

Luctonians RFC Disciplinary Procedure

The procedure sets out the process by which any alleged acts of misconduct requiring disciplinary action are handled. It is the objective of the club that all such events are handled carefully, promptly and consistently.

Disciplinary action is sometimes necessary for poor performance, but almost always for poor conduct or misconduct. Any complaint made against a player, coach, manager, club member, spectator, member of the public will be fully investigated and no disciplinary action will be taken until the accused has been informed of the nature of the misconduct and given the opportunity to make representations at a disciplinary meeting.

Acts of minor misconduct may be dealt with by coaches/ managers/club officials and must be reported to the club chairman in writing, detailing the name of the accused, witnesses, the act of misconduct and the outcome of the disciplinary procedure. The club have the right to fully investigate should it consider the act of misconduct of a serious nature. A verbal warning should be appropriate for acts of minor misconduct.

If the misconduct is considered to be of a serious nature the accused may be suspended or excluded from the club immediately pending an investigation.

Example acts of serious misconduct below.

Failing to comply with the RFU codes of conduct & ethics

Player/club official sent off.

Abuse of match officials, this includes abuse of touch judges as well as referees.

Failure to comply with RFU codes of conduct for child protection.

Bringing the club into disrepute

The accused will be invited to attend a disciplinary hearing conducted by a panel of senior club officials. The accused may bring a companion & witnesses to the hearing, this must be agreed in advance of the meeting with the panel chairman.

Should the accused be under the age of 18 they should be accompanied by a parent or guardian, in the absence of a parent or guardian the club child protection officer should attend.

If the accused is found guilty the tariffs range from playing/coaching/managing suspension to club exclusion.