



Grievance and Disciplinary Policy

Section 30 of Knutsford Runners Constitution sets out the club's approach to Complaints and Disputes and should be referred to for all grievance and disciplinary matters.

Complaints and Disputes Process

1. The complaint or alleged misconduct must be presented in writing to the Secretary (and where the matter relates to the Secretary, the complaint must be submitted to the Welfare Officer).
2. Unless exceptional circumstances apply, the Secretary will hear complaints within fourteen days of receiving a complaint.
3. If the complaint is sufficiently evidenced, the Secretary will appoint 3 (three) Club Members (who have no direct or indirect interest/involvement in the matter) to sit on a disciplinary panel.
4. Subject to rule 32.1 of the Constitution below, a decision of the disciplinary panel shall be final and conclusive.
5. Any appeals must be received by the Secretary within 7 (seven) days of receiving the written decision and, if appropriate, the appeals process will be followed.