

# Grievance and Disciplinary Policy

Any complaints of misconduct regarding the behaviour of members shall be presented in writing to the Club Secretary (and where the matter relates to the Club Secretary, the complaint shall be submitted to the Welfare Officer). The complaint shall be investigated by the general committee who shall appoint a sub-committee from among its members for that purpose. If a serious offence is found to have been committed or the club has been brought into disrepute, the member may be given a written warning or may be expelled from the club. The member may appeal against such a decision and this appeal shall be heard by members of the committee who were not part of the original investigation. If deemed a serious breach/offence by the committee it shall also be reported and dealt with by England Athletics in accordance with its Disciplinary Procedures.