



## MILLWALL RUGBY FOOTBALL CLUB

### DISCIPLINARY POLICY

#### INTRODUCTION

This document forms the basis for the Code of Conduct within the Club and the implementation of Disciplinary Procedures in accordance with RFU Guidelines and Sanctions. All members of the Club are expected at all times to maintain the appropriate standards of behaviour as detailed in the Club's Code of Conduct. Failure to do so will mean that you could be brought before the Club's Disciplinary Panel, who will have, and be expected to deal with, any incidents as deemed necessary. This will include members at all levels, including the Mini & Youth section. This is a requirement of all clubs in membership with the RFU and is to the benefit of everyone.

#### DISCIPLINARY PANEL

This will consist of either, the Club Chairman, Secretary, Club Captain, Team or Manager, Players' Representative and Mini/Youth Representative. Any Club Member facing any disciplinary matter is entitled to be represented by any person of their choice. A quorum enabling the panel to convene will be a minimum of three (3) of the above named persons.

#### TERMS OF REFERENCE

The Panel have been invested with the power to verbally caution, give written warnings, suspend or expel members from playing, training or club membership. Of course, this is not an exclusive or exhaustive list, but the Panel have full authority to take such action, as they deem necessary, having heard and studied all evidence provided, including any defence to any allegation.

- Incidents occurring on the field of play reported through the RFU process (such as red cards)
- Incidents that have occurred where Club Members have been in breach of the Club's Codes of Conduct, the Club's Equity Policy or the Club's Child Safeguarding policy
- Any other matters referred to it by the General Committee of the Club

#### CODE OF CONDUCT

The stated aim of the Club is the promotion of, and development and participation in the game of Rugby Football.

Players, spectators and all members of the Club are effectively representatives of the Club and the game, and are expected to show respect and act accordingly.

The Club will not tolerate under any circumstances:

- Any incidents of 'foul' play, ie. any offence in serious breach of the Laws of the Game. This will be dealt with by the Panel irrespective of any action taken by the match day official.
- Any unruly behaviour, either verbally or physically, in the clubhouse.
- Any verbal or physical abuse of any of participants, spectators or officials etc. Either prior to, during, or after the game. This includes such from the touchline.
- All members are requested to be aware of the need to temper their activities in the Clubhouse - particularly in respect of children, family, visitors, and indeed anyone using the Club facilities.
- Members are asked to respect the personal space of any visitor to the Club.



# **Millwall rugby club**

Any incident reported to the Committee or Disciplinary Panel must be addressed as soon as possible and certainly within 14 days of the alleged incident. This is to comply with the laws, including the Human Rights Act.

Any member/s involved in the alleged incident will be invited and expected to attend any Disciplinary hearing, and have the opportunity to respond to any of the allegations made.

Where a case is found proven the Panel will decide upon any action to be taken and the person involved will be informed in writing of the Panel's decision. This Code of Conduct must be adhered to.

The Panel will be the arbiters of evidence heard, mitigating circumstances and sanctions to be applied.

The Panel's decision will be recorded and summarised in a memorandum of the disciplinary hearing.

Any sanction applied may be appealed to the Full Committee for review.

## **CLUB RULES**

A copy of the club rules are held at the clubhouse and if any member requires a copy please contact the Secretary.

## **Code of Conduct in Clubhouse**

### **1. PRINCIPLES**

- 1.1 Good behaviour is expected from all members and their visitors at all times whether in the clubhouse or elsewhere.
- 1.2 Members are responsible for the conduct of their visitors.
- 1.3 Members must not act in a manner which would bring the club into disrepute.
- 1.4 The welfare, safety and protection of children is paramount.

### **2. GUIDANCE**

- 2.1 Children must always be properly supervised.
- 2.2 Loud or unruly conduct is not permitted.
- 2.3 Foul or abusive language is not permitted.
- 2.4 Sectarian, racist or sexist behaviour is not permitted.
- 2.5 The use or threat of violence is not permitted.
- 2.6 Damage to property is not permitted.
- 2.7 Leaving litter is not permitted.
- 2.8 No machinery or equipment may be interfered with.
- 2.9 No property belonging to the Club may be removed without the permission of the Clubhouse Management or Club Secretary.
- 2.10 Sports bags and the like should be stored on the shelving unit provided.
- 2.11 Members and visitors are encouraged to appropriate dress in the bar areas.
- 2.12 No material may be affixed to a wall without the permission of the Clubhouse Management or Club Secretary.

### **3. MILLWALL RUGBY CLUB**

- 3.1 Members and their visitors must act in accordance with the licensing rules which apply to the Millwall Rugby Club.
- 3.2 Members must sign in any visitors in the visitor's book.
- 3.3 Visitors may attend the club on a maximum of twenty occasions in any 12 months.