Hunstanton Bridge Club

Disciplinary Procedure

1. Purpose

Hunstanton Bridge Club aims to provide a welcoming, friendly, and inclusive environment for all members. This procedure is designed to address inappropriate behaviour in a fair and consistent way, while giving individuals the opportunity to improve.

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2. What is considered unacceptable behaviour?

Examples include (but are not limited to):

- Rude, aggressive, or confrontational behaviour
- Criticising or intimidating other players
- Creating an uncomfortable or hostile atmosphere
- Persistent arguing or challenging in an inappropriate manner
- Ignoring Tournament Director (TD) guidance or club rules

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3. The 3-Strike Procedure

Strike 1 – Written Advisory Warning

- A short-written note (email) will be sent outlining the concern.
- This is intended as a friendly reminder of expected behaviour and to keep a record.
- No further action will be taken at this stage unless the behaviour is repeated

Strike 2 – Formal Warning

- A written warning will be issued by the committee.
- This will outline:
    - The behaviour observed
    - Why it is unacceptable
    - The expected standard going forward
- The member will be reminded that further incidents may lead to suspension or removal.

Strike 3 – Final Action

- The committee will review the case.
- Likely outcome: termination of membership.
- The member will be informed in writing that they are no longer welcome to play at the club.

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4. Serious Incidents

The committee reserves the right to skip stages in cases of serious misconduct (e.g. abusive or threatening behaviour).

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5. Timeframe

- Strikes will normally remain on record for 12 months.
- If no further issues occur during that period, earlier strikes may be disregarded.

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6. Right of Appeal

A member has the right to appeal against a formal warning (Strike 2) or termination of membership (Strike 3).

- Any appeal must be submitted in writing within **7 days** of the decision
- The appeal will be **a review of the original decision**, not a full rehearing
- The appeal will be considered by the committee, without involving external panels
- The committee will remain the **final decision-maker**, and its decision following the appeal is final

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7. Committee Discretion

- The committee's decision is final.
- Each situation will be considered on its own merits.

Approved by the Club Committee on 16th April 2026