

## RCCC Disciplinary Procedures, guidance notes

As the National Governing Body for the sport of Curling in Scotland, the RCCC creates, applies and enforces rules in order to regulate the sport. If an individual involved in the sport of curling does not comply with these rules, disciplinary sanctions; such as fines, exclusion from participation in certain competitions, or even suspension or exclusion from the organisation can be imposed.

On the field of play the Umpire(s) have responsibility for the adherence to the rules and settlement of disputes and conduct. Umpires may request support from a sub-committee/panel or RCCC personnel. In some cases, an incident may not be addressed at the time and subsequent enquiries may lead to a disciplinary process being invoked.

When determining the level of sanction to impose on an individual we need to consider the rules and previous case history.

Sanctions may include, but shall not be limited to:

- a written warning;
- a requirement to change current practices;
- a requirement to change the rules of an Affiliated Club [or other relevant body];
- a financial penalty;
- a requirement to participate in specific training/re-training;
- a written apology to those affected
- a suspension [or expulsion] from RCCC [registration, membership or affiliation] or from any and all other activities under the jurisdiction of the RCCC [including, in particular, attending meetings, coaching, competing or officiating at events] which may include suspension from a specified number of events or for a period of time;
- or any other appropriate sanction which may be levied from time to time.

In assessing any penalty, the Disciplinary Panel may [but is not obliged to] take into account, and give credit for, the fact that the Respondent pleaded guilty or otherwise admitted any material fact[s] and any factors which the Respondent has put forward in mitigation.

Where a suspension from the RCCC [as outlined above], or from other activities under the jurisdiction of the RCCC, is imposed, the wording of the suspension is important and an exact definition of what the Respondent is suspended from should be given. In addition, the exact dates between which the suspension will take place [i.e. the commencing and finishing dates and not just a period of days/weeks/months or years] must be specified.

Any period of suspension imposed by a Disciplinary Panel may be back-dated to start at such date it thinks fit particularly if it wishes to take into account any interim sanction which has been imposed.

Any sanction, including partial or full suspension by a Disciplinary Panel [or, if applicable, the Appeals Panel] shall be binding on all Registered Individuals, Affiliated Clubs [and all officers and members thereof], Associations or Associate Members and all officials in the sense that they shall observe the punishment and take steps to ensure that it is complied with and not flouted or circumvented in any way.

Any record of sanctions will be held on file for a specified period and may be used as evidence. After the specified time all details will be destroyed and cannot be cited in future.

## Sanctioning

The examples below are provided as examples of the sanctions that may be imposed on persons where a Disciplinary Panel feels it is appropriate after mitigating circumstances have been taken into consideration. In the tables where levels are used, examples of the general nature of offences are categorised below, however it should be noted that dependent on the severity of the offence the level of sanction may alter.

Level	Situation or Incident
A:	Breach of rules, lack of respect to others (including via social media), inappropriate language or poor practice
B:	Misconduct: where a player decided to pursue a course of action that may bring the sport into disrepute or shows a lack of sportsmanship.
C:	Gross misconduct: any deliberate act that may cause lasting harm to persons or property

Each Disciplinary Panel shall determine which sanctions are appropriate to award to individuals in every case that arises. Previous sanctions will be collated in report that will be provided to panel members.

## Training or Re-Training

In some situations, persons may benefit from attending a training or retraining course to influence their behaviour. This would normally be at the cost of the person and may or may not be in addition to other sanctions.

- Anger Management
- Behaviour Counselling
- Safeguarding and Protecting Children
- Positive Coaching Scotland
- RCCC Coaching Courses

## Warnings/Suspension

The option of a suspension may be appropriate either as part of a progressive escalation or for more serious incidents.

Level	First Offence	Second Offence	Third Offence
A	Warning	Final Warning	Suspension
B	Final Warning	Suspension	
C	Suspension		

A suspension will be for a defined period ie 1 month, 3 months, 6 months, 12 months, 2years, 5 years or ultimately a life-ban

## Fines

Should a Panel choose to award a fine, this guide may be used to guide appropriate levels. For repeat offences, the level of fines will be increased and may lead to suspension after a third offence.

Level	Minimum	Maximum
A	£50	£250
B	£250	£500
C	£500	£1,000