



Reading Football Supporters' Society Limited,
Registered Office: c/o Vale & West, