

# LOUGHREA RFC

## DISCIPLINARY APPEALS PROCEDURE



**LOUGHREA RFC** aims to offer the highest standards of service to its players, members, supporters and those it serves. It is committed to the continuous improvement of these standards and services. Feedback and constructive criticism is welcomed at all times by phone, e-mail, letter, or on a one-to-one basis. Please be aware that the club is run entirely by volunteers and any disciplinary procedure should reflect the context in which the club is organised.

### **DISCIPLINARY APPEALS PROCEDURE**

The player(s) and/or Member(s) shall have the right to appeal to the President of the Club or to the President's nominee for a review of the findings of the Disciplinary Hearing and of the penalty or penalties imposed. Notice of Appeal should be submitted in writing to the Honorary Secretary within seven days of receipt of the Disciplinary Committee's decision. If Notice of Appeal is given the penalty shall not take effect pending the hearing of the Appeal, which shall take place as soon as is practicable.

The Appeal shall be by way of re-hearing before a different Committee. The composition of the Appeals Committee shall be at the discretion of the Club President and shall consist of not less than three persons, none of whom shall be connected with the player(s) and/or members(s) at the time of the alleged breach.

The player(s) and/or member(s) shall have the same rights of attendance and representation, and to call witnesses as they had before the Disciplinary Committee.

The Appeals Committee may confirm, vary or reverse the decision of the Disciplinary Committee and it shall have the power to increase the penalty and award costs of the Appeal hearing. Decisions of the Appeal Committee shall be by majority vote; where necessary, the Appeals Committee Chairman shall have a casting vote.

The player(s) and/or member(s) will be notified by the Honorary Secretary in writing of the decision and any penalties, if any, imposed by the Appeals Committee within seven days of the Appeals decision having been made.

The decision of the Appeals Committee or, if no appeal, of the Disciplinary Committee, in all cases shall be final and binding.

### **NOTES:**

- Loughrea RFC cannot internally investigate or sanction any disciplinary actions in the event of an allegation of child abuse against any minor. This is the sole remit of the named Club Welfare Officer, Carolyn Moore. In the event of an allegation the Club Welfare Officer will be immediately notified by the person of first contact regardless of their position within the club. The protection of children is every member of the club's explicit obligation.
- Any player under 18 years of age being investigated and called before a disciplinary committee must be represented by both their parent (or guardian) and the Club Welfare Officer.
- Where an Age Grade Player(s) and/or an Age Grade Member(s) is being investigated and called before a disciplinary hearing, the hearing will be conducted as per the adopted IRFU Safeguarding Disciplinary Process.
- The Club Secretary is responsible for informing the I.R.F.U. of the outcome of any proceedings
- Loughrea RFC does not discriminate against anybody on the grounds of gender, civil status, family status, age, disability, race, sexual orientation or religious belief.