



- Chairman : Ben Kumar
- Treasurer : Trevor Haigh
- Hon Sec : Lucy Ellis
- Membership Sec : Trevor Haigh

Please reply to : Trevor Haigh
25 Meadow View
Skelmanthorpe
Huddersfield
HD8 9ET

SCISSETT YOUTH ASC

Affiliated to the STA and RLSS

COMPLAINTS PROCEDURE

In the event that any member, non-member or official feels that they have suffered discrimination or harassment in any way or that the club policies, rules or code of conduct have been broken they should follow the procedures below.

1. The complainant should report the matter in writing to the Club Chair. The report should include:
 - a) Details of what occurred;
 - b) Details of when and where the occurrence took place;
 - c) Any witness details and copies of any witness statements;
 - d) Names of any others who have been treated in any similar way (provided that those people consent to their names being disclosed);
 - e) Details of any former complaints made about the incident, including the date and to whom such complaint was made; and
 - f) An indication as to the desired outcome
2. If the person accused of discriminatory behaviour is a member, volunteer or official of the club, the Club will regard the incident as a disciplinary issue and will follow any disciplinary procedure set out for members, volunteers and officials or (if none exists) the statutory disciplinary procedure.
3. If the person accused of discriminatory behaviour is a non-member of the Club, the Club's management committee or representatives of the committee:
 - 3.1 will request that both parties to the complaint submit written evidence regarding the incident(s);
 - 3.2 may decide (at its sole discretion) to uphold or dismiss the complaint without holding a hearing;
 - 3.3 may (at its sole discretion) hold a hearing (whether or not such a hearing is requested by either party) at which both parties will be entitled to attend and present their case;
 - 3.4 will have the power to impose any one or more of the following sanctions on any person found to be in breach of any Club policy (including the Equality Policy):
 - a) warn as to future conduct;
 - b) suspend from membership;
 - c) remove from membership;
 - d) exclude a non-member from the Club, either temporarily or permanently; and
 - e) turn down a non-member's current and/or future membership applications.
 - 3.5 will provide both parties with written reasons for its decision to uphold or dismiss the complaint within one calendar month of such decision being made.