

Disciplinary Policy

Why It Matters

Treating members fairly, consistently and with respect is integral to our core values, and this includes addressing behaviour that does not meet the behavioural expectations set out in the EA Code of Conduct.

Scope

This policy applies to members of Ripon Runners. It does not form part of any terms and conditions of membership and may be withdrawn or amended at any time by the club.

Principles

As a **club member**, you should:

- Actively participate in disciplinary meetings and, if subsequently required, improve standards of behaviour
- Discuss any difficulties you may have in understanding or participating in the process with our welfare officers, including any arising as a result of a disability or medical condition
- Appeal any formal decision that you believe is wrong or unjust within 7 calendar days of receiving the written outcome

As a **committee member**, you should:

- Read and follow this policy
- Proactively address behaviour that does not meet the behavioural expectations set out in our Code of Conduct. Where appropriate, minor instances of misconduct should be addressed informally
- Where reasonably possible, make adjustments to the process in order to support club members with any difficulties they may have in understanding or participating in it.

Everyone should:

- Maintain confidentiality and discretion within the process
- Understand that disciplinary matters involving club members in a qualified role may be reported to our governing body or other appropriate authority

- Understand that criminal behaviour may be reported to the police and, where appropriate, private civil recovery of any losses suffered by the club may be pursued