



Disciplinary Policy

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Disciplinary Policy

SECTION 1 - DISCIPLINARY POLICY

1. Policy Statement

This Policy has been developed to ensure that British Dodgeball has the right and responsibility to act as the governing body protecting the sport of dodgeball in the UK as set out in its Articles of Association. It outlines British Dodgeball's commitment to strengthening the integrity of dodgeball at all levels to make it as fair, safe and enjoyable as possible for everyone involved.

British Dodgeball accepts our moral duty to ensure that our disciplinary processes are transparent, fair and easy to access for all individuals. These disciplinary procedures are not intended to apply to more general dissatisfaction, complaints, grievances and disputes for which they are alternative procedures - please refer to the [Complaints and Feedback Policy](#) in this instance.

2. Objectives

- To maintain appropriate conduct, address unacceptable behaviour, and ensure fair & consistent treatment of all British Dodgeball employees and volunteers;
- To ensure members are aware of how to submit a disciplinary offence complaint; and
- To ensure British Dodgeball's disciplinary process is transparent and fair to all participants.

3. Scope

This Policy applies to:

- Any British Dodgeball stakeholder, including its board members, directors, officers, and those of its employees who are involved in any aspect of interacting with customers or members in any capacity;
- All members of British Dodgeball (including any clubs, teams, associations or leagues) or otherwise under the jurisdiction of British Dodgeball;
- All players and spectators and those otherwise involved in Events, Competitions, and other activities organised, convened, authorised or recognised by British Dodgeball or any of its members (including any clubs, teams, associations or leagues), wherever held; and
- Any other Person which British Dodgeball has authority over; whether or not such person is a citizen of or resident in the United Kingdom.

These Disciplinary Procedures apply to the following:

- Sanctioning Misconduct Complaints referred to the Technical Committee or Management Committee or Board by a British Dodgeball Complaint Lead, Appeal Lead, Sub-Group, Committee or Working Group (which may include following a complaint under the Complaints Procedure);
- Any appeals of a decision, where the appellant considers due process has not been followed; and
- Any other matter which the Board or Management Committee reasonably considers given its nature ought to be dealt with under this framework and process.

These Disciplinary Procedures do not apply to the following:

- General complaints about British Dodgeball services;
- More general dissatisfaction, complaints, grievances and disputes for which there are alternative procedures - please refer to the [Complaints and Feedback Policy](#) in this instance; and
- To persons employed or holding any other form of contract with a separate mechanism of recourse linked to that contract when they are acting under that contract.



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- To persons employed or holding any other form of contract with a separate mechanism of recourse linked to that contract when they are acting under that contract.

Criminal Investigations

- British Dodgeball procedures are not an alternative way of addressing criminal offences. British Dodgeball encourages Complainants to report allegations or suspicions of a criminal nature to the police in the first instance.
- British Dodgeball itself will involve the statutory authorities in appropriate matters. British Dodgeball will support the police with any resulting investigation in line with its legal obligations.
- British Dodgeball will exercise its discretion when deciding whether to consider the Complaint before any criminal proceedings have concluded and may liaise with the police in this regard. If there is an open referral to police and/or any other statutory partner (social care) which is subject to enquiries and/or investigation, we must liaise with police and/or social care in the first instance prior to commencing our own investigation. This is paramount to ensure we do not compromise the integrity of any criminal and or statutory proceedings. However, the fact that criminal action is being taken or considered does not prevent British Dodgeball from taking action in accordance with the Code and/or Safeguarding Policy.
- British Dodgeball may order that a Participant be suspended from all or any specific activity on terms it deems appropriate where the Participant has been convicted of a criminal offence and where British Dodgeball considers it appropriate to safeguard the Sport.
- Whilst any criminal behaviour (whether subject to investigation by the Police or resulting in a criminal conviction, formal charge, caution or reprimand) by a Participant will not automatically result in disciplinary action, British Dodgeball reserves the right to commence disciplinary action if in its reasonable opinion the applicable conduct renders the individual potentially unsuitable to undertake their role or is such that it may lower the reputation of British Dodgeball.
- British Dodgeball can commence disciplinary proceedings in the absence of criminal proceedings, and also in the event of an acquittal.

