

## Disciplinary Code At A Glance

This is a brief overview of some of the information that can be found in British Taekwondo's Disciplinary Code. It does not cover everything contained within the Disciplinary Code. If further detail or clarity is needed, the Disciplinary Code should be referred to.

### PURPOSE

Improve Process – Provide a clear, consistent and transparent framework for discipline complaints. A just and fair process is paramount.

Improve Confidence – Ensure members trust the system to address complaints and concerns appropriately.

### APPLICATION

Participants – The Disciplinary Code applies to **all members** of British Taekwondo, athletes, spectators, officials and volunteers. It applies at all times and includes online behaviour.

Offences – The Disciplinary Code covers serious breaches of British Taekwondo policies, rules and standards of conduct. Including:

- Discriminatory language or behaviour.
- Violence or threats to officials.
- Actions by members in a position of trust or authority.
- Any other matter as deemed appropriate by British Taekwondo.

### KEY POINTS

**Summary Procedures** – when an offence is admitted and the appropriate sanction is deemed to be 6 months or less, the charge can proceed summarily. British Taekwondo propose a summary resolution and sanction, if this is rejected by the participant being charged, it proceeds to full discipline procedure.

**Timings** – Any charge must be raised within 90 days of British Taekwondo receiving the allegation, and any hearing must be within 180 days of receiving the allegation. These can only be extended if dispensation has been granted to British Taekwondo by an independent Chair.

**Outcomes** – British Taekwondo can publish outcomes, and Written Reasons will be produced for all serious cases.

**Young People and Adults At Risk** – specific procedures are detailed for young people and adults at risk involved in the discipline process.

### THE DISCIPLINE PROCESS

What is it? The discipline process is in place as a way to investigate and resolve an alleged breach of British Taekwondo rules, policies or Codes of Conduct. It sets out the steps that will be taken.

### **Investigation**

- Any allegation that could potentially be deemed as a serious case must be passed to British Taekwondo without delay. If an incident occurs **at an event**, the allegation must be reported to the Chief Referee of that event for initial investigation.
- British Taekwondo will begin an investigation, obtaining evidence. This will usually be statements from individuals who witnessed the incident.

### **Charge**

- If there is sufficient evidence a charge will be raised, detailing the allegation and setting out the evidence.

### **Response**

- The participant has 14 days to respond – accepting or denying the charge and choosing either a personal or correspondence hearing. There is a £150 fee for the personal hearing option.

### **Hearing**

- A panel is appointed, and they will consider all the evidence, and the response from the participant.

### **Decision and sanction**

- Cases are decided on 'Balance of Probability' – is it more likely than not to have occurred?
- Panels will decide on an appropriate sanction.

## **THE APPEAL PROCESS**

What is it? The appeal process is the second step, it is the process for challenging a decision that has been made.

When can appeals be made to an Appeal Board?

- Against a decision of a Disciplinary Panel.
- Against a decision of a Safeguarding panel.

What are the grounds for an appeal

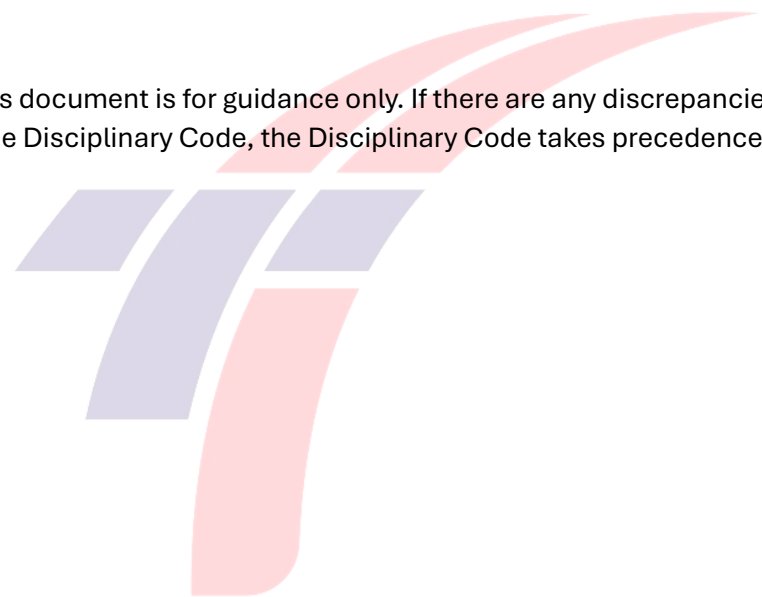
- Failed to give the appellant a fair hearing.
- Came to a decision that no reasonable body should have reached.
- Failed to comply with the necessary rules and regulations pursuant to the charge.
- Imposed an award or sanction that was excessive.

- British Taekwondo may also appeal on the ground that the sanction was so unduly lenient as to be unreasonable.

### Process

- The appeal process is outlined more fully in the Discipline Code.
- There is a £250 fee to lodge an appeal.

DISCLAIMER: This document is for guidance only. If there are any discrepancies between this document and the Disciplinary Code, the Disciplinary Code takes precedence.



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