

# **Brackley and District Running Club**

## Disciplinary Policy

In the first instance, members of the Club's Committee will aim to resolve any minor concerns about the conduct of Club members raised by members of the public or other members informally. Where this is not possible, or the complaint is of a serious nature, the matter will be handled under this Policy.

- (a) All complaints regarding the behaviour of members or the general running of the Club should be submitted in writing to the Secretary, or in their absence, the Chair of the Club Committee.
- (b) The Club has the power to take disciplinary action even if a complaint has not been raised. An example of circumstances where this may happen is where the Committee has identified the victimization, bullying or discrimination against a member including by email or social media, but the member has not raised a complaint.
- (c) The Club Committee, or subgroup thereof, should meet to hear the complaint within 14 days of the complaint being lodged, making reasonable allowances in order for those concerned to be able to attend. However, if necessary the hearing may go ahead without all concerned parties present.
- (d) Members of the Committee will treat the matter in strictest confidence.
- (e) The Committee has the power to take the following disciplinary action: a verbal warning from the Chairman, a written warning from the Committee, termination of membership of the Club.
- (f) The outcome of the disciplinary hearing should be notified in writing to the person(s) who lodged the complaint and the member(s) against whom the complaint was made within seven days of the hearing.
- (g) The decision of the Committee will be final and there will be no right of appeal.

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