

MACQUARIE FOOTBALL LIMITED
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A.C.N. 050 293

NEWCASTLE FOOTBALL LIMITED
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A.C.N. 052 054

HUNTER VALLEY FOOTBALL INCORPORATED

PREGNANCY POLICY

Issued by the Joint Board of Directors of Macquarie Football Limited, Newcastle Football Limited and Hunter Valley Football Incorporated.

Issued **February 2018**
Review January 2019

POLICY ON PREGNANCY

1.0 RIGHTS

1.01 Individual Rights

The Zone Association recognizes an individual's right to make decisions in respect of the individual's own person.

1.02 Player Rights

Any individual, as part of a team, must recognize and respect the rights of all players to participate in a spirit of fair competition.

1.03 The Zone Association will not make any recommendations to condone the continuance in the sport of football of a player who is pregnant. That decision shall be entirely for the player and based on medical advice.

Doctor's opinions shall be sought so that informed decisions can be made.

2.0 ADVICE

2.01 Medical

This Zone Association recommends that each individual player who is pregnant shall seek medical advice in respect of the player's own medical position and the medical position of the unborn child.

2.02 Legal Advice

The Zone Association encourages the individual player who is pregnant to seek out any relevant advice as to the player's position, legal or otherwise, in respect of the mother's duty of care, both potential and actual, owed to the unborn child.

2.03 This Zone Association refers to Sports Medicine Australia, which reports that, in the first three months of pregnancy, the foetus is protected from blows to the abdomen because of its positioning lower in the pelvic girdle; however, as pregnancy continues, the foetus moves higher and becomes more susceptible to blows to the abdomen.

3.0 CONFLICT

3.01 Conflicting Opinions

The Zone Association and its Members recognize that from time to time circumstances may arise where individuals and their Club may hold

conflicting opinions in this area and the Zone Association may be requested to resolve a conflict that may relate to the question of the right of the community against the right of the individual.

3.02 Uniqueness of Circumstances

At all times the Zone Association recognizes that each individual set of circumstances is unique to the said circumstances.

3.03 Dispute Resolution

Should a set of circumstances arise that requires resolution, the Zone Association shall offer the following guidelines to assist in the dispute resolution process:

3.03.01 The Zone Association or Club should, at first instance, make every effort to encourage the conflicting parties to attend a mediation conference.

3.03.02 This mediation should, where possible, be conducted as follows:-

3.03.02.01 An independent mediator holding appropriate qualifications should be appointed to mediate the dispute.

3.03.02.02 A Conference shall be called to seek to identify the issues that are subject to the conflict and to identify the relevant position of each of the conflicting parties.

3.03.02.03 Resolution of the issue in dispute shall be sought.

3.03.02.04 The Mediation Conference shall be a "Without Prejudice" Conference.

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