



BOLTON UNITED HARRIERS & ATHLETICS CLUB

Rev.1
9th Jan 2011

Procedure Dealing with Breaches of a Code of Conduct

This procedure defines how the Club will address both minor and serious breaches of a Code of Conduct

In very minor instances where the code is breached (e.g. incidents as unsporting behaviour, public criticism of officials, etc.), the person in breach should be approached informally and verbally warned of the breach by any member of the BUH & AC Committee present at the time.

In the event that a member of the Club witnesses a minor instance where the code is breached, they should inform any member of the BUH & AC Committee, either immediately or as soon as possible after the incident. A list of committee members (with photos) is available on the Club web-site for the use of people who need to invoke any action arising from the Code of Conduct.

If the breach is considered to be of a more serious nature, the following procedure will be invoked.

MINOR BREACHES

Minor breaches may include, but not be limited to, incidents such as verbal abuse between senior athletes, etc.

At the time of the breach, the person or person on the receiving end of the breach (the victim) or witnessing the breach (the witness) must, if possible, obtain a witness to the event. The matter must then be reported to a member of the Committee by the two separate individuals. If there are no witnesses, the victim should make a detailed report to the Committee.

The incident will be brought before the next Committee meeting and discussed.

If the incident is considered to be relatively minor, the Committee will write to the person in breach (whether it be a parent or athlete) and warn them as to their future conduct, including a copy of the Code of Conduct.

If the offender commits a second breach (of any nature) on a future occasion, then points 1-3 must be repeated for the second breach. A second written warning will be sent by recorded delivery.

A third breach of the Code will result in the same treatment as a serious breach of the code.

SERIOUS BREACHES

Serious breaches of the code will include, but not be limited to, assault of another person, serious verbal abuse (including bad language) – particularly of younger athletes by parents, threatening behaviour, cheating or otherwise influencing the course of a meeting or race, etc. Any such instances will be considered by the Committee and, if the allegations are found to be true, the Committee will write to the offender by recorded delivery informing them of one of the following:

- That - in the case of an athlete - they have been banned from competing for the team for a period to be determined by the Committee;



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- That - in the case of a parent – they have been banned from attending all meetings and club training sessions for a period to be determined by the Committee;
- That - in the case of an athlete – their membership of the club has been terminated with immediate effect and without recompense;

If the offender is a parent, and the person involved refuses to accept the decision of the Committee, the Club will write to the offender by recorded delivery terminating the membership of all members of the offender's family with immediate effect.

The Committee may, at its discretion, write to other clubs in the locality and/or the NoEAA to make them aware of the reasons surrounding the termination of any membership or the banning of any parent from attending meetings.

It should be noted that the above procedures in no way preclude other actions, as deemed suitable by the Committee, being taken against any individual found to be in breach of the Code of Conduct.

Document History

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