



Disciplinary Hearings

Governance

Constitution/Bye Laws

Code of Conduct

Please Email ALL League Clubs

Discipline or Safeguarding?

Seek Advice Where Required

In Most Cases, Actions Fall Under Discipline

League or Club?

Who Should Deal With an Issue?

If League Notified, They Have a Responsibility

ALL Issues Should be Dealt With in a Timely Manner

Process of a Hearing

Receive a Formal Complaint – in Writing

Without Delay, Convene a Hearing Committee

3 -5 People Who Are Independent

ASK FOR HELP IF NEEDED

Arrange a Hearing With 14 Days Notice

Recorded Delivery, All Parties, In Person/Face-to-Face,
Alleged Offender Receives the Complaint

Process of a Hearing

Hold the Hearing in a Neutral Venue

Keep Parties Separate if Appropriate

Complainant, Alleged Offender and Hearing Committee May Call Witnesses

MAKE NOTES

Recall Witnesses, if Necessary

Communicating a Decision

Reach a Decision by Consensus, or Majority

Document the Reasons the Decision was Reached
This is Held in Private in Case of Appeal

Agree on Wording of Decision Letter and Any
Applicable Punishments (inc. Escalation)

Within SEVEN Days, Write to Complainant and
Alleged Offender to Communicate Verdict

NOTIFY APPEALS PROCEDURE – 21 Days of Hearing

Communicating a Decision

If a Suspension is Involved it Commences 21 Days Following the Hearing, Unless an Appeal Lodged

IF SERIOUS – IMMEDIATE SUSPENSION CAN OCCUR

Appeals Follow Exactly the Same Format

Good Practice Dictates That Appeals Should be Heard by the Next Level of Administration

Natural Justice Guidelines – Innocent Until Guilty

Questions

Social Media?

Can a Club Just 'Ban' a Player?

Not Sure What to Do?

Can I Ask For Help?