



PVRFC Non Match Related Disciplinary Procedures

Introduction

This document covers activities associated with disciplinary procedures which are non-match related. Match related disciplinary issues will be conducted under the ruling and authority of the referee, Dorset & Wilts RFU and the RFU disciplinary council.

Persons Affected

Players, club members, club officials, parents of children, spectators present in the club grounds or premises.

Examples of actions which could result in Disciplinary Action

Misconduct which brings the club or its membership into disrepute, normally but not exclusively whilst representing the club or whilst involved in club activities, social events, club organised trips or club business.

Types of Disciplinary Action

Disciplinary action will be determined by the club's management committee. The following guidelines will be used

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|----------------------------|--------------------------------------|------------------------------------------------------------------------------------|
| 1 st Occurrence | minor misconduct gross misconduct | Written warning Suspension from the club. In serious cases dismissal may occur. |
| 2 nd Occurrence | minor misconduct gross misconduct | Second Written warning Suspension, or dismissal from the club |
| 3 rd Occurrence | minor misconduct gross misconduct | Suspension or dismissal Dismissal from the club |

The club management committee will have the sole discretion in deciding whether the misconduct is of a minor or gross nature. The decision will be made in light of RFU regulations, the club's constitution and the players code of conduct. The club will levy

disciplinary action without prejudice to other actions taken by the sports controlling bodies in the UK or from external regulatory forces.

Right of Appeal

Any individual has the right to appeal, such an appeal should be in writing and be received by the club no later than 7 days after formal notification of a breach of discipline. The appeal should be sent to the following: club secretary, club vice chairman, team manager (if player related), youth chairman (if parent of a child involved).

Specific email address needed

The disciplinary committee comprising the Vice chairman, Hon Sec and one of eth above club officers will meet with the complainant at the earliest opportunity preferably no later than 14 days of receipt of an appeal. You may be represented at this meeting.

The committee will give their decision in writing based on the evidence presented at this meeting.

If the complainant remains dissatisfied with the outcome of this meeting there is a right of further appeal to the club president. This appeal should be in writing within 7 days of the meeting with club management stating why you remain dissatisfied. The club president will review the issue and make a judgement which shall be final and binding on both parties.

Grievance Procedure

If any club member has a grievance this should be first raised to the team manager lor to the youth chairman. If you the response given is unsatisfactory you there is a right to appeal to club management committee. The process for dealing with a grievance will follow the procedures described above for an appeal.

Administration

All procedures involving the disciplinary committee and subsequent appeals will be documented. Documentation will be provided to all involved. Any person involved has the right of representation and the right to question witnesses and to see or hear any evidence against them and to call witnesses in support

Signed _____

Club President

Date