

Disciplinary Process to decide on pathway of action

The purpose of this process is to bridge the gap between low-level offences, which can be dealt with independently by the relevant Captain and Senior Players, and the initiation of the club's formal disciplinary procedures. In addition, it would be helpful to document a formal process to allow for the discussion of behaviour that takes place away from the club and/or is being dealt with by authorities external to the club. By necessity these discussions will be *ad hoc*, but the intention is to provide the Captains with a clear pathway and adequate support when assessing them.

1. In addition to our normal player induction to club values and expectations, players are to be informed at the beginning of each academic year that the club reserves the right to exclude any individual found to be in breach of those agreed standards of behaviour.
2. If any member of the club is uncomfortable with the behaviour of another individual or is aware of actions in breach of the club's code of conduct, that individual should alert the Captains (or their own Captain solely, if they prefer). In addition, any member can also contact the Director of Rugby or Co-Chair directly if they prefer.
3. The Captains should arrange to discuss the issue as early as possible with all relevant facts in order to ascertain an agreed next step. This may include an 'internal punishment' (e.g., extra fitness for a very low-level offence), a more formal conversation (see point 5) to assess the situation, or the initiation of the club's formal disciplinary procedures as documented elsewhere.
4. If the Captains are not in agreement about the next step, then either Captain may ask for the formal conversation (see point 5), either by contacting the Director of Rugby or one of the Co-Chairs.
5. In the case of the formal conversation, this meeting would involve both Captains, the Director of Rugby and two members of the Executive Committee (at least of one which should be a Co-Chair). A report would be made to relevant parties (as appropriate) upon conclusion of the necessary discussion(s).
6. The purpose of this conversation is to agree a next step, which may involve seeking further information, the initiation of the club's formal disciplinary procedures and/or the involvement of the appropriate University authorities as required.