

# COGENHOE CRICKET CLUB

## DISCIPLINE POLICY

### Policy Statement

This policy forms part of and should be read in conjunction with the constitution of Cogenhoe Cricket Club (the club).

The club is committed to ensuring the highest standards of behaviour are exhibited by its members and will take all necessary and appropriate steps to maintain and enhance the integrity and reputation of the club.

### Aim

The aim of this policy is to define what constitutes acceptable and unacceptable behaviours by a club member when engaged in any activity directly or indirectly linked to the club and to detail the action that will be instigated in response to such behaviours.

### Scope

This policy applies whenever an officer or member of the club is acting on behalf of, or representing the club either on or off the field of play.

### Behaviour

Whilst it is difficult to clearly define what constitutes acceptable and unacceptable behaviour the club expects its officers and members to conduct and present themselves in such a way that;

- has proper regard for civil and criminal rights and responsibilities,
- complies with the spirit and laws of cricket,
- does not cause offence,
- has proper regard for others taking into account their age, sex, race, religion and sexual orientation,
- sets an example to others,
- exhibits a positive, supportive attitude to the club and its aims,
- enhances the reputation of the club:

Behaviour that is considered unacceptable includes;

- physically assaulting an elected officer, member of the club, umpire, opposing player or anyone else when engaged in any activity directly or indirectly linked to the club,
- directing foul and abusive language at an elected officer, member of the club, umpire, opposing player or anyone else when engaged in any activity directly or indirectly linked to the club,
- bullying or harassing in any way an elected officer, member of the club, umpire, opposing player or anyone else when engaged in any activity directly or indirectly linked to the club,
- inappropriate use of language likely to cause offence,
- theft from the club, an elected officer, member of the club, umpire, opposing player or from anyone else when engaged in any activity directly or indirectly linked to the club,

- vandalism/abuse of premises and/or equipment of the club, an elected officer, member of the club, umpire, opposing player or of anyone else when engaged in any activity directly or indirectly linked to the club,
- failure to respect or adhere to legitimate requests made by an elected officer of the club,
- failure to pay match fees or any other monies owing to the club,
- open dissent against an umpiring decision:

## **Procedures in the Event of Indiscipline and/or Inappropriate Behaviour**

The following procedures will be instigated by the club against any official or member failing to adhere to the spirit or letter of this policy.

Dependant on the severity of the indiscipline and/or inappropriate behaviour the executive committee can instigate the procedure at level three.

The relevant person will have the right to appeal to the next level, a decision at level three is final.

### **Level One:**

Is designed to address issues on the field of play or directly associated with a match and can be instigated by the team captain or other club official at the time of the incident and will consist of the relevant party being summoned to a meeting of a least two of the clubs captains.

Protocol;

1. Person alleged to have exhibited indiscipline and/or inappropriate behaviour will be verbally informed by the team captain or club official and instructed to desist/conduct themselves in an appropriate manner.
2. If the indiscipline and/or inappropriate behaviour persists the captain will inform the perpetrator that due to their indiscipline and/or inappropriate behaviour these procedures will be instigated.
3. Prior to the next match a level one meeting will be called for the matter to be discussed and action determined.
4. The matter will be formally raised at the next committee meeting and recorded accordingly.

Sanctions available at level one, at the discretion of the captains present;

- formal verbal warning,
- one match ban,
- fine not exceeding two match fees,
- pass the matter to level two:

Failure to attend the level one disciplinary meeting will automatically take the matter to level two.

### **Level Two:**

Is designed to address issues of a more serious nature or for persistent indiscipline and/or inappropriate behaviour and will be instigated by a member of the Executive following a serious complaint or as a result of a level one meeting, and will consist of

the relevant party being summoned to a meeting of a least three members of the Executive.

Protocol;

1. Person alleged to have exhibited serious or persistent indiscipline and/or inappropriate behaviour will be informed in writing by the club secretary of the date and time of the meeting and instructed to attend.
2. The executive will hear submissions from the relevant parties to determine the appropriate sanction.
3. Following the meeting all relevant parties will be informed of the decision in writing within one week of the meeting.
4. The matter will be formally raised at the next committee meeting and recorded accordingly.

Sanctions available at level two, at the discretion of the Executive meeting;

- formal written warning,
- match ban, number at the discretion of the Executive meeting,
- fine, amount at the discretion of the Executive meeting,
- recommend to the full Committee dismissal from the club:

Failure to attend the level two disciplinary meeting will automatically take the matter to level three.

### **Level Three:**

Is designed to provide the opportunity for person/s making the complaint and the person alleged to have exhibited serious or persistent indiscipline and/or inappropriate behaviour to be heard and for the matter to be formally resolved.

This level also satisfies natural justice by allowing for a suitable appeals procedure.

Protocol;

1. The person/s raising the complaint and the person alleged to have exhibited serious or persistent indiscipline and/or inappropriate behaviour will be informed in writing by the club secretary of the date and time of the full Committee meeting and instructed to attend.
2. The Committee will hear submissions from the relevant parties to determine the appropriate sanction, if any.
3. Following the meeting all relevant parties will be informed of the decision in writing within one week of the Committee meeting.
4. The decision of the Committee is final.

Sanctions available at level three, at the discretion of the Committee meeting;

- Any appropriate sanction up to and including dismissal from the club.