

## 1. Introduction

**1.1 Purpose** The Disciplinary Code Policy of Bexley Tigers Basketball Club establishes a framework to promote fair, consistent, and transparent handling of complaints, misconduct, and disputes. This policy ensures that all members, including players, coaches, staff, and spectators, are held accountable for their actions, fostering a respectful, safe, and inclusive environment within the club.

**1.2 Scope** This policy applies to all members, participants, and stakeholders of Bexley Tigers Basketball Club, including but not limited to:

- Players (juniors and seniors).
- Coaches, referees, and officials.
- Volunteers, staff, and administrators.
- Spectators and parents/guardians of players.

The policy encompasses:

- On-court and off-court behavior during club activities.
- Interactions between club members.
- Safeguarding concerns involving children or vulnerable adults.
- Any conduct that reflects upon the reputation or integrity of the club.

**1.3 Principles** The following principles underpin this policy:

- **Fairness and Transparency:** Ensuring disciplinary processes are impartial and clearly communicated.
- **Proportionality:** Sanctions are appropriate to the severity of the breach.
- **Accountability:** Encouraging responsibility for actions and adherence to club values.
- **Confidentiality:** Protecting the privacy of all individuals involved.

1.4 **Key Contacts** For specific matters, members should direct concerns to the relevant email address:

- Complaints: **complaint@bexleytigers.co.uk**
- Welfare and Safeguarding: **welfare@bexleytigers.co.uk**
- General Inquiries: **contact@bexleytigers.co.uk**

1.5 **Oversight** The Chair of Bexley Tigers Basketball Club, Sten Mayunga, serves as the Club Welfare Officer and has primary responsibility for ensuring adherence to this policy. A designated Disciplinary Committee may be convened for specific cases requiring further investigation or adjudication.

## 2. Code of Conduct

2.1 **General Expectations** All members of Bexley Tigers Basketball Club are expected to uphold the values of respect, integrity, and sportsmanship. Members must:

- Treat others with respect, regardless of age, gender, race, religion, or ability.
- Adhere to the rules and regulations of the game and the club.
- Promote a positive and inclusive environment within the club.
- Act as role models for others, especially for younger participants.

2.2 **Prohibited Conduct** The following behaviors are strictly prohibited and will result in disciplinary action:

- Physical or verbal abuse, bullying, or harassment.
- Discrimination or any form of hate speech.
- Unsportsmanlike behavior during games or practices.
- Damage to club property or facilities.
- Breach of safeguarding policies, especially concerning children or vulnerable adults.

- Misuse of social media to harass, intimidate, or bring the club into disrepute.

**2.3 Responsibilities of Coaches and Officials** Coaches and officials are expected to:

- Set a positive example in their conduct and behavior.
- Ensure the safety and welfare of players under their supervision.
- Maintain fairness and impartiality in their decisions.
- Communicate effectively and respectfully with players, parents, and other officials.

**2.4 Parent and Spectator Conduct** Parents and spectators must:

- Support players and teams positively, avoiding criticism or negative comments.
- Respect the decisions of referees and officials.
- Refrain from disruptive or inappropriate behavior during games or practices.
- Report any concerns to the appropriate club officials through proper channels.

### **3. Categories of Misconduct**

**3.1 Minor Infractions** Minor infractions include but are not limited to:

- Lateness to practices or games without valid reason.
- Disrespectful language or behavior that does not escalate to abuse.
- Failure to adhere to club guidelines (e.g., dress code or equipment use).
- Minor breaches of game rules resulting in unnecessary disruptions.

**Sanctions for Minor Infractions:**

- Verbal or written warning.
- Temporary suspension from training sessions or games.

- Requirement to issue an apology.

**3.2 Major Infractions** Major infractions include but are not limited to:

- Physical violence or threats of violence.
- Persistent unsportsmanlike conduct.
- Discriminatory language or actions, including hate speech.
- Intentional damage to club property or facilities.
- Repeated breaches of club policies or Code of Conduct.
- Failure to comply with safeguarding responsibilities.

**Sanctions for Major Infractions:**

- Formal written warning.
- Suspension from club activities for a specified period.
- Referral to the Disciplinary Committee for further action.

**3.3 Gross Misconduct** Gross misconduct includes but is not limited to:

- Criminal behavior, including theft or assault.
- Serious breaches of safeguarding policies.
- Actions that bring the club into severe disrepute.
- Harassment or abuse of any kind towards players, staff, or spectators.

**Sanctions for Gross Misconduct:**

- Immediate suspension pending investigation.
- Expulsion from the club.
- Referral to law enforcement or relevant authorities if applicable.

## **4. Reporting and Investigation Process**

**4.1 Reporting Misconduct** Members are encouraged to report any instances of misconduct or breaches of the Code of Conduct promptly. Reports can be submitted through the following channels:

- **Complaints:** Send an email to **complaint@bexleytigers.co.uk**.
- **Safeguarding Concerns:** Contact **welfare@bexleytigers.co.uk**.
- **General Inquiries:** Use **contact@bexleytigers.co.uk** for non-urgent issues.

#### **4.2 Investigation Process**

- **Acknowledgment:** All complaints will be acknowledged within five working days of receipt.
- **Preliminary Review:** The Chair or designated Club Welfare Officer will conduct an initial review to determine the validity and severity of the complaint.
- **Full Investigation:** If necessary, a thorough investigation will be conducted, including interviews with involved parties and witnesses.
- **Confidentiality:** All investigations will be handled with discretion to protect the privacy of all individuals involved.

#### **4.3 Outcomes of Investigations**

- If the complaint is substantiated, appropriate disciplinary action will be taken based on the severity of the misconduct.
- If the complaint is unsubstantiated, the complainant will be informed, and no further action will be taken unless new evidence arises.
- In cases of safeguarding concerns, external authorities may be contacted if required.

**4.4 Appeals Process** Individuals subject to disciplinary action have the right to appeal decisions. Appeals must be submitted in writing within 14 days of the decision, clearly outlining the grounds for the appeal. Appeals will be reviewed by an independent panel, and their decision will be final.

## **5. Sanctions and Enforcement**

**5.1 Types of Sanctions** Sanctions may include, but are not limited to:

- Verbal or written warnings.
- Temporary or permanent suspension from club activities.
- Mandatory training or educational sessions.
- Expulsion from the club.
- Referral to external authorities for legal or safeguarding issues.

**5.2 Factors Influencing Sanctions** The severity of sanctions will depend on factors such as:

- The nature and seriousness of the misconduct.
- The individual's previous disciplinary history.
- The impact of the behavior on others and the club's reputation.
- Any mitigating or aggravating circumstances.

**5.3 Enforcement** Sanctions will be enforced promptly, and individuals will be informed of their rights and obligations during the enforcement period. Failure to comply with imposed sanctions may result in further disciplinary action.

## **6. Safeguarding Procedures**

**6.1 Special Considerations** Cases involving children or vulnerable adults will be handled with the utmost care and sensitivity. The welfare of the individual will always be the primary concern.

**6.2 Confidentiality** Details of safeguarding cases will be shared only with relevant parties on a need-to-know basis, ensuring compliance with data protection laws.

**6.3 Referral to Authorities** In cases where criminal behavior or severe safeguarding concerns are identified, the matter will be referred to the appropriate external authorities, such as social services or the police.