

# FYLDE HOCKEY CLUB



## Fylde Hockey - dealing with breaches of our Code of Ethics and Behaviour

### **The code**

Fylde Hockey Club has adopted the England Hockey RESPECT Code of Ethics and Behaviour. This code can be downloaded from the England Hockey Website

### **Scope**

This document details the procedures that will take place

- when a complaint is made that the code has been breached
- when disciplinary cards are issued during a game
- when a Match-day Misconduct Offence (MMO) is reported

### **Raising a Complaint**

Note that a complaint can be raised by anyone; this is not restricted to members of the club.

A complaint may be made about anyone associated with Fylde Hockey Club

(e.g. it could be made about supporters as well as club members).

A complaint should be raised with any member of the Fylde Hockey Club Management Committee.

The matter should then be referred by that committee member as soon as possible to both the Club Disciplinary Officer (DO) and to the relevant Club Captain (Ladies or Men's).

### **Disciplinary Cards and Match-Day Misconduct Offences**

Team captains must report the issue of **all** disciplinary cards and MMOs to their relevant Club Captain, who will then pass the information to the DO.

The DO will record all disciplinary cards and MMO reports. For Green and Yellow disciplinary cards, the DO and Club Captain will discuss whether there is any need for further action, taking into account that both players and the club can be penalised for accruing too many yellow cards. Red cards, and MMOs will always require a formal investigation by the DO.

### **Investigation**

The DO will lead an investigation team normally comprising the DO, the relevant Club Captain, and one other member of the Club Management Committee. The DO will inform the person(s) about whom the complaint has been made, disciplinary card issued, or MMO reported, and will request a formal statement. The DO will also request a formal statement from the complainant, or in the event of a disciplinary card or MMO, from the Team captain and/or Umpire. The investigation team will decide whether there is a need for a formal hearing, or whether the relevant information can be collected by email and dealt with informally. The person(s) under investigation always has the right to insist on a formal hearing. If a formal hearing is conducted, the person(s) under investigation is entitled to bring along someone to represent them or support their case.

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## **Disciplinary Action**

Following a formal hearing or informal investigation, the investigation team will recommend what, if any, action should be taken. This could involve temporary or permanent suspension from club activities, or a warning. The DO will advise all the Club Management Committee of the proposed action. Subject to agreement by the Committee (this can be done by email, with a simple majority required), the proposed action will be notified by the Club Captain to the person concerned.

## **Right of Appeal**

The person(s) against whom disciplinary actions are recommended will always have the right of appeal. If no appeal is made, the proposed action will be implemented. In the event of a complaint, the complainant will be informed of the outcome.

If an appeal is made, a second independent team drawn from the Club Management Committee will conduct a formal hearing to review the case.

## **Recording of Results**

The result of all formal hearings, informal investigations, and appeals will be recorded by the DO.

The Club Management Committee will review all investigations and their outcomes at their regular meetings.

## **Notes:**

It is important that such matters are dealt with in a timely manner - ideally within a week of their occurrence. However, since suspensions by the County Disciplinary Officer (CDO) as a result of an accumulation of Yellow cards, or of Red Cards and MMOs are the mandatory minimum and can only be increased at the Club's discretion, it may be necessary to await the outcome from the CDO before conducting the club's own investigation.

A person under investigation as a result of a complaint, disciplinary card, or MMO cannot be part of the investigation team.