

Disciplinary Procedures

of

Ballymena Road Club

The Club was established in 1954.

These Disciplinary Procedures were adopted by the Club's members at an Extraordinary Meeting

held on the ..1st ofDecember..... 2008

SIGNED:Andrew Wills..... Chairperson;Hazel Hughes..... Secretary.

Any disciplinary action decided on should be commensurate with the culpability found to exist (ref Appendix AG1 2e of Cycling Ireland Rules)

This means that the sanction imposed on a club member should be proportionate to the nature of the behaviour or misconduct.

Ballymena Road Club does not impose unreasonable rules of conduct on its members. Certain standards of behaviour are necessary to maintain order in the interests of our members and other road users. We prefer that discipline is voluntary and self-imposed and generally this is the case. Any minor issues of indiscipline will usually be dealt with informally however, it may be necessary, on occasions, to take action when behaviour is unacceptable.

Where a matter appears to raise concerns over conduct or discipline a Club Official will discuss the matter with those concerned and then consider whether it is necessary to commence the formal procedure. At every stage of this procedure the club member will be entitled to, a formal hearing before any warning is issued, receive a letter of notice regarding the hearing together with the details of the allegations, be accompanied at the interview by another club member, and be given a chance to state their case.

There are four stages to the procedure:

Oral Warning

If it is decided that the evidence supports the allegation of misconduct, the club member will be given a formal oral warning. This will be confirmed in writing and held on their record for six months. It will then be cancelled providing there has been improvement and no further instances of disciplinary action for whatever reason.

First Written Warning

If the conduct does not improve a written warning will be given by The Executive Committee. This will give details as to the reason for the warning and the likely consequence if there is no improvement. This warning will be placed on the club member's record for one year and again then nullified subject to satisfactory behaviour.

Final Written Warning

Failure to improve or to respond to the previous warning, or a first instance of serious misconduct, will result in a further disciplinary hearing and the issue of a final warning. This will give details of the complaint, details of any probationary period and notification that termination of membership may result if the terms of the warning are not complied with.

Termination of Membership.

Failure to comply with the final written warning will normally lead to a further hearing and termination of membership with appropriate notice.

Gross misconduct

Offences under this heading are usually so serious that the club member will be dismissed following a hearing. Ballymena Road Club reserves the right to terminate membership without notice. The club member is entitled to receive a letter giving notice of the hearing, be accompanied by another club member, and to be allowed to state their case.

Appeals

A club member may appeal against a disciplinary decision to Appeals Panel made up of former cyclists, within one week of any decision being given to the club member. The decision of The Appeals Panel will be final.