

Disciplinary Policy

The Management Committee will be responsible for disciplinary hearings of members who infringe the club:

- rules
- codes of conduct
- policies
- regulations
- constitution

If a serious breach of the above has occurred the member(s) will be suspended immediately until the outcome of the hearing has taken place.

The Management Committee will be responsible for taking any action of suspension or discipline following such hearings.

All complaints regarding the behaviour of a member or members that contravenes the above should be presented and submitted in writing to the Secretary, who will then arrange a preliminary hearing with the committee, meeting both parties involved separately.

After speaking to both parties, the committee will meet to consider if there is a case to answer. If there is a case to answer, then both parties will be invited to attend a hearing

The Management Committee will meet to hear complaints within 14 days for a preliminary hearing. If a hearing is to take place this will be done within the next 14 days.

The Management Committee may form a sub-committee, from the officers of the club, to deal with the complaint or misbehaviour. This sub-committee will consist of between

three - five officers. On conclusion of the hearing, their findings will be presented to the Management Committee, who will then inform the member(s) of the outcome.

The outcome of a disciplinary hearing should be notified in writing to the person or persons who lodged the complaint and the member or members against whom the complaint was made within seven days of the hearing. This will be by hand or registered post.

There will be the right of appeal to the Management Committee following disciplinary action being announced.

If the member(s) wishes to appeal against the decision the member(s) will be invited to a hearing to give reasons for their disagreement with the result.

The management committee should consider the appeal within 14 days of the Secretary receiving the appeal.

Disciplinary action can involve the following.

1. A ban from the club for a set amount of time
2. A lifetime ban from the club
3. If the offence contravenes UK Athletics policies, the hearings and findings will be submitted to them for their consideration