



## CODE OF DISCIPLINE

### Conduct of Members and Disciplinary

- All Member are expected to behave in a way that upholds the reputation of Titans Hockey Club. Any Member who acts in a way that brings the Club into disrepute may have their Membership suspended or terminated by the Management Committee.
- In the first instance of ill conduct (excluding acts of gross misconduct), a Member will receive a verbal warning by a Committee Member that will be recorded in the membership file.
- In the second instance of ill conduct (excluding acts of gross misconduct), a Member will receive a written warning by the Management Committee that will be recorded in the membership file.
- In the third instance of ill conduct (excluding acts of gross misconduct), a Member will receive a written invitation by the Club Secretary, to attend a hearing with the Management Committee granting the opportunity to provide details and reasons leading to such recurring behaviour (date and time to be mutually agreed). Members under the age of 18 will be required to attend with a parent/guardian. Outcome could potentially lead to the suspension or termination of his/her membership.
- The Management Committee will discuss and investigate as deemed appropriate and may call upon any person(s) whom it deems fit to give evidence, should the interest of fairness require them to do so.
- If the disciplinary issue constitutes a conflict of interest to any member(s) of the Management Committee, the Committee Member(s) will abstain from the decision making process and may be substituted with an impartial member of the General Committee.
- The Club Secretary must reply to the member with an outcome within ten working days from the hearing.
- The decision of the Management Committee is final.

*"Acts of Gross misconduct" may lead to immediate membership termination based on the severity of the offense. It refers to unacceptable behavior by a club member who brings the club to disrepute by actions of a criminal nature, or actions which seriously contravene the Club's Equity Policy and/or the relevant Codes of Conduct.*