

CAHIR PARK GOLF CLUB: DISCIPLINARY POLICY

This Disciplinary Policy outlines the structure and framework by which the Club will:

- Discharge its duty of care to all its members to investigate any complaint or grievance in a fair and impartial manner.
- Protect the reputation and standards of the club by investigating any breach of the code of conduct by any member.
- Impose sanctions as deemed by the club to be reasonable, fair and proportionate.

Nature of Complaint:

- Any complaint that alleges criminal activity must be reported to the Garda and the club may suspend any member involved in the alleged criminality pending a full disciplinary hearing.
- Complaints deemed by the club to be of a minor nature will be dealt with by an agreed informal process. If no resolution is reached the matter will be dealt with by a disciplinary hearing.
- Complaints deemed to be of a more serious nature will be investigated by an independent disciplinary panel consisting of a Chairperson and two other people. The panel will be solely responsible for deciding the outcome of the hearing and the sanctions, if any, to be imposed. The Panel's decision must be unanimous, if not, the case will be dismissed.
- The Management Committee has the right to impose a sanction against any member where there is undisputed evidence of a breach of the code of conduct. If the member contests the evidence the case must be heard by an independent disciplinary panel.
- A member may make a written complaint against the rules of the club or the implementation of the rules of the club. Such a complaint will be dealt with by the Hon. Sec. in consultation with the Management Committee and may be referred to a Disciplinary Panel. The member must receive a written reply of the outcome of the complaint.

Outcomes and Sanctions Available to a Disciplinary Panel and the Management Committee.

- Deem the complaint to be without foundation.
- Take no action.
- Issue a written reprimand and a warning to future behavior.
- Withdraw use of course or club house for a period not exceeding three months.
- Apply a ban on playing in competitions for a period not exceeding three months.
- Temporary suspension of membership for a period not exceeding three months.
- Request the resignation or terminate the membership of the member.

Right to Appeal:

- The defendant has the right to appeal.
- The Hon. Sec. will appoint a new independent Appeal Panel consisting of a Chair and two other people to hear the Appeal.
- The Appeal Hearing must be entirely independent of the Disciplinary Hearing.
- By majority vote the Appeal Panel may uphold, increase or reduce the sanctions imposed by the disciplinary panel.
- The decision of the Appeal Panel is final and binding.

MEMBERS MUST USE THE CLUBS DISCIPLINARY POLICY AND PROCESSES TO SETTLE COMPLAINTS. FAILURE TO DO SO WILL RESULT IN DISCIPLINARY ACTION AND MAY RESULT IN EXPULSION FROM THE CLUB.

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