



## SHIMNA WHEELERS DISCIPLINARY /APPEALS PROCESS

THE COMMITTEE may by resolution Censure, Suspend or Expel a Member of the Club if a member persistently refused or neglected to comply with a provision of the CLUB CONSTITUTION, SOCIAL MEDIA guidelines or CYCLING IRELAND CODE OF CONDUCT or wilfully acted in such a manner detrimental to the interests of the Club of Cycling.

### STEP 1

Where the Committee is of the opinion that a MEMBER has acted in such a way as to merit DISCIPLINARY ACTION, a Verbal Warning is to be given to the MEMBER.

### STEP 2

If the MEMBER persists in His/Her actions the Committee is to send a written warning to the MEMBER, following which the MEMBER maybe Expelled from the club if they continue with His/Her actions ,at the discretion of the Committee they may also convene a DISCIPLINARY HEARING. The Committee in this instance must serve written notice to the MEMBER in Question, stating the time ,date and place of hearing which will be heard in front of at least 5 COMMITTEE MEMBERS, the MEMBER will then be given the opportunity of a hearing and to explain their case.

### APPEALS

Appeals are to be made in writing via email or regular mail to CLUB SECRETARY within 30 DAYS of the Committee's decision or expulsion. After this date no Appeals will be considered. The appeal in writing is to give the full explanation on why the Committee should reconsider their decision. It should be considered where possible by members of the Committee who did not deal with the original offence. If this is not possible the COMMITTEE may wish to involve CLUB MEMBERS.

The COMMITTEE will contact CLUB MEMBERS who would be willing to be part of the JURY POOL. When the Committee has 10 willing members which are in a good standing and not related by blood or marriage or be in a recognized relationship with members of the Committee or the Excluded/Suspended Member the Committee will contact the Excluded/Suspended Member to blindly draw 3 of the 10 willing members names from a



hat or container. These 3 names will then form the JURY POOL. Committee will contact the 3 Members drawn from the hat/container to confirm a date and place of hearing. There should only be 5 Members at the hearing, the JURY POOL, Excluded/Suspended Member and a Representative of the Committee. The Committee Representative will present the case against the Excluded/Suspended Member followed by the rebuttal of that Member.

The JURY will excuse the 2 parties while they discuss their Decision. A majority vote is all that is necessary. The JURY will vote to either uphold the Committee's or to Overturn it. No Reasons have to be given. The Decision of the JURY is FINAL.