

## **DISCIPLINE AND GRIEVANCES**

The committee of the club shall appoint a Disciplinary Convenor, who in turn, shall co-op two or more senior members to serve on the Disciplinary Committee, to deal with such cases as may be referred to it by the Committee or Executive Committee of the club. All disciplinary matters shall be dealt with as timeously as possible, according to the "Procedure and Notes" as detailed on the Notification of a Disciplinary Enquiry.

Any ruling given by the disciplinary committee shall be binding and shall be referred to the committee of the club.

Any appeal against a disciplinary decision must be lodged, in writing, with the Executive of the club, within three days of the decision.

Should any member commit any wilful breach of the rules, by-laws or regulations of the club, or be deemed guilty of conduct unbecoming or prejudiced to the interest and reputation of the club, whether within the club's premises or outside them, the Executive committee shall have the power:

- a) To inform the member in writing (notification of a disciplinary enquiry) of the alleged infringement and to call upon such member to appear before the disciplinary committee and to explain his/her conduct.
- b) Where deemed necessary to suspend, without prejudice, any or all the benefits and advantages of membership until such time as the provisions under paragraph (a) have been concluded.
- c) To deprive such member of any or all the rights, benefits and advantages of membership during such time or period as the committee in its absolute discretion may deem fit and advisable or to expel such member who shall be ineligible for re-election.
- d) To call upon such member in writing, through the Honorary Secretary, to resign within 7 (seven) days of the date of such request.

**All proceedings and decisions taken are to be documented and retained on file.**

Should any member have any grievance or complaint of whatever nature which may impede good fellowship amongst members of the club or be counterproductive for the effective management of the club, such complaints or grievances must be lodged with the disciplinary committee? This committee shall have the power to investigate such grievance or complaint in order to obtain a satisfactory solution or to recommend corrective action top the Executive Committee.

**The procedure and notes guiding the process are detailed on the "Notification of a Disciplinary Enquiry" form for ease of reference.**

### **GUIDELINES THAT SHOULD BE ADOPTED BY CLUBS - DISCIPLINARY PROCEDURES**

1. Clubs may (and are advised to do so) adopt a code in which acts of serious misconduct may be set out. These acts may be categorised into offenses which carry different sanctions. The sanctions should differentiate between membership being revoked, permanent suspension, time based suspension, final warnings and other disciplinary measures.
2. A member may be suspended from the premises pending an investigation into the alleged misconduct; especially in instances when the member's presence may jeopardise any investigation.

**NOTE:** the member should be entitled to still play bowls, enter competitions, exercise voting rights etc until such time as the disciplinary hearing is completed (they are entitled to "full benefits")

3. Notice period depends on the charges (7-10 days would be reasonable notice period)
4. Should a person refuse to sign the Notice, it does not render the Notice invalid. A witness will then be requested to sign the warning, stating that the member refused acceptance of the Notice.
5. Should the accused elect not to appear at the hearing the chairperson is entitled to proceed with the process in the absence of the accused as long as the **Notification of a Disciplinary Enquiry** has been issued.
6. Whether or not a sanction/punishment is for a fair reason is determined by the facts of each case and the appropriateness of the specific sanction/punishment.

### **ACTS DEEMED AS SERIOUS MISCONDUCT**

1. Any act that is considered to bring the name of the club/district into disrepute.
2. Gross insubordination/insolence towards the Executive or employees of the club/district.
3. The possessing, consuming and/or distribution of any substances prohibited by law.
4. Theft, Fraud, including the forging of any person's signature.
5. Any act deemed as dishonest in terms of the laws of the country.
6. Assault, fighting and any act of aggression.
7. Immoral behaviour or any form of harassment including sexual provocation.
8. Acts of racism.
9. Foul language
10. Possession or use of any weapons/ dangerous items on the premises governed by the club/district.
11. Vandalism or damage and destruction of members or club/district property.