

Overton Rugby Football Club – Disciplinary Procedure

In connection with the game of rugby

If any person is sent from the field of play (irrespective of age) the club secretary must be informed within 24 hours to conform to HRFU laws

ADULTS – STAGE 1

In addition to the HRFU laws, the club will convene a disciplinary committee made up of the club captain and two officers to listen to the facts of the case and make recommendations to the full committee who may impose sanctions against that member.

IF THE PLAYER PLEADS “NOT GUILTY” TO THE “OFFENCE”, THE COMMITTEE WILL AWAIT THE DECISION OF THE HRFU DISCIPLINARY COMMITTEE BEFORE DECIDING WHAT ADDITIONAL ACTION THE CLUB MAY TAKE

MINIS/YOUTH – STAGE 1

Dismissal from the field of play concerning Mini/Youths shall be dealt with in accordance with the HRFU Law Book, in consultation with the Mini Year Coach and Mini/Youth Manager

ALL PLAYING SECTIONS – STAGE 2

If the player wishes to appeal against stage 1, the chairman and remaining officer will consider all the facts presented to them and their decision will be final

NON-PLAYING

If any member (or their guest) breaks the laws of the club, or brings the club into disrepute, two officers of the club will hear the evidence and put forward their findings/recommendations to the full committee for a decision to be made on sanctions.

If the member wishes to appeal, stage 2 will apply.

ISSUE/COMPLAINT TAKEN UP WITH THE TEAM MANAGER

Issue/complaint should be resolved at the team level or escalated

IF NO SOLUTION IS FORTHCOMING, THE ISSUE/COMPLAINT GOES TO THE FORMAL PROCESS



FORMAL ISSUE/COMPLAINTS PROCESS

This process covers dealing with issues or complaints that are not child protection (minis/youths) or Disciplinary (Mens) in Nature

ISSUES/COMPLAINTS TEAM

The complaints team will comprise of a panel of three members

	Men's Section	Mini's Section	Notes
1	Head Coach	Head Coach	
2	Team Manager	Team Manager	
3	Player	Parent	Player/Parent from another team

ISSUES/COMPLAINTS MEETING

A meeting of the complaints team and the complainer will take place on an "official" basis. There will be written notice of time and venue for the meeting, and a written record of the issue/complaint and the agreed action

AGENDA

The agenda for the Issue/Complaints meeting will be as follows

- The complainer to outline their complaint
- Discussion on how best to resolve the issues between the complaints teams and the complainer
- Agreement and documentation of solution or action

APPEALS

If the individual remains unhappy following the above process, they are able to appeal to the Club Chairman who will review the case and provide a ruling

