



DISCIPLINARY POLICY

Conduct of Members, Disciplinary and Appeals

- All Members, Umpires and Coaches are expected to behave in a way that upholds the reputation of Lancaster & District Hockey Club (LDHC). Any Member who acts in a way that brings the Club into disrepute may have their Membership suspended or terminated by the Management Committee.
 - In the first instance of ill conduct (excluding acts of gross misconduct) a Member will receive a verbal warning that will be recorded in their Membership file.
 - In the second instance of ill conduct (excluding acts of gross misconduct) a Member will receive a written warning that will be recorded in their Membership file.
 - In the third instance of ill conduct (excluding acts of gross misconduct) a Member will have their Membership reviewed by the Management Committee with a view to suspending or terminating it.
 - In the instance of gross misconduct a Member will have their Membership reviewed by the Management Committee with a view to suspending or terminating it.
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- Disciplinary issues and subsequent sanctions are coordinated by the Club Captain following discussion and agreement at the Management Committee.
 - Members are entitled to appeal against any decisions made. Appeals must be made in writing stating fully the reasons for the appeal to the Club Secretary who will convene an appeal meeting with three impartial Members of the Committee. The Club Secretary must reply to the Member with an outcome within TEN working days.
 - If the Member is still unsatisfied with the outcome of the appeal, they may instigate stage two, this must be done in writing to the Club Secretary who will inform the Club Chair. The Club Chair will investigate as deemed appropriate and make an outcome within TEN working days from receipt of the appeal. The decision of the Club Chair is final.
 - If the disciplinary issue concerns the Club Chair, the Club Captain will investigate.