

CPGA Disciplinary/Grievance Procedure

Why have a disciplinary/grievance procedure?

- 1..... it is a legal requirement should any legal action be taken by any individual or club
- 2..... it is necessary for promoting fairness
- 3..... it sets standards of conduct
- 4..... it provides a fair method of dealing with alleged failures to observe the standards of sportsmanship expected by the CPGA
- 5..... it ensures that member clubs know the standards expected of them
- 6..... it becomes important in disputes about the fairness or otherwise of decisions

When should the procedure be used?

The procedure should apply when misconduct\indiscipline is alleged by a club or individual and cannot be dealt with by the umpires on the day of the alleged incident.

Investigations

The aim of the investigation is to ascertain all the facts which might have a bearing on any subsequent disciplinary action. It is the responsibility of the investigating officer to establish whether or not there are any grounds for formal disciplinary action being made against the club or individual. Any investigations must be taken fairly and may take time.

Who should conduct the initial investigation?

The investigation will be undertaken by an officer appointed by the CPGA committee. It will be their responsibility to establish... 1) what specifically is the problem? 2) what are the details? 3) where did the problem occur? 4) who are the people involved? 5) were there any witnesses? On completion of the investigation the investigating officer will make their recommendation to the CPGA committee who will decide on any action deemed necessary.

The outcome

The CPGA will provide a written statement to the club/clubs or individual concerned. The CPGA can decide on three courses of action. These will be 1) an oral warning 2) a written warning or 3) suspension from racing. The club or individual involved will have the right to appeal any decision made, but the CPGA'S decision after any appeal will be final.