



## The Old Bangkok Bangers Rugby Club

### DISCIPLINARY CODE

The Old Bangkok Bangers Rugby Club (“Club”) expects members to treat other members with respect and courtesy and also not to disrespect the Club or bring the Club into disrepute. In the event of behaviour falling outside of these guidelines, the Club reserves the right to take disciplinary action.

### COMPLAINTS PROCESS

Any member who is directly affected by the actions of another member may register a complaint about another member to the Club Committee in writing by sending an email to the Old Bangkok Bangers Club email account - attention “The Committee”. Public forums such as Whatsapp are not to be used for this process. Additionally the Club Committee may collectively decide to raise a complaint against a member. Third parties to an affray, other than the Committee, may only complain at level 4.

Complaints shall be categorised in one of four levels: 1) Actual physical violence 2) Threatened physical violence 3) Verbal or Written abuse

4) Inconsiderate behaviour disturbing other members Sexual assault or intimidation will be categorized as the Committee thinks appropriate.

Any complaint that cannot be resolved informally, all be it with or without warning, shall follow the process below:

The Committee will investigate, discuss and record the complaint and request written statements as appropriate.

The decision of the Committee is by simple majority with the Chairman’s vote counting twice where there is a split decision.



If the complaint involves the Committee or Committee member the complaint may be referred to an independent panel as the Chairman decides, otherwise the complaint will be heard by the Committee as a whole.

If the facts are unclear or inconclusive there may be a warning even though it is inconclusive depending on the Committee's decision. Repeated warnings will be considered as an escalation of the discipline.

(i) For upheld complaints at level 1 that is both physical and vindictive the member will be asked to resign or be expelled from the Club. The behavior has no place in a Club and will not be tolerated. Self defence or provocation, depending on the circumstances, may or may not lead to expulsion but a ban from the Club will be imposed of up to 6 months.

(ii) For any complaint designated at level 2 the member will be banned from the Club for up to 6 months and will be yellow carded. A repeat yellow card will lead to further bans or expulsion from the Club at the Committee's decision. (iii) Complaints categorized at levels 3 and 4 will receive yellow cards, an accumulation of which (even if just 2) may lead to a temporary ban from the Club.

The Committee or Committee representatives will make their decision known to the member in writing by email. If the member wishes to submit a comment or appeal, the member has one week from the date of the email containing the decision to submit an appeal in writing by sending an email to the Old Bangkok Bangers Club email account.

A ban or expulsion from the Club will be noted to the membership through the website or email.