



Disciplinary Procedure 2019/20



The Club has specific Codes of Conduct that are published on the Club website. More generally members are expected to uphold the reputation of the Club whenever they are participating in Club activities whether as players, coaches, managers, officials or spectators. The minimum standards of behaviour are those described in England Hockey's Code of Ethics and Behaviour. Key elements of this include:

- Respecting the spirit of fair play in hockey
- Respecting the rights, dignity and worth of others
- Promoting the reputation of the sport and avoiding bringing it into disrepute
- Avoiding verbal and physical abuse and threatening or intimidating behaviour
- Not using inappropriate language or gestures

Significant breaches of these codes or other behaviour affecting the reputation of the Club should be reported to the Club Disciplinary Officer. While this is primarily the responsibility of Captains, Coaches and Club Captains any member may report such breaches if they believe it to be appropriate. Whenever possible the individual or individuals involved should be advised at the time that their behaviour will be reported. The procedure described below should be used in response to such reports and also for reports from non-members and other clubs.

For Red Card and Matchday Misconduct offences the EH Regulations should be followed by the Disciplinary Officer. Other reports should be considered by a disciplinary committee consisting of the Disciplinary Officer and two other senior members of the Club drawn from a list agreed annually by the General Committee.

If it is a Disrepute Complaint the Disciplinary Officer may consult the County Disciplinary Administrator to confirm that it is appropriate to follow the Club procedure. The Disciplinary Officer should record how the report has been received. Without delay the person(s) cited should be informed of the nature of the report and told that it will be evaluated to see whether further investigation is required.



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The Disciplinary Officer will nominate two persons to join a Disciplinary Committee to consider the complaint and inform the Club Chairman. This Disciplinary Committee will evaluate the complaint, informally gathering information as necessary, and decide whether a formal investigation is required. This decision should be recorded and the person cited should be informed within 48 hours.

There are three possible outcomes from this investigation:

1. If the complaint needs formal investigation the person who has been cited should be informed that written statements are required and a subsequent hearing will take place.
2. If the complaint involves a low level of concern an informal investigation may be sufficient. The disciplinary committee should decide if verbal or written evidence is required. The person cited should be informed that an informal review will take place.
3. If the complaint is not justified then the Disciplinary Committee will inform the party who submitted the complaint that the club will not pursue it, with an explanation. This explanation should be provided within 72 hours.

The Disciplinary Committee may require the person(s) involved to attend a disciplinary hearing which should be held at the earliest convenient date. Anyone required to attend may bring along another member to speak on their behalf, to act as a witness or as an observer.

The Disciplinary Committee may request written submissions from witnesses or other relevant persons and may request witnesses to attend the disciplinary hearing. The hearing will be adjourned for the Disciplinary Committee to consider its decision. This decision should be communicated to the person(s) involved without delay. The person(s) involved should be informed of any penalty in writing within 48 hours. The Disciplinary Officer will provide a written record of the meeting and the decision to the Club Secretary. This record should be provided within 72 hours of the decision being agreed. The Disciplinary Officer should provide details of any Disrepute Complaint and the outcome to the County Disciplinary Administrator at the same time.



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The Disciplinary Committee can impose any penalty that it considers appropriate. These may include:

- Verbal or written warnings
- Suspension from playing
- Suspension from membership of the Club for a defined period
- Recommendation to the General Committee of expulsion from the Club

Any appeal against a decision of the Disciplinary Committee must be made in writing to the Club Secretary within seven days of notification of the decision, with an explanation of the grounds for the appeal. Appeals will be considered by three members of the General Committee who were not part of the original Disciplinary Committee. Any suspension will remain in place until the appeal is held.

March 2020