



## Disciplinary Procedure

### A. What happens if the Code of Conduct is breached?

Please let your Captain or a member of the Committee know as soon as possible if you experience or witness anything that makes you feel uncomfortable or which may be in breach of the Code of Conduct. Even if you do not want anything done, please still let us know by talking to or emailing a member of the committee.

- Any informal or formal complaints should be reported to your Captain or a member of the Committee by emailing or texting
- Any complaint regarding a Captain or Committee member should be reported to the Club President in the first instance, unless the complaint is against the president in which case it should be sent to any other committee officer or team captain.
- Captains must report any incidents involving a breach of the code of conduct to the committee even if the incident has been dealt with on the field.
- Any criminal activity should be reported, as soon as is practical, directly to the Police.

Type of incident/complaint	Response
Informal Complaint (i.e. the person raising the issue does not ask for it to be dealt with formally)	<ul style="list-style-type: none"> <li>● The committee's focus in dealing with informal complaints will be on raising awareness and promoting understanding of the code of conduct</li> <li>● Any complaint/feedback will be reviewed by at least 2 committee members, neither of whom have a conflict of interest</li> <li>● A nominated committee member will contact those involved in the incident to discuss what has happened, and will notify relevant team organisers that an issue has been raised</li> <li>● The committee members will then review the information received and decide on a response, which may include issuing a warning or asking for an apology to be given</li> </ul>
Formal Complaint / More serious incidents / repeated complaints	<p>The Committee will discuss amongst itself.</p> <p>Should a committee member or members have a conflict of interest, a sub-committee will be formed of the remaining committee members, who will review the details of the complaint and request written accounts from those involved, including team captains.</p> <p>If the complaint is upheld, the committee/sub committee may take any of the following actions:</p> <ul style="list-style-type: none"> <li>● Issue a warning to an individual or a team</li> <li>● Suspend an individual for a number of games/tournaments</li> <li>● Ask an individual to step down from the Committee</li> <li>● Ban an individual from the club</li> <li>● Ban a ringer from playing with or joining the club in the future</li> </ul> <p>If the committee/sub-committee decides that an incident, or series of incidents, merits the expulsion from the club, the individual in question will be notified within 24 hours of the decision being made.</p>



	<p><i>Right to appeal:</i> An individual has the right to appeal decisions made by a protests to the committee/sub-committee.</p> <p>The committee/sub-committee have the right to reject the protest if no new evidence is presented.</p>
Serious breaches of the code of conduct	<p>Members may refer issues to the BSF directly if they wish.</p> <p>The Club Committee may refer incidents to the BSF where there is a breach of the BSF code of conduct.</p>
Failing to turn up to a game in a timely manner without notifying the captain/team organiser in a timely manner with a reasonable explanation	<p>It takes a lot of time to put together lineups, and find players/ringers. It is expected of all players to turn up to their games with enough time to warm up before playing.</p> <p>Failure to arrive at your game before the start, without notifying the captain in a timely manner with a reasonable explanation will result in the following.</p> <ol style="list-style-type: none"><li>1. First instance. It is the captain/team organiser's discretion but it can result in the player being benched for the rest of the day</li><li>2. Second instance. It is the captain/team organiser's discretion but it can result in the player being benched for the rest of the day. It will also result in a tournament suspension, potential monetary compensation and a final warning</li><li>3. Third instance. It is the captain/team organiser's discretion but it can result in the player being benched for the rest of the day and possible expulsion from the club.</li></ol>