**Disciplinary Rules and Procedure**

The following rules inform the Fusion Health and Wellbeing policy and procedures and are read in conjunction with the Code of Conduct.

The Disciplinary Committee is made up of 3 members chosen by the Chairman of Fusion Health & Well Being, none of whom are directly related to the incident/s being considered.

Failure to attend a disciplinary meeting will result in the matter being considered and action being taken as appropriate.

1. **Complaints**

Any complaints relating to the behavior of Fusion Staff, members, coaches, volunteers, parents/guardians relating to Fusion Health and Wellbeing activities which may bring the organisation into disrepute need to be submitted in writing to Fusion Health & Well Being secretary for the consideration of the Disciplinary Committee or Core trustee’s dependent on the nature of the complaint.

1. **Coach / Volunteer Offences**

**Cautions / Complaints**

The Coach/Volunteer will be invited to attend a disciplinary meeting to explain his/her action and if appropriate will be reminded of the Fusion Health and Wellbeing Code of conduct. If the Coach/Volunteer has committed an offence of a serious nature, they will automatically be suspended by Fusion Health and Wellbeing pending investigations prior to meeting with the disciplinary committee. The disciplinary committee will consider the evidence and make a submission to the Core Committee for consideration, the outcome of which will be communicated in writing to the Coach/Volunteer.

Where the incident is reported to England Boxing, the disciplinary committee will uphold the recommendations of England Boxing following any appeals and may through the Core Committee impose further sanctions dependent on the nature of the incident.

1. **Organisation Members / Parents/Guardians**

Members/Parents/Guardians are also subject to the Fusion Health and Wellbeing Code of Conduct. Each complaint or incident that is brought to the attention of Fusion Health and Wellbeing will be considered at a disciplinary meeting.

The outcome will be dependent on the nature of the offence. Where it is believed the offence is of a serious nature the disciplinary committee will make recommendations to the Core Committee for approval. The outcome will be sent to the organisation Members/Parents/Guardians formally in writing.

1. **Appeals**

All appeals against decisions by the Disciplinary Committee or the Core Committee must be submitted within 14 days to the Club Chairman of the decision being communicated.

The appeals will be heard by 3 members of the Core Committee.

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