

LAUNCESTON BRIDGE CLUB INC.

DISCIPLINE POLICY

DISCIPLINE:

The Launceston Bridge Club Management Committee shall establish a committee of three experienced Club members, one of whom is to be from the Management Committee to act as a Disciplinary Committee when required.

The only item of business to be considered by the Disciplinary Committee shall be any allegations or complaints referred to it by the Management Committee relating to the behaviour of a player or players during bridge activities.

1. Informal Disciplinary procedures

1.1 In cases where an alleged offence has not been formally reported, the Disciplinary Committee shall have the power to invoke discretionary action. This may involve mediation, counselling or education if action by the committee is deemed appropriate.

2. Formal Disciplinary Procedures:

2.1 A complaint may be made by;

a) Any player or member who witnessed or heard the alleged offence or inappropriate behaviour directly during a scheduled game of Bridge or other Club activity.

b) The Event Director

The complaint/allegation should be made in writing and forwarded to the Secretary of the Club no later than 7 days after the alleged incident took place. The complaint should be signed by the person or people making the allegation of inappropriate behaviour.

2.2 The person(s) against whom the allegation has been made is to be informed by the LBC Secretary that a written complaint has been received into their behaviour and that the allegation has been forwarded to the Club's Disciplinary Committee for review and action if deemed appropriate. This should be done as soon as possible after the report has been submitted.

2.3 Complaints submitted by a Director will have the matter investigated by the Disciplinary Committee and if this Committee agrees that the improper behaviour has prejudiced the best interests of the Club then the mandatory penalties will be applied in accordance with Clause 4, Table 1 of this policy.

2.4 Complaints by persons other than a Tournament Director will have the matter investigated by the Disciplinary Committee by any means deemed appropriate and if this Committee agrees that the improper behaviour has prejudiced the best interests of the Club, then mandatory penalties will be applied in accordance with Clause 4, Table 1 of this policy.

2.5 Any decision of the committee, will be communicated by a committee representative or the Secretary of the Club to the alleged offender, in person, followed by formal notification in writing.

2.6 Any decision of the Disciplinary Committee may be appealed in writing to the Secretary of the Club and must be in accordance with Clause 15 of the Club's constitution.

3 MANDATORY PENALTIES

3.1 Should a person be found guilty of committing an offence, the Mandatory Penalties as listed below shall be applied.

If he or she is found guilty of more than one offence, committed on the same occasion, a cumulative penalty may be imposed.

All or part of the penalty may be suspended for a period, as is deemed fit.

No part of a penalty may be suspended for a second or subsequent offence committed within one year.

Any suspended penalty imposed for a first offence must be added to the penalty for a second offence, provided the period for which the suspended penalty was imposed has not expired.

If a person is found guilty of any subsequent offence even if other than the offence of which he was first guilty, it shall be deemed to be a second offence unless the person can show reason why it should not be so.

3.2 In the table of Mandatory Penalties, “D” indicates that the penalty is discretionary, “L” indicates a lifetime suspension, “W” indicates a warning and numbers indicate the number of weeks of suspension.

4 DIRECTOR'S POWERS

These By-Laws do not remove or replace any of the Director's rights or responsibilities as stated in the Laws of Duplicate Bridge.

Table 1 MANDATORY PENALTIES

OFFENCE		PENALTY		
		1st	2nd	3rd +
1	Verbal abuse of an opponent or partner	W	1-4	4-8
2	Verbal abuse of Tournament Director	4	2-4	8-52
3	Use of crude or abusive hand signals or gestures	W	1-4	4-8
4	Threat of assault or physical interference	2	2-4	8-52
5	Physical interference with intent to cause grievous bodily harm	L		
6	Engaging in acts of public misconduct or unruly public behaviour while representing LBC	W-12	4-24	4-52
7	Wilful damage or abuse of playing cards, scoresheets, bidding pads, or club equipment or property	W-4	2-8	4-16
8	Persistent non-premeditated breaches of the Laws of Bridge with the intention or effect of gaining an unfair advantage and/or unauthorised information.	4-12	12-24	12-52
9	Use of pre-arranged illegal understanding or method with intent to gain an unfair advantage and/or unauthorised information	26-52	L	
10	Any other offence not specifically covered by any of the forgoing situations	D	D	D