4. Disciplinary Offences

For the purpose of this document, a "Disciplinary Offence" shall be committed if an individual's conduct is inappropriate, incorrect, improper, unlawful or unsporting and/or has the potential to bring dodgeball (or any of its participants) into disrepute. This may include, but is not limited to:

- Any failure to comply with the Code of Conduct; British Dodgeball's articles of association or any other policies or procedures issued from time to time; Any resolution or determination made by the Board or by any Sub-Group, Working Group or Committee; and any conduct that is disgraceful or opposed to the general interests of British Dodgeball or the sport;
- Behaviour that is otherwise considered unacceptable and contrary to the standards of behaviour or conduct expected;
- Any inappropriate behaviour such as giving or accepting a bribe gift or reward (including through betting) which may influence the outcome or conduct of any match or competition;
- Any conduct which is alleged to be fraudulent;
- And conduct that raises any safeguarding or wellbeing concerns or issues.

In the main, on-court behaviour is dealt with by the officiating referee(s) during the game or under the rules and regulations of the competition following the game. However, certain on-court offences may also be the subject of action under this Policy where relevant Technical Committee panels, the Management Committee or the Board considers appropriate. Examples include:

- Where the behaviour is repeated or serious;

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- The referee or other match official suffers any form of abuse or coercion (including intimidation, threats or violence) from anyone (including but not limited to a player, team official or Club official) - this applies to both on- and off-court incidents;
- Where the referee has acted in such a way that the Technical Committee deems to be inappropriate (whether through misapplication of the Rules or Regulations, or through the refereeing team not observing a Disciplinary Offence during the match);
- Any act of discrimination through words or actions concerning but not limited to, race, marriage, religion, age, gender, sexual orientation, gender identity or disability; and/or
- Any other conduct which is prejudicial to the best interests of dodgeball or British Dodgeball.

Where a Disciplinary Offence is committed, this may be dealt with in accordance with this disciplinary procedure.

5. Technical Committee

The Board has established the Technical Committee to implement this Policy in respect to Disciplinary Offences. The Technical Committee has the full power and jurisdiction to act in relation to any matter referred to it in line with the Technical Committee Terms of Reference, including the power to hold investigations and impose sanctions and take such action as it sees fit in accordance with this Policy.

SECTION 2 - SUPPORTING INFORMATION

6. Submitting a Disciplinary Offence Complaint

Disciplinary Offence complaints must be submitted within 14 days of the incident occurring. A written Disciplinary Offence complaint should be emailed to the British Dodgeball Technical committee: disciplinary@britishdodgeball.com.

- If the complaint is related to a member of the Technical Committee, please submit your complaint to the CEO.
- The complaint should include:
 - Your Name and contact details*;
 - Details of what occurred;
 - Details of when and where the occurrence took place;
 - Details of any witnesses;
 - Details of referees and assistant referees if appropriate;
 - Names of any others who have been treated in a similar way (provided that those persons consent to their names being disclosed); and
 - Details of any former complaints made about the incident.

**This information may be withheld if the person submitting the complaint is fearful of reprisal. Under no circumstances will this information be revealed to the complainant as per 9. Confidentiality.*

7. Overview of the Process

Receiving a Disciplinary Offence Complaint

Upon referral of a Disciplinary Offence complaint to the Technical Committee, a panel of 3 Technical Committee members shall:

- Determine whether the matter referred to it falls within the remit of this policy and is appropriate for consideration. If the panel determines it is not then it shall provide written reasons for its decision within 10 working days of referral of the matter to it;



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- Identify whether any of the panel members have a conflict of interest in relation to the relevant matter, and if so such member of the Technical Committee shall not sit on the committee for the purposes of that relevant matter only;
- Identify whether any additional members are required to deal with the issue;
- Consider whether the allegations are against or involve young people or adults at risk, in which case the panel should include the British Dodgeball Designated Safeguarding Officer for an initial assessment as to whether the matter must be dealt with under British Dodgeball Safeguarding Policy and/or external agencies;
- The panel shall have the powers to require any member or connected individual or organisation, upon reasonable notice, to supply any further information required, including providing observations, documents or other material and/or attending one or more interviews, which may be recorded, in order to enable the panel to carry out their role;
- Determine the process to be followed. The Chairperson of each panel can determine the process. A recommended procedure, for the Chairperson's reference, is set out below. The Chairperson can amend this in order to be proportionate to the subject matter under consideration.

