



DISCIPLINARY PROCESS

PURPOSE

The purpose of this disciplinary process is to:

- Maintain high standards of behaviour and conduct within the club.
- Ensure fairness, consistency and transparency in handling disciplinary matters.
- Protect the welfare, reputation, and values of the club.
- Provide members with the opportunity to respond to allegations made against them.

This process applies to all club members, including players, coaches, officials, volunteers, and committee members.

CODE OF CONDUCT

All members are expected to:

- Respect teammates, opponents, officials, volunteers, and the wider community.
- Playing members are expected to also adhere to the Player Charter.
- Act in accordance with the laws of Rugby League and the clubs values.
- Avoid conduct that brings the club into disrepute, on or off the pitch.
- Follow club policies, safeguarding rules, and governing body regulations.

Breaches of the Code of Conduct may result in disciplinary action.

GROUNDS FOR DISCIPLINARY ACTION

Disciplinary action may be taken for, but is not limited to:

- Poor on-field behaviour not adequately dealt with by match-officials.
- Abuse, bullying, harassment, discrimination, or intimidation.
- Violence or threatening behaviour.
- Misuse of alcohol or drugs while representing the club.

- Breach of safeguarding or welfare policies.
- Failure to follow reasonable instructions from club officials.
- Conduct damaging to the reputation of the club.

REPORTING A DISCIPLINARY ISSUE

- Any member may report an alleged breach of conduct to the Club Secretary or Chairperson.
- Reports should be made as soon as reasonably possible and preferably in writing.
- The report should include details of the incident, individuals involved, and any witnesses.

INITIAL REVIEW

The Club Chairperson and/or Secretary will conduct an initial review. They may:

- Take no further action.
- Resolve the matter informally (e.g verbal warning or mediation)
- Refer the matter to the Disciplinary Committee.

Serious incidents will automatically be referred to the Disciplinary Committee.

DISCIPLINARY HEARING

Where a disciplinary hearing is convened, the accused member will be given:

- Written notice of the allegations.
- Reasonable time to prepare (normally at least 7 days)
- The opportunity to attend the hearing and present their case.

The member may:

- Submit a written statement.
- Call witnesses (where reasonable).
- Be accompanied by a fellow club member.

A disciplinary hearing is not mandatory where the Disciplinary Committee believes that:

- The behaviour has been clearly established through reliable evidence (including, but not limited to, match official reports, video evidence, written statements, or admissions) and
- The seriousness of the behaviour warrants immediate cancellation or termination of club membership.

In such cases, the committee may impose sanctions, including cancellation of membership, without convening a formal hearing. The member will be notified in writing of:

- The decision that was taken.
- The reasons for the decision.
- Any right to appeal available under this process.

SANCTIONS

Sanctions will be proportionate to the severity of the offence and may include:

- No further action.
- Verbal or written warning.
- Mandatory apology.
- Suspension from matches and/or training.
- Removal from a leadership role.
- Cancellation or termination of club membership.

Repeat offences may result in increased sanctions.

COMMUNICATIONS OF OUTCOME

The decision and reasons will be communicated in writing to the member.

- Where appropriate, relevant coaches or officials will be informed.
- Confidentiality will be maintained as far as reasonably possible.

RIGHT TO APPEAL

A member has the right to appeal within 14 days of receiving the decision:

- Appeals must be made in writing and state the grounds for appeal.
- An Appeal Panel, independent of the original committee, will hear the appeal.
- The Appeal Panel's decision will be final.

Appeals may be lodged on one or more of the following grounds:

- Procedural error - the disciplinary process was not followed correctly.
- New Evidence - significant evidence has come to light that was not reasonably available at the time of the original hearing.
- Disproportionate sanction - the penalty imposed is clearly excessive or inconsistent with similar cases.

Disagreement with the outcome alone is not sufficient grounds for appeal.

GOVERNING BODY REFERRALS

Where required, matters may be referred to the relevant governing body, and their regulations and sanctions will take precedence.

- Appeals must be made in writing and state the grounds for appeal.
- An Appeal Panel, independent of the original committee, will hear the appeal.
- The Appeal Panel's decision will be final.

REVIEW OF POLICY

This disciplinary process will be reviewed periodically by the club committee to ensure it remains fair, effective, and compliant with governing body requirements.