**Disciplinary and Grievance Procedures**

The codes of conduct set out the standards of behaviour expected from everyone associated with the Club.

All complaints about anyone falling below these standards should be made to any committee member, all such complaints will be investigated and if a breach of behaviour is found to have occurred there is a process of verbal and written warnings

1. A verbal warning to the individual(s) involved
2. A written warning to the individual(s) involved
3. If there is no improvement in the behaviour then the committee has the authority of terminating or not renewing membership and the individual is barred from training or competing for the Club.

Depending upon the circumstances and the age of the individual involved the parent or guardian may be required to attend training at any of these stages. Failure to attend may result in the athlete being excluded until the parent/guardian is able to attend.

The outcome of a disciplinary hearing should be notified in writing to the person who lodged the complaint and the member against whom the complaint was, within 7 days of the hearing.

There will be the right of appeal to the Management Committee following disciplinary action being announced. The committee should consider the appeal within 15 days of the Secretary receiving the appeal.

If there is no agreement between the Club and the individual then the EA Grievance Procedures can be invoked.