

GRAPPENHALL CRICKET CLUB

DISCIPLINARY PROCEDURE:

1. Disciplinary Hearing:

- i. A 'disciplinary hearing' will be conducted if: -
 - Any member has caused a breach of the Club's 'Code of Conduct', and
 - It has been reported to a member of the Club's Management Committee, and,
 - After consideration of the facts as presented, it is deemed appropriate by the majority of the committee.
- ii. The 'disciplinary hearing' will be carried out by a 'disciplinary committee' which shall be composed of at least three members of the Management Committee who shall be appointed by the Chairman (or Secretary in their absence).
- iii. The Disciplinary Committee will meet as soon as possible and the alleged offending member will be given at least 24 hours notice of the date and time of the hearing.
- iv. The member shall be given the opportunity to attend the hearing in person and, if they so wish, may be accompanied by a third party of their choice who may witness proceedings and speak on behalf of the member.
- v. If the member decides not to attend the hearing it shall be conducted in their absence.
- vi. Evidence to the hearing may be submitted in writing or in person.
- vii. Every effort will be made to ensure that the disciplinary hearing is conducted in sufficient time for a potential appeal to also be heard during the same week – i.e. before the following weekend matches.

2. Penalties:

- i. If at the hearing the Disciplinary Committee find the alleged offence proven, they shall have the power to impose any of the following penalties:
 - Termination of club membership
 - Suspension of club membership for a stated period
 - A deferred suspension subject to undertakings regarding future behaviour
 - A reprimand

3. Right of Appeal;

- i. A member found by the Disciplinary Committee to have committed an offence, or upon whom the Disciplinary Committee has imposed a penalty, shall have the 'Right of Appeal' against any imposed penalties.
- ii. An appeal must be delivered in writing or via e-mail to the Secretary within 24 hours of the decision of the Disciplinary Committee, together with a deposit of £25. If this is not strictly complied with, the right to appeal shall be sacrificed.

- iii. A decision to proceed with the appeal will only be made if its basis is founded on one of the following reasons:
 - Incorrect application of the Disciplinary Procedure.
 - An unreasonable penalty imposed by the Disciplinary Committee.
 - False/incorrect information having been presented at the initial hearing.
- iv. Upon receiving a valid notice of appeal, the enforcement of the original penalty shall be deferred until the appeal outcome is known.

4. Appeal Hearing:

- i. The Appeal Hearing shall be carried out by an Appeals Committee which shall be composed of three club members, appointed by the chairman (or Secretary, in the Chairman's absence). The personnel shall differ from the original Disciplinary Committee.
- ii. The Appeal Committee may confirm, vary or reverse the decision of the Disciplinary Committee.
- iii. An appeal that is considered by the Appeal Committee to be frivolous, and to present no new information relative to that presented at the original Disciplinary Hearing, will be considered to be wasting the time of the Appeal Committee and will result in the member forfeiting the £25 deposit. The penalty may also be increased.

5. Closure;

- i. The decision of the Appeal Committee, or where there is no appeal, the Disciplinary Committee, shall be considered final.