty as Office Bearer of the Association.

## d. Office Bearers 'WNA Committee’

i) The Office Bearers 'WNA Committee' shall consist of the following voting members;
(1) President
(2) Vice President
(3) Secretary
(4) Treasurer
(5) Registrar
(6) Senior Umpire Convener
(7) Junior Umpire Convener
(8) Coaching Coordinator
(9) Representative Coordinator
(10)Member Protection Information Officer (MPIO)
(11)Canteen Coordinator
(12)Net Set Go Coordinator
(13)Fundraising/Sponsorship Coordinator
(14)Uniform Officer/Equipment Officer
ii) Office Bearers 'WNA Committee' meetings shall be held on dates determined by the Office Bearers 'WNA Committee' at the first Council meeting after the Annual General Meeting.
iii) Should it be necessary to call additional meetings, all Office Bearers 'WNA Committee' shall be notified at least forty-eight hours prior to the meeting being held.
iv) Should a quorum of the Office Bearers 'WNA Committee' be present, an emergency meeting may be convened at any time.
v) Any member of the Office Bearers 'WNA Committee' who, without leave of the Office Bearers 'WNA Committee', has failed to attend three (3) consecutive meetings shall be deemed to have resigned and shall be replaced in accordance with this constitution.
vi) The first duty of an Office Bearer 'WNA Committee' shall be an Association function as opposed to a Club function.

## e. Executive Committee

i) The Executive Committee shall consist of the following voting members;
(1) President
(2) Treasurer
(3) Registrar
(4) Representative Coordinator
(5) Member Protection Information Officer (MPIO)
ii) The Vice President will attend all meetings, however will hold no voting rights unless in the absence of the President.
iii) The Secretary will attend any Executive Committee meeting as minute taker only and shall hold no voting rights at these meetings.
iv) Executive Committee meetings shall be held on dates determined by the President, when required. All Executive Committee members shall be notified at least forty-eight hours prior to the meeting being held.
v) Should a quorum of the Executive Committee be present, an emergency meeting may be convened at any time.

## f. Duties of Office Bearers 'WNA Committee'

i) The Office Bearers 'WNA Committee' shall exercise the functions and powers of the Council between meetings of the Council and its' decisions shall be subject to ratification by the Council at the next meeting.
ii) Ensure the presentation of a financial report to all Council meetings and make recommendations to Council on matters of finance and policy.
iii) The Office Bearers 'WNA Committee' is empowered by Council to take appropriate action under the Member Protection Policy pursuant to this Constitution against any Affiliated Club and/or Registered Member of the Association. Any decision taken under the Member Protection Policy is not subject to ratification by Council.

## 6. ADMINISTRATION

## a. Finance

i) The funds of the Association shall be derived from annual Membership fees, other fees and donations, levies and, subject to any resolution passed by the Association in a Council, Special Council or Annual General Meeting, such other sources as the Office Bearers 'WNA Committee' determines.
ii) The main banking accounts of the Association shall be kept at a financial institution approved by the Council and all cheques/internet banking operating on the accounts shall be signed/approved by any two of the Executive Committee.
iii) The Financial Year of the Association shall commence on $1^{\text {st }}$ November and end on $31^{\text {st }}$ October of each year.
iv) The current bank statements shall be tabled at each meeting of Council, together with a written financial report.
v) The books of the Association shall be audited each year by a qualified person who is not a member of the Association.
vi) An audited balance sheet shall be presented to each Annual General meeting.
vii) All Netball NSW fees shall be paid by the due date.
b. Custody of Books

Except as otherwise provided by these rules, all records, books and other documents relating to the Association shall be kept under the custody or control of the Secretary.

## c. Inspection of Records

Any Registered Member may inspect the books of account and minute book of the Association to the extent permitted by law at any reasonable time.

## d. Effect of the Constitution

This Constitution will have effect as a contract;
i) Between the Association and each Affiliated Club of the Association
ii) Between the Association and each Member
iii) Between a Member and each other Member
iv) Pursuant to which Member agrees to accept the provisions of this Constitution, and comply with those provisions, so far as they apply to that Member.

## e. Altering the Constitution

i) This Constitution may be altered by special resolution passed by at least $75 \%$ of the votes cast at an Annual General Meeting or Special Council Meeting of the Association of which not less than twenty-one days written notice specifying the resolution/s to be proposed has been given.
ii) Any alteration made to the Constitution of the Association shall be forwarded to Netball NSW within twenty-eight days of the meeting at which such alteration was made.
iii) Any alteration made to the Constitution of the Association shall be registered with the Department of Fair Trade (Form A6 'Application to Register Change of Objects or Constitution') and fee paid.

## f. Dissolution of Association

i) The Association shall not be dissolved except by special resolution passed by a majority of at least $75 \%$ of the votes cast at a Special Council meeting of the Association of which not less than twentyone days written notice specifying the resolution to be proposed had been given.
ii) On dissolution of the Association, any property whatsoever remaining after the determination and settlement of all debts and liabilities shall be paid or transferred to Netball NSW to be used for the promotion of Netball.

## 7. POLICIES OF THE ASSOCIATION

The Association may implement appropriate policies in relation to such matters as arise for the administration of netball in the Association.
i) Office Bearers Roles \& Duties
ii) Competition Rules
iii) Representative Guidelines
iv) Net Set Go Guidelines
v) COVID Safety Plan - as required
vi) Netball NSW Policies and Procedures (including but not limited to; Governance Policies; Adverse Weather Conditions Policy; Code of Behavior Policy; Infectious Diseases Policy; Heat Policy; Member Protection Policy; Photograph Policy; Pregnancy Policy; Social Media and Cyber Safety Policy; Roles and Responsibilities of Appointed Panels and Tribunals; Work Health and Safety Policy and/ or Public Health Order related to pandemics)