This process should take no longer than 10 working days. At this stage, the panel should progress to the Gathering Information & Review Stage.

For the avoidance of doubt, on the request or recommendation by the police any action undertaken under this Policy may be suspended and stayed until the outcome of any criminal investigation is determined, regardless of the timescales stipulated in this Policy. All matters involving the police must be immediately referred to the CEO.

The participant charged with a disciplinary offence has the right to see the case against them and to receive other supporting evidence used in the complaint. The Technical Committee reserves right to continue to pursue any complaint either rescinded or never formalised by the complainant should they determine this to be in the interests of the sport, the community or the organisation.

Gathering Information & Review

In the interests of fairness, the participant charged with a disciplinary offence should be afforded the opportunity to respond to the complaint and shall have up to 5 working days to provide a response. If further review is required, any parties involved in the complaint, including witnesses, may be asked for further information regarding the incident. The parties shall have up to 5 working days to provide a response. The concerned parties may be contacted with any further queries/questions as required.

Sanctioning

The panel will have the power to impose any one or more of the sanctions outlined in this Policy on any person or organisation found to be guilty of any breach. Sanctions must be reasonable and proportionate in all the circumstances.

Where a matter has been proved against or admitted by a young person, any sanction imposed should be proportionate to that young person's age. Examples and a non-exhaustive list are set out in Appendix 1. This is for guidance only and provides a non-exhaustive range of sanctions.

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8. Appeals

An appeal can only be sought against a decision of the panel on one or more of the following grounds:

- There was injustice because of a serious procedural or other irregularity in the proceedings before or during the panel; and/or
- The sanction imposed was manifestly unreasonable in the light of the panel's decision made on the facts.

If a player would like to commence an appeal, they must email disciplinary@britishdodgeball.com within five working days of the date of the written decision. The appeal must be signed by the appellant and:

- Set out the grounds on which the appeal is made and the remedy sought;
- Provide full details of the basis of the appeal; and
- Be accompanied by any documentation which the appellant relies on in support of the appeal.

The stated grounds of an Appeal cannot be amended after submission.

Managing an Appeal

The appeal will be managed by a member of the Management Committee. The original decision will remain in force pending the outcome of the appeal. If the Management Committee member is notified that the parties have reached an agreement to settle the appeal following a mediation process then the appeal shall be stayed.

The Appeal Manager will usually base decisions on evidence from the original compliant and written submission from the appellant, but has the power to set its own processes, e.g. requesting further information from other parties. The appeal should be resolved within five working days of its appointment. There are two possible outcomes of the appeal

- **Appeal Upheld** - Rescind the decision and form a new panel made of 3 members of the Technical Committee (or other suitable qualified and experienced individuals) who were not involved in the managing the original complaint to use existing evidence to make a decision. Additional evidence may be requested should the panel feel this is necessary.
 - A successful appeal does not guarantee a different outcome; the new panel may arrive at the same decision as the original panel.
- **Appeal Unsuccessful** - Confirm the original decision and reject the appeal.

9. Confidentiality

- All complaints will be treated with the utmost confidentiality and will not be subject to any breach of anonymity without the complainant's consent.
- Technical Committee Members who have acted as part of the panel may also remain anonymous.
- The outcome of any complaint and subsequent review may be made public if it is deemed by the panel to be in the best interest of British Dodgeball and the sport.

10. Use of Photo & Video Evidence

Where you wish to submit photo or video evidence to support your complaint, please be aware that we will only be able to consider this if the Technical Committee believes it is of sufficient quality, relevance and credibility.

- For video footage, please only provide the minimum duration of footage required for the committee to see the incident and any context needed.
- Video evidence will not be accepted by referees during an event.

