

County Durham Sport

Codes of Behaviour – Sanction Guidance

The “Codes of Behaviour – Sanction Guidance” outlines the considerations your organisation should address when developing sanctions to be implemented in the result of a breach of your organisations “Codes of Behaviour” by any individual involved in any sporting activity delivered by your organisation.

The “Codes of Behaviour – Sanction Guidance” has been produced for organisations/clubs who are encouraged to adapt the relevant information for their use in the absence of any other disciplinary processes.

The “Codes of Behaviour – Sanction Guidance” should be used in conjunction with the “Codes of Behaviour Guidance” document.

Questions to be considered when developing your organisations sanctions:

- Q)** Does your organisation have existing, established disciplinary procedures in place and if so, do they relate to your Codes of Behaviour?
- Q)** What does your organisation consider to be unacceptable behaviour in relation to your Codes of Behaviour and how is this interpreted within your organisation?
- Q)** Do your sanctions relate to those of the National Governing Body of Sport (if relevant)?
- Q)** Is your definition of unacceptable behaviour uniform for all activities your organisation delivers or do different “types” of activity have different thresholds for unacceptable behaviour? (ie. activity delivered in different geographic/economic areas)
- Q)** What specific sanctions would you consider for a breach in the Codes of Behaviour? eg:
 - Verbal Warning
 - Written Warning
 - Removal from Activity
 - Time Related Ban
 - Total Ban

And who decides the relevant sanction in relation to specific breaches of the Codes of Behaviour?

- Q)** Are some breaches of the Codes of Behaviour more serious than others and who in your organisation decides this?
- Q)** Who in your organisation is responsible for deciding / can make the decision / that an individual’s behaviour has breached your organisations Codes of Behaviour?
- Q)** Do you have a reporting process for a breach in the Codes of Behaviour and are all your staff aware of it?

- Q)** Is any action you take against an individual who has breached the Codes of Behaviour non violent and does it involve the humiliation of children, young people and/or vulnerable adults?
- Q)** Do your staff / personnel require training to implement the sanctions process your organisation has put in place?
- Q)** Do you have an appeals process in place for an individual who considers their treatment by the organisation to be unfair and who decides the outcome of any appeal?