



## **CODE OF CONDUCT**

### **1. THE CODE**

This Code of Conduct relates to all events, be they competitive or friendly, held under the auspices of the NIBA.

The conduct of players, officials and members has over the years been exemplary. Those who respect and uphold the best traditions of the sport need have no fear of the introduction of a Code of Conduct but should welcome it. It is hoped by its very introduction it will prevent its application.

### **2.1 GENERAL CONDUCT**

All players, officials and members must take responsibility in ensuring they are up to date with the rules, understand and adhere to them.

All players, officials and members must respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, cultural background, religious beliefs or sexual identity.

All players, officials and members must respect officials and publicly accept their decisions.

All players, officials and members should be a positive role model; they should treat other players and officials with the same level of respect they would expect to be shown to themselves.

All players, officials and members should use correct and proper language at all times.

All players, officials and members must wear appropriate clothing and footwear on the green, as per the competition or club rules.

Bullying of any kind physical or mental (including the use of social media) will not be tolerated.

Any players, officials or member, who by their standard of behaviour during any competition or match is liable to bring the game into disrepute, may be subject to disciplinary action by the Association.

Any player or official, who in the opinion of the official or umpire in charge at an event subjects their opponent(s) or any other person to any physical or verbal abuse, will be warned by the official or umpire in charge and may be liable to disciplinary action by the Association.

No player or official shall cause wilful damage to any equipment whatsoever during the course of a game.



All players and officials must conduct themselves in an acceptable manner when not playing on the green.

Any specific instructions issued for an event will be deemed to come within the scope of this Code of Conduct. If any instructions are ignored the player or official may be subject to disciplinary action by the Association.

## **2.2 MATTERS AFFECTING PERFORMANCE**

If any player or official, in the opinion of the official or umpire in charge, is considered to be unfit to play or officiate in a game at any time due to the effects of drugs or alcohol, they will be ordered to leave the green and will be subject to disciplinary action by the Association.

Prior to participating in any competitive event, any competitors taking medication should consult the EIBA Anti-Doping Guidance notes to check that their medication is not prohibited. The EIBA Guidance notes are held to apply also to NIBA competitions.

Critical or derogatory statements about the Association's affairs, venues for events, sponsors, Clubs or individual members of the association, or the like should be made through the appropriate channels of the Association and not through the Press or Social Media.

### **Definitions of Misconduct**

For the purposes of this Code, the definition of 'misconduct' shall include, but shall not be restricted to; the items listed in 2.1 and 2.2 above

An allegation of misconduct against an Individual or Club may be made by any affiliated member of the Northamptonshire Indoor Bowling Association.

All such allegations must be made in writing to either the Secretary or President.

All allegations received will be dealt with accordance with Appendix 1 of this Code.



## **CODE OF CONDUCT Appendix 1**

### **Procedure following an allegation of misconduct**

Any person wishing to make a complaint of misconduct by a member or club must do so in writing within 7 days of the incident to the Secretary or President of the NIBA.

If after preliminary investigation the President and Secretary considers that a prima facie case of misconduct exists the, following procedure must be followed: -

Within 14 days of receiving the allegation, the Secretary will convene a Disciplinary Committee consisting of three members from the President, Senior Vice President, Junior Vice President, Immediate Past President, Treasurer and Secretary who shall be the convenor. If any matter coming before the committee involves a dispute between two or more affiliated clubs and any of the designated officers are members of the clubs in dispute, then those officers will be ineligible to serve and will be replaced by other members of the executive committee as appropriate whilst that issue is under consideration.

Other personnel may be invited at the Committee's discretion to give specialist advice.

- a) The accused member/members involved must be advised, in writing, of the complaint and that the complaint has been referred to the Disciplinary Committee for a Disciplinary Hearing.
- b) The date of a Disciplinary Hearing shall, where possible, be agreed with the accused member/members involved. The hearing shall be held within twenty eight days of the date of notification to the accused member/members of the complaint, or as soon as practical thereafter. In any event the Disciplinary Hearing must be held within 40 days of the date of notification of the complaint to the accused member/members notwithstanding failure to agree such date with the accused member/members.
- c) In the event of failure to agree on such date the decision of the Secretary as to the date of the Disciplinary Hearing shall be final.
- d) If after receipt of a complaint, the Secretary is or becomes aware of the member being charged with a criminal offence which does not reach a conclusion within the 40 day period referred to above any Disciplinary Hearing shall take place within 28 days of the date of the verdict hearing or the charges being withdrawn.
- e) The accused member/members must be given the right to be heard and to be accompanied by an advisor who may be a friend or other representative, who may be a solicitor.
- f) The Chairman of the Disciplinary Committee or nominee, on behalf of the Disciplinary Committee, may call for written witness statements in support of the complaint and in



support of the accused member/members to be received by the Disciplinary Committee and sent to all the other parties at least 14 days in advance of the Disciplinary Hearing.

- g) The Chairman of the Disciplinary Committee or nominee, on behalf of the Disciplinary Committee, or the accused member/members may call witnesses in support of the complaint or in support of the accused member/members. Names of witnesses must be received by the Disciplinary Committee and sent to all the other parties at least 14 days in advance of the Disciplinary Hearing.
- h) The order of proceedings shall be at the discretion of the Disciplinary Committee, but will normally take the form of the person making the complaint making a statement, presenting evidence and witnesses, followed by the accused member doing the same. Members of the Disciplinary Committee may ask questions of any witness. The Disciplinary Committee may ask for additional enquiries to be undertaken, and may call for additional witnesses to attend.
- i) Following the hearing the Disciplinary Committee will consider the findings and decide to either:
  - a. Dismiss the complaint
  - b. Issue a written warning
  - c. Issue a suspension
  - d. Terminate the membership

This decision will be conveyed in writing to all relevant parties by the Secretary within 7 days of the hearing.

#### Appeal

The accused member/members shall have the right to appeal to a Special General Meeting of the Association. The request for such an appeal must be made in writing to the Secretary who shall call such a meeting within 28 days of the request.