



## **Muckross Hockey Club** ***Disciplinary Procedure***

The Club has specific Codes of Conduct that are available on the Club website. Members are expected to uphold the reputation of the Club whenever they are participating in Club activities whether as players, coaches, managers, officials or spectators. The minimum standards of behaviour are those described in Hockey Ireland's Code of Conduct.

Key elements of this include:

- Respecting the spirit of fair play in hockey
- Respecting the rights, dignity and worth of others
- Promoting the reputation of the sport and avoiding bringing it into disrepute
- Avoiding verbal and physical abuse and threatening or intimidating behaviour
- Not using inappropriate language or gestures

Significant breaches of these codes, or other behaviour affecting the reputation of the Club, should be reported immediately to the Junior Club Chairperson or Senior Club Captain. Whilst this is primarily the responsibility of Captains and Managers, any member may report such breaches if they believe it to be appropriate.

The procedure described below will be used in response to such reports and also for reports from non-members and other clubs. It is also appropriate for red card and match day misconduct offences.

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- Report will be submitted in writing to [secretary@muckrosshc.com](mailto:secretary@muckrosshc.com)
  - A Disciplinary Review Team composed of the Junior Club Chairperson or Senior Club Captain and two other members of the hockey committee will be formed.
  - The Disciplinary Review Team will consider the report and decide whether any further action is required.
  - The Disciplinary Review Team may request written submissions from witnesses or other relevant persons.
  - The Disciplinary Review Team may require the person(s) involved to attend a disciplinary hearing which should be held at the earliest convenient date. Anyone required to attend may bring along another member to speak on his or her behalf, to act as a witness or as an observer.



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- The hearing will be adjourned for the review team to consider its decision. This decision should be communicated to the person(s) involved without delay. The person(s) involved should be informed of any penalty in writing.

The review team can impose any penalty that it considers appropriate. These may include:

- Verbal or written warning
- Suspension from playing
- Suspension from membership of the Club for a defined period
- Recommendation to the Executive Committee of expulsion from the Club

The Disciplinary Review Team's actions may also be decided upon without a meeting, this is solely at the Review Team's discretion.

Any appeal against a decision of the Disciplinary Review Team must be made in writing to the Club Secretary within five days of notification of the decision, with an explanation of the grounds for the appeal. Appeals will be considered by two members of the Executive, Senior or Junior Committee who were not part of the original Disciplinary Review Team. Any suspension will remain in place until the Appeal is concluded.