



University of Brighton

sportbrighton

Sports Club Disciplinary Policy

Opening Statement

Students are expected to adhere to all University policies as well as the University of Brighton Student Contract and are expected to conduct themselves at all times in a manner which demonstrates respect for the University, its staff, fellow students and the wider community. Failure to do so will be considered as a breach of this Procedure and may result in disciplinary action

Conditions

If notification is given to Sport Brighton that an individual member or affiliated sports club of the university is in breach of any misconduct, or that the member's conduct or the sport club's conduct is not compatible with membership of Sport Brighton then the following disciplinary procedure must be conducted.

Individual club members, participants and groups of students of affiliated sports clubs of Sport Brighton are bound by University of Brighton Student Contract

University of Brighton Student Contract:

https://staff.brighton.ac.uk/reg/acs/docs/Student_Disciplinary_Procedure_Student_Contract.pdf



Procedure

Authority and Ownership

Severity levels 1 and 2 to be administered by Sport Brighton upon complaint and investigation

Severity level 3 to be completed by Sport Brighton, to include formal investigation as per University of Brighton disciplinary processes

Severity level 4 (if not a police/criminal investigation) to be completed by Central University disciplinary processes

	Severity Level			
Activity	1	2	3	4
Social media misconduct	Poor use of language/images	Derogative or demeaning content	Bullying, Harassment and/or discrimination indecent exposure	Criminal activity
Club administration faults	Rubbish left at facility Lack of upkeep of club kit	Lack of communication for non-attendance, fixture communication, results, travel requests		
Travel code violations	Accidental damage to transport Accidental damage at away institutions	Drinking alcohol on public transport or sport brighton provided transport	Damage to property, facilities, vehicles or anything not owned by the individual/team	Criminal activity
Social misconduct during club activity	General misbehaviour	Non adherence to government social guidelines	Activity deemed to risk reputational damage of the University, Sport Brighton or the Student Club	Criminal activity
	Intent to complete initiations	Initiations and/or physical/psychological/emotional violence		Criminal activity
Health and safety misconduct		Health and safety minimum standards not adhered to	Neglect of rules and regulations that could cause harm to self or others	Neglect of rules and regulations that cause harm to self or others



			Substance misuse	
Finance	Lack of club membership purchases	Lack of memberships Lack of NGB fine payments Breach of sponsorship agreements	Breach of club finance regulations	Criminal activity

Scaled Investigation Outcomes

To include but not limited to;

Severity Level 1 - Local level sanction for individual or group

- a. Verbal warning if first incident only;
- b. Fines for additional staff admin/cleaning; Charged at cost or staff hourly rate
- c. Temporary removal from social or club activity (training and matches).

Severity Level 2 - Local Level sanction for Team

- d. Verbal warning to nominated club committee;
- e. Fines for additional staff admin/cleaning;
- f. Fines for non-use of facility space;
- g. Temporary removal from social or club activity (training and matches);
- h. Removal of club committee positions;
- i. Removal of funding support for travel (temporary or permanent);
- j. Removal of club from all BUCS programmes.

Appeal for Severity Levels 1 and 2

Every club, group, individual(s) has the right to appeal against any sanction imposed by Sport Brighton provided there are justified grounds to do so, if submitted in writing within 5 working days of notification of the investigation result. Grounds for appeal are:

- New evidence becoming available
- Non-compliance of procedure
- Investigation panel deemed impartial

An appeal would then be considered by Head of Sport (HoS) and Brighton Student Union representative only, within 10 working days

Decision made by appeals panel is final.



Severity Level 3 - Sport Brighton disciplinary for individual or team*

- k. Formal written warning;
- l. Student fine;
- m. Formal disciplinary action.
- n. Recommend report for police investigation

Severity Level 4 – University/Criminal Level sanctions for team or individual*

- o. Student fine;
- p. Formal disciplinary action
- q. Police criminal conviction
- r. Suspension/expulsion from university

*If deemed necessary based off H&S or wellbeing grounds, the Investigating Officer has the power to temporarily suspended any student from Sport Brighton activity and revoke their membership during an investigation ahead of a final outcome being reached.

Appeal for Severity Levels 3 and 4

Every club, group, individual(s) has the right to appeal against any sanction imposed by Sport Brighton Disciplinary Panel.

Appeals will be managed in-line with the University Disciplinary Process and will be communicated at point of Investigation result.



Student Misconduct Report

(copy of this report to be completed for all incidents dealt with under Sport Club Sanction process)

Name and contact details (inc. email & mobile number) of person(s) submitting allegation							
Details of allegation							
Student name(s)				Date of report			
Student number(s)				Date of incident			
Level of Misconduct suspected (as decided by Sport Brighton)							
1		2		3		4	
Activity Category of Misconduct							
Social media		Club administration		Travel violations		Social	
Health & Safety		Finance					
Other (please explain)							
Summary of incident/concern (including details of any witnesses to the misconduct)							
Evidence of misconduct (e.g. photographs etc)							



Local Level Sanction 1 & 2			
Hearing Held with individual/s	Yes	<input type="checkbox"/>	No
Decision of Sport Brighton			
Appeal made:		Appeal Decision:	
Signed		Date	
University Level Sanction 3 & 4			
Hearing Held with individual/s	Yes	<input type="checkbox"/>	No
Decision of University			
Appeal made:		Appeal Decision:	
Signed		Date	