



Newry Rugby Football Club Ltd

Disciplinary Procedure

The purpose of the disciplinary procedure is to ensure the fair and equitable handling of matters which cannot be resolved in the normal day to day functioning of the club. Such events are very rare though nevertheless a procedure to deal with such matters should be in place.

1. A disciplinary committee will be convened by the Chairperson (or President if the Committee feels the Chairperson is an inappropriate person to do so)
2. This committee can only be convened to consider matters referred to it by the Grievance Committee
3. The Disciplinary Committee will consist of no more than three members and outside of the Club Chairperson will not contain any member of the Grievance committee who dealt with the matter in hand.
4. The person/persons whose conduct is being reviewed will be notified in writing. Such notification will contain a statement of the matter in question and set a date and venue for the hearing. Such a hearing will be within a window of five to fifteen days of the notification being sent.
5. The person/persons involved can if they wish be accompanied by a club member of their choice.
6. The Disciplinary committee will meet with the person/persons involved and discuss the findings of the grievance committee.
7. The Disciplinary committee will give consideration to these discussions and will in turn write , within five days of the hearing , to the person/persons involved with a decision on the outcome.
8. Such an outcome may vary from an informal counselling to expulsion from the club.
9. Appeals to the decisions of the Disciplinary committee can be made by the person/persons involved in writing within five days to the Club President. (or a stated deputy) . The decision by the President (or stated deputy) will be final.