



# Droitwich Spa Angling Club



## Disciplinary Procedure

Droitwich Spa Angling Club is an Association of fishing friends. The DSAC aspires to be a welcoming and inclusive organisation. The Club is neither a regulatory body nor a good behaviour enforcement agency. Disciplinary procedure rarely results in a resolution acceptable to all involved. Accordingly, the Parties to a dispute over conduct should make all reasonable efforts to resolve matters informally before having recourse to formal disciplinary proceedings.

1. A disciplinary procedure may arise from a breach of any aspect of the DSAC Code of Conduct.
2. Any Member having a disciplinary complaint against another Member should, if possible and practical, raise the issue with the Member concerned.
3. If it proves not possible or practical to resolve the complaint under 2 above, then the Complainant will report his/her complaint to any member of the DSAC Committee.
4. On receipt of the complaint by the Committee, there will be no discussion of the matter whilst the DSAC Club Chair investigates including, if appropriate, the interviewing of witnesses.
5. The Chair will decide whether there is a case to be heard. NB: This is not a finding of guilt or innocence.
6. If the Chair decides that there is a case to be heard, then the President shall convene and chair a Disciplinary Panel. The President shall appoint two previously uninvolved Committee Members to join him as members of the Panel.
7. At the Panel Hearing:
  - i) the Chair will present the complaint including, if appropriate, calling the Complainant and any other witnesses to give evidence; and
  - ii) the Member, who is the subject of the Complaint will be supported by any other DSAC Member of his/her choice, may give evidence on his/her own behalf and call witnesses in his/her defence.



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8. At the end of the Hearing, the President will chair a meeting of the Panel at which it will be decided whether to impose any sanction and, if appropriate which sanction. In the event of a disagreement between the two Committee Members of the Panel, the President will have the casting vote.

9. The Panel may decide to dismiss the case without the imposition of a sanction.

10. Sanctions available for imposition by the Panel will include:

- i) the issue of a warning in respect of future conduct;
- ii) retrospective disqualification from any contest(s) fished with the return for re-award of prize monies and deduction of aggregate points;
- iii) a ban on fishing DSAC contests either permanently or for a specified period of time;
- iv) exclusion from representing the Club in any DSAC Team (either for a specified period or permanently); or
- v) expulsion from DSAC membership either permanently or for a specified period.