

# Member Conduct

*Distribution: BFA members*

**Adopted April 2007**

This is a Policy Document governing member conduct (as required by the BFA constitution section 6.1).

## **1 Code of Conduct**

- 1.1 All Members must adhere to the official BFA Code of Conduct at any BFA organised or sanctioned event, or any other event where such Member is representing the UK or the BFA in any way, in so far as is applicable and relevant.
- 1.2 The Code of Conduct will be signed by any Member as a condition of acceptance to any position on any national team where selected by the BFA.
- 1.3 The Code of Conduct will specify sanctions and penalties for non-compliance to the extent that it is relevant during events.

## **2. Britfoos Forum**

- 2.1 Subscribers to the Britfoos discussion forum must adhere to the guidelines as to content on posting, and must refrain from abusive or obscene posts, or language which could be construed as racist, sexist, homophobic or otherwise offensive to significant groups or individuals within society including people with disabilities.
- 2.2 Minor breaches of etiquette will be dealt with by the Moderators via amendment of posts and informal or formal warnings, decisions as to banning users or restrictions of privileges are at the discretion of the Moderators working group.
- 2.3 Any major breaches, including racial, sexual or homophobic abuse, shall be reported to the Disciplinary Commission for further action

## **3. Disciplinary Procedure**

- 3.1 The Disciplinary Commission will have binding jurisdiction over any misconduct or alleged misconduct of a severe nature and in breach the Code of Conduct or the BFA Constitution or its Policy Documents (the "Misdemeanor"), by a BFA member (the "Defendant").
- 3.2 If a Misdemeanor occurs
  - (a) during any BFA organised or sanctioned event, then the decision over the course of action for that tournament will rest with the Tournament Director, Tournament Organiser and Head Official (the "Ad Hoc Tribunal"), who will have full powers to disqualify the Defendant from any game, match, event or tournament.
  - (b) as a result of misconduct on the Britfoos Forum this shall be dealt with by individual moderators or the moderators working group
- 3.3 Following any Misdemeanor (whether or not upheld) the Ad Hoc Tribunal (or Moderators Working Group in the event of serious breaches) will report to the Disciplinary Committee on the occurrence of such event, the action taken at the time, and (if desired) provide a recommendation of appropriate further action to be taken against the Defendant.
- 3.4 Following any Misdemeanor, whether received from an Ad Hoc Tribunal following a tournament, the Moderators WG following misconduct on the Britfoos Forum, or otherwise received at any time, the Disciplinary Commission will initiate an evaluation process to seek evidence and determine appropriate action to be taken (if any). The Disciplinary Commission will:
  - (a) seek to collate available evidence in relation to the nature and severity of the Misdemeanor from any witnesses known;

- (b) inform the Defendant of the process with respect to the Misdemeanor, and highlight that the Defendant has seven days to respond to such allegations (and/or nominate others to provide any such defence as appropriate);
  - (c) following expiry of seven day notice period, deliberate a verdict on the Misdemeanor, and if the Misdemeanor is upheld, decide an appropriate course of action to be taken against the Defendant;
- 3.5 for the avoidance of doubt, the Disciplinary Commission will not have the power to change the outcome of any tournament at which a Misdemeanor occurred.
- 3.6 In relation to any Misdemeanor, the Disciplinary Commission will issue one of the following responses: Not Guilty, Not Proven, Formal Warning, Probationary Warning, Suspension or Expulsion.
- (a) A Not Guilty verdict will mean that the Defendant has not acted in violation of the various rules of the BFA and no further action will be taken.
  - (b) An Not Proven verdict can be issued where the Disciplinary Commission has reason to believe there may have been a violation of the rules of the BFA but has insufficient evidence to issue a formal verdict.
  - (c) A Formal Warning can be issued as a statement of violation of the rules of the BFA, and can be issued privately to the Defendant or made public to all Members. It can contain details of actions the Defendant must take to avoid more severe punishment (such as issue an apology).
  - (d) A Probationary Warning verdict is a formal reprimand with conditions attached for such member to remain within the BFA. If such conditions are not met then the member will receive an automatic Suspension.
  - (e) A Suspension or Expulsion verdict will formally exclude the Defendant from the BFA on a temporary or permanent basis. Any decision of Expulsion must be supported by a two-thirds majority vote of the Disciplinary Commission.
- 3.7 Any Defendant receiving a Suspension or Expulsion verdict may appeal at the next General Meeting for their punishment to be reconsidered.