

Disciplinary Procedure

- **Any club member causing a nuisance, disruption or a safety issue, either at a competition or during a training session will be verbally dealt with by means of a firm warning. If a junior member is involved the Senior or one of the Assistant Welfare Officers will be present.**
- **If this situation continues either the Chairman or Senior Welfare Officer will inform the member, or the parent if a Junior member, either in person or by phone that this behaviour is unacceptable. This will result in the issue of a verbal warning/yellow/red card system**
- **If these behaviour problems do not improve, the member will be excluded from the club training programmes for a period of between 2 and 4 weeks, depending on the severity. A formal written warning will be issued. Upon return the member will be on probation for a period of 6 weeks, or the equivalent number of training sessions.**
- **If their behaviour is still unsatisfactory within the probation period, membership of the club will be permanently withdrawn.**
- **The club will not tolerate foul language, bullying, spitting or any other behaviour that may cause distress towards another member, coach, helper or official. The Clubs policy is zero tolerance.**
- **Team Kennet believe these procedures are fair and reasonable. However every member will have the right at the next committee meeting to appeal in person or in writing, against the withdrawal of membership. The committee will have power to modify or overturn this decision.**

Disciplinary Procedure for “Members by Association”

The Definition of “member by association”;

A parent/Carer/Guardian is the person who accompanies a fully paid up member Athlete (according to UKA Rules) who represents Team Kennet, during Competitions, Events, and Training etc. They must not compete themselves in a Team Kennet vest unless they are a fully paid up member of the club.

- All members by association are expected to abide by the rules and policies held at Team Kennet.**
- If any member by association is found in breach of any of the rules/policies held at Team Kennet, they will be dealt with according with the Disciplinary procedure listed below.**

- Any persons causing a nuisance, disruption or a safety issue, either at a competition or during a training session will be verbally dealt with by means of a firm warning by either the Club Chairman or Welfare Officer.**

- If this situation continues either the Chairman or Senior Welfare Officer will inform the member, either in person or by phone that this behaviour is unacceptable. If they have already received a verbal warning, a formal written warning by letter or email will be issued accordingly.**

- If their behaviour does not improve or is deemed unsatisfactory, or they have brought the club into disrepute; their “membership by Association” can be suspended or withdrawn at anytime, the committee will agree on the length of ban to be served.**

The Clubs policy is zero tolerance.

Team Kennet believe these procedures are fair and reasonable. Every “member by association” will have the right to appeal in person or in writing. The committee will investigate every complaint accordingly and will treat every case as individual.

All complaints are dealt with fairly and within a time frame.

The committee’s decision is final.