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11. Amending Decisions Made By Referees

- The Technical Committee may not amend an incorrect gameplay decision made by a referee, or change a match result by amending an incorrect gameplay decision.
- The Technical Committee may determine to sanction an individual for gameplay actions if the panel discerns that the sanction should have been given out at the time according to the Rules or Regulations;
- The Technical Committee may not amend an incorrect result if a scoring error is made mid-set and no official protests are lodged by a team leader within the necessary timescale;
- The Technical Committee may amend an incorrect result if the score was announced to be correct at the end of the game but there is a recording error on the scoresheet. For this to take place, clear video evidence must be provided with a visible scoreboard. This can not be performed once events have been concluded, so captains should be extra vigilant when checking scores at one-day events and the final round of league events.

12. Cumulative Sanctions

- For every 3 yellow cards received by a player within a 12-month period, the Technical Committee will review whether an additional sanction should be issued.
- Where 2 yellow cards are issued in the same match and therefore a player receives a red card, these will be logged as two yellow cards for the purposes of additional penalties for cumulative cards.
- Where 2 red cards are received by a player within a 12-month period, the Technical Committee will review whether an additional sanction should be issued.

13. Miscellaneous

- Please note no complaints will be discussed or decided on the day of an event, therefore members of the Technical Committee should not be approached at the event regarding a complaint. Anyone approaching members of the Technical Committee to discuss or appeal a complaint or sanction at any time should be reported and may be subject to sanctions themselves.
- British Dodgeball accepts no liability for any financial or reputational loss arising from the decision of the Technical Committee.
- Two or more parties or complaints may be dealt with at the same Technical Committee review where the proceedings arise out of the same incident or set of facts, or where there is a clear link between separate incidents. The panel may modify the procedures adopted as appropriate.
- In the event that a particular incident occurs for which there is no provision in this Policy, the Technical Committee will refer the matter to the Management Committee who will take such action as they consider appropriate in the circumstances (including further referring the matter to the Board). All matters shall be dealt with in accordance with general principles of natural justice and fairness.
- The timescales contained in this Policy will be adhered to wherever practically possible. British Dodgeball recognises that a considerable element of the sport is delivered through volunteers and therefore some flexibility may be required when applying timescales. If the Technical Committee fail to adhere to the timescales set out in this Policy it will not invalidate the procedure and only unreasonable delays could be used as grounds for appeal.
- Deemed consent to forward a complaint to another appropriate authority (including external agencies) is implied by instigating action under and in accordance with this policy.



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14. Monitoring & Evaluation

We are committed to implementing, monitoring and evaluating this strategy so that there continues to be a structured pathway for British Dodgeball and its staff and volunteers to govern the sport effectively in line with a transparent and fair procedure.

Implementation plans will be reviewed by British Dodgeball on a regular basis to monitor and evaluate progress against the strategy. Where appropriate, we will make adjustments in line with updated legislation.

Last Review Date: 16th August 2025



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Appendices

Appendix A. Sanctions List

The suggested sanctions below are guidelines and always subject to the discretion of the Technical Committee taking into the account the severity of the relevant matter before it.

All fines imposed shall be payable within 28 days of the date the fine was imposed. Interest shall be payable at the rate applicable to judgment debts in England and Wales following the end of the 28-day period until the actual date of payment.

Example Sanctions
Caution, reprimand or warning as to future conduct.
Awarding a yellow card, red card, match ban or event ban.
Suspension of membership and/or from participation in events for a specified period. In full or specific class of membership (e.g. coach, player, official, spectator).
Fines or non-payment of expenses fees for services provided.
Lifetime suspension of Volleyball England membership. In full or specific class of membership (e.g. coach, player, official).
Requirement to attend training/additional mentoring or have additional supervision for a period.
Forfeiture of competition prizes and/or placings.
Removal of Club accreditation scheme (e.g. Dodgemark).
Suspension of access to British Dodgeball member benefits.
Suspension of access to systems, data or information provided by British Dodgeball.
Loss or removal of ranking points earned through previous competitions.
Match fines for forfeits/non-attendance as outline in the regulations.
Suspension or removal from a voluntary role or removal of some responsibilities.
Any other applicable sanction listed in other British Dodgeball rules, policies or guidelines.