



## CODE OF DISCIPLINE

### Discipline

#### 1. General Principle

- (i) In the event of any affiliated player, coach, or member, being reported to the Executive Committee for an alleged breach of the Rules, Code of Conducts and Constitution, or misconduct which is alleged to have brought the club into disrepute, the Executive Committee shall appoint a Disciplinary Committee of not less than three persons to enquire into the alleged offence.
- (ii) If after fully investigating the alleged breach of misconduct and if the allegation is proven the Disciplinary Committee shall have the authority to expel or suspend the offending player, coach, or member or to deal with the matter in such manner as the Committee considers fit. The decision of the Disciplinary Committee shall be conveyed in writing by the Secretary or Children's Officer to the offending player, coach, or member within seven (7) days of the hearing.
- (iii) Any player, coach, or member found guilty by the Disciplinary Committee shall have the right to appeal to an Appeal Tribunal appointed by the Executive Committee against any decision or punishment imposed by the Disciplinary Committee but such appeal must be lodged in writing with the Secretary or Children's Officer within fourteen (14) days of the notification of the decision of punishment. The appeal must be heard within fourteen (14) days of its receipt by the Secretary or Children's Officer. No member of the Disciplinary Committee shall be a member of the Appeal Tribunal.

#### 2. Applicable Sanctions

- a. The following sanctions are applicable to physical persons guilty of infringements, mentioned in the regulation:
  - (i) Warning
  - (ii) Letter of reprimand
  - (iii) Fine
  - (iv) Suspension of activities or execution of functions
  - (v) Expulsion
- b. Without prejudice to these sanctions, the specific sanctions concerning «Rules of the game and of competitions» remain applicable and may result in the removal of participants during a game or an event.
- c. The Player that does not respect financial obligations laid down in the regulations is suspended from the practice of sports until the obligation has been fulfilled.

#### 3. Aggravating Circumstances

The following are considered to be offences with aggravating circumstances, namely:

- (i) Deliberately provoking injuries
- (ii) Premeditation
- (iii) Not complying with decisions taken by the Leaders
- (iv) When the unsportsmanlike aspect of the offence has repercussions on the public or any other participants in the game or event
- (v) When the offence leads to disturbances in the peace
- (vi) When the offence is committed during the execution of a sanction
- (vii) A second offence committed within a one year time period following the execution of the first sanction, of equal or superior seriousness, or following two sanctions of inferior seriousness in relation to the committed offence in question
- (viii) When the offence undermines the prestige and the image of the Club or the members of its Committees



## 4. Extenuating Circumstances

The following are considered to be disciplinary offences with extenuating circumstances, namely:

- (i) Good behaviour and the fact that the player has not been sanctioned in the last years
- (ii) A spontaneous confession of the offence
- (iii) The rendering of important services to the sport, as a player, official, coach or sports executive
- (iv) The fact of having been provoked
- (v) To be underage
- (vi) To act under superior orders
- (vii) To sincerely regret having committed the offence

## Reporting

On receiving a complaint, a disciplinary committee shall be appointed to resolve problems relating to the conduct of its members. This includes bullying.

- (i) The complaint shall be made in writing to the Secretary or Children's Officer and should be responded to within 7 working days.
- (ii) The committee shall consist of a representative from the Executive Committee, the Children's Officer and ordinary registered members of the club.
- (iii) If the complaint involves suspected abuse or a criminal offence, the children's officer/designated person should be consulted and the disciplinary committee disbanded. The statutory authorities will then be informed
- (iv) The disciplinary committee shall review any relevant paper work and hold any necessary meetings with all parties to proceed with complaints into any incident of suspected misconduct that does not relate to child abuse. It should, as soon as possible, inform the Executive Committee of the progress of the disciplinary process. This should be done within 14 working days
- (v) The disciplinary committee shall furnish the individual with the nature of the complaint being made against him/her and afford him/her the opportunity of providing a response either verbally or in writing, but usually at a meeting with the disciplinary committee
- (vi) Written confidential records of all complaints shall be safely and confidentially kept and club procedures should be defined for the possession of such records in the event of election of new officers
- (vii) Where it is established that an incident of misconduct has taken place, the disciplinary committee should notify the member of any sanction being imposed. The notification should be made in writing, setting out the reasons for the sanction. If the member is under 18 years of age, correspondence shall be addressed to the parents/guardians
- (viii) If the member against whom the complaint was made is unhappy with the decision of the disciplinary committee s/he should have the right to appeal the decision to an appeals committee (independent of a disciplinary committee). Please see Appeals and follow.



## Appeals

### 1. General Principles

- (i) In the event of an appeal in a matter, other than a disciplinary matter, any affiliate, player, coach, or a member wishing to appeal shall do so in writing to the Discipline Officer of the Club. The Discipline Officer who must receive the appeal within fourteen (14) days of the date of the notice of the original decision shall then convene an Appeal Commission.
- (ii) The Appeal Commission shall consist of three (3) officers of the Association who may be accompanied by advisors where necessary but it shall not include any person who has had a prior involvement in the matter being appealed. In the event of there not being three (3) officers eligible or available to form the Appeal Commission, the Chairperson shall have the power to select an appropriate person or persons to complete the Appeal Commission. The Appeal Commission shall meet within fourteen (14) days of the date of the receipt of the notice of the appeal.
- (iii) The letter of appeal shall state the reason or reasons for the appeal and shall be supported by an appeal fee of €50. The appellant(s) shall have the right to be accompanied at the appeal hearing by a person or persons of their choice but the names and details of such person or persons must be included in the letter of appeal. In the event of the appeal being unsuccessful the appeal fee shall be forfeited to the funds of the Club unless the Appeal Commission decides otherwise. The decision of the Appeal Commission shall be final and the relevant parties shall be notified of the decision in writing by the Discipline Officer within seven (7) days of the hearing.
- (iv) The appellant shall remain suspended while the appeal process is in progress.

### 2. Appeals Arbitration

If any party is not satisfied with the outcome the matter can be referred to the Governing Body. However efforts to resolve the issue at local level should be exhausted before the Governing Body is engaged in attempts to resolve the matter.

## Ordinary Mediation/Arbitration

All other disputes arising out of or in connection with the Constitution and Bye-Laws shall be referred to our governing body, if it is felt that there is unfairness then an independent mediator possibly from the national sports council shall be considered to mediate and resolve conflict within the club.