DRUFC DISCIPLINE

Adopted 01/07/2014

 Discipline Policy

The club is responsible for dealing with any act of indiscipline on or off the field of play by players ,supporters,officials , parents and spectators or any club member who uses threatening or abusive language or inappropriate behavior towards any other member or visitor to the club or in any way brings the club into disrepute.

1: The Discipline Sub Committee

1.1: The club discipline sub committee will be responsible for investigating and taking action on any sending off or other act of indiscipline by a DRUFC player subject to caution or sanction by a match official and any incident of foul play or bad behavior by a DRUFC player not detected by a match official and instances where a player has been sin binned an excessive number of times.

1.2:They will also investigate and take action on any instances of indiscipline or bad behavior by any DRUFC member supporter or spectator.

1.3: The club discipline sub committee will also be responsible for investigating and taking action in connection with breeches or alleged breeches of codes of conduct.

1.4: The club discipline sub committee will also be responsible for investigating and taking action in connection with breeches and alleged breeches of codes of conduct , safeguarding rules and the laws and regulations of the RFU.

1.5: The discipline sub committee will exercise such power in a fair and open manner with the accused who will have the right to attend and put their case after first being given reasonable notice of the hearing and to exercise it's power without prejudice.

1.6: The club discipline sub committee shall consist of four members: Club Head of discipline , Club Chairman , Club Captain and Youth Discipline officer.The Club Secretary will also attend to take minutes but will have no say in decisions.

1.7: The chairman of the discipline sub committee will be the club Head of Discipline.

1.8: The club discipline sub committee will meet as soon as is practicable and no longer than one week after the alleged act of indiscipline, offence or incident and further meetings may be held if required.

1.9: The reported player , member , supporter or spectator must attend the discipline hearing. They may if they wish be accompanied to the hearing by a person of their choice.

1.10: The discipline sub committee may receive evidence ( either written or verbal ) from any other person that witnessed an incident or were involved in.

1.11: Those entitled to be at discipline hearing are as follows;

The accused person;

Personal representative of the accused;

Witnesses to the incident;

Club Discipline Sub Committee.

2: Procedure.

2.1: A report of the incident is read to the meeting.

2.2: The accused person is invited to make their statement.

2.3: Any witnesses to the incident to make their statements.

2.4: Members of the Discipline Sub Committee any of those present about the incident including accused person.

2.5: The meeting shall be adjourned while the Discipline Sub Committee decide upon a course of action. The meeting will then be reconvened and results of the hearing along with any penalties announced.

2.6: If an accused or cited person refuses to attend or is absent without reasonable excuse in the opinion of the Discipline Sub Committee the matters may be heard and ruled upon in the absence of person accused. The person shall be notified of the outcome and any sanction in writing.

3: Penalties.

3.1: The club discipline sub committe will have the power to decide on one or more of the following;

3.1.1: No further punishment other than that imposed by match official.

3.1.2: To take no action but leave it to local RFU

3.1.3: The accused person to be cautioned or severely cautioned as to their future conduct.

3.1.4: A period of suspension from playing , taking part in the administration of the club or from attending the club be imposed on a player ,member , supporter or club official.

3.1.5: Suspend or terminate a persons membership of the club for such a period as it sees fit.

3.1.6: Any other penalties or suspensions to be decided by Club Discipline Sub Committee.

3.1.7: A record of any penalty awarded against a player supporter member or official plus the reasons as to how a decision was reached by the Discipline Sub Committee will be kept on file for three years.

3.1.8: The penalty can be taken into consideration when deciding any further penalties or sanctions at any subsequent hearing involving that person.

3.1.9: In the event of any criminal offence the Club Discipline Sub Committee may impose penalties or sanctions in addition to that imposed by the police or court of law.

4: Offence and Indiscipline

4.1: The following outlines the procedure to be followed where an act of indiscipline has taken place.

4.1.1: Senior player sent off by referee.

4.1.2: The captain or team manager (both are responsible ) must report the name of player to head of discipline within 24 hours of the incident.

4.1.3: Senior player sin binned ( yellow card ).

4.1.4: Players sin binned to reported to head of discipline within one week of the incident.

4.1.5: A record of sin binned players will be kept by the club secretary. Any player in the opinion of the Discipline sub committee has an excessive amount of yellow cards may be asked to appear before the discipline sub committee to give explanation.

4.1.6: Acts of foul play not detected by match official by a senior player.

4.1.7: Any player or member who witnesses an act of foul play by a player ( of any club ) shall report the incident giving names and details of the incident to clubs head of discipline within 24 hours of the incident.

4.1.8: Any incident of foul play involving a member of an opposing team that has not been dealt with by match official witnessed by a DRUFC player or member can be reported to clubs head of discipline so consideration and any appropriate action can be taken.

4.1.9: Citing may only occur where an act of foul play was not detected by a match official.

4.1.10: Only unions constituent bodies and clubs or match officials such as referees advisor may cite a player. It can not be done by an individual player or spectator.

4.1.11: Any consideration for a citing must be reported to clubs head of discipline immediately as there is a very short timescale and detailed procedure that has to be followed.

5: Youth Discipline.

5.1: The club has a duty to deal to deal with all youth discipline matters ( youth being a player under 18 at the time of offence ). Any youth player appearing before the discipline sub committee must be accompanied by a parent or guardian. The following outlines the procedure to be followed where an act of indiscipline has occurred.

5.1.2: A list of recommended sanctions for youth is outlined in appendix 3 at the end of the disciplinary procedures section of the RFU handbook.

5.1.3: A record of penalty against any youth section player/spectator plus the reasons for that decision from the discipline sub committee will be kept on file for three years and this penalty taken into account should player infringe in a similar manner in future games.

6: Members Spectators Supporters or Visitors Discipline.

6.1: The club reserves the right to deal with all members , supporters, spectators or visitors discipline matters.

6.2: Acts of bad behavior by members spectators supporters and visitors.

6.2.1: Any member/player who witnesses an act of bad behavior at any time by any club member or visitor to the club of any age can report the matter to the Head of discipline so that appropriate action may be taken.

6.2.2: In all cases the head of discipline will refer the matter for action to the disciplinary sub committee . In extreme cases the discipline sub committee may recommend action to be taken by main management committee.

6.3: Penalties

6.3.1: The club discipline sub committee can impose the same penalties as for any player spectator member or visitor as outlined in section 3 of this document as applicable.

6.3.2: The club discipline sub committee may also impose sanctions including temporary or permanent bans from club premises and premises used by the club such as playing pitches.

7: Club Codes of Conduct.

7.1: Purpose of the codes.

7.1.1: The club has developed codes of conduct to aid the good management of the club and it's activities.

7.1.2: The codes will be amended from time to time reflecting the changing requirements of the club and the RFU and the clubs wider social responsibilities.

7.2: Significance and Applicability of the codes.

7.2.1: All members , players, supporters and visitors are required to abide by the codes of conduct while on club premises. This is also a condition of your membership.

7.2.2: The codes of conduct and club discipline policy are to be published on club web site and club notice boards. When signing your membership you agree to abide by the codes of conduct and club discipline policy.

7.3: Breeches of codes of conduct

7.3.1: Breeches of of the codes of conduct will be dealt with by the club Discipline Sub committee.

7.4: Penalties

7.4.1: The Discipline Sub Committee may impose penalties or sanctions set out in sections 3 , 5 and 6 of this document.

8: Publicity and Reporting.

8.1: Reports of incidents and hearings may be reported to appropriate persons or committee of local RFU and the RFU.

8.2: Reports of incidents and hearings may be released to the press or other interested bodies if it is deemed to be in the best interests of the club.

9: Consent.

9.1: All persons that are club members , staff , officials or players are deemed to consent to be subject to the discipline policy.

9.2: All visitors to the club , spectators and parents are deemed to consent to be subject to the discipline policy.

9.3: All parents/guardians of junior players are deemed to consent to their children being subject to the discipline policy.