

# DISCIPLINARY HEARING RULES



1. Minor breaches of club rules will be dealt with informally by the Disciplinary Sub-Committee. Members who are subject to consideration by the Disciplinary Sub-Committee may make written submissions for consideration.
2. Serious breaches of club rules, or any behaviour which is deemed likely to cause offence, apprehension, disgust or revulsion to another person, or which is likely to harm the reputation of The Club, whether at home or away games, will be formally investigated by the Disciplinary Sub-Committee. If they decide that there is a case for a member to answer, will arrange for a formal disciplinary hearing to take place as soon as possible. They will give written notice of that hearing to the member in question, setting out the substance of the complaint and inviting that member to attend the hearing.
3. The Member in question will, where practical, be supplied with copies of any statements made by witnesses, or will be told exactly what they contain.
4. The member in question may be accompanied at the disciplinary hearing by a representative or friend, and will be given an opportunity to state their case, ask questions, present evidence and call witnesses. If the member in question declines to attend the disciplinary hearing, the hearing will proceed in their absence.
5. If necessary, the hearing will be adjourned for further enquiries to be made, and if new facts emerge, the hearing will be reconvened.
6. After considering all the facts, evidence and submissions, the Disciplinary Sub-Committee will decide what action, if any, is appropriate, and this may include suspension or exclusion from The Club, and will give the member in question notice of the decision.
7. Minutes of the hearing will be made and a copy made available to the member in question subsequently.
8. If the member in question feels aggrieved by the decision of the Disciplinary Sub-Committee, they may appeal to the Management Committee of The Club, by giving written notice of appeal, setting out the grounds of the appeal, within seven days of the decision of the Disciplinary Sub-Committee being notified to them.
9. Upon receipt of a valid written notice of appeal, a disciplinary hearing will be arranged, as soon as practical, before the Committee (excluding the members of the Disciplinary Sub-Committee), and the appellant will be invited to attend for the purpose of making submissions in support of the appeal.
10. The Appellant may be accompanied at the appeal hearing by a representative or friend, and will be given the opportunity of stating their case. If the Appellant declines the invitation to attend the appeal hearing, the appeal hearing will proceed in their absence.

11. After considering the facts, the evidence and the submissions, the Committee will decide whether to uphold the appeal. They may alter the penalty imposed by the Disciplinary Sub-Committee and will give written notice of the outcome to the Appellant as soon as possible thereafter.
12. The decision of the Committee will be final and there is no further right of appeal.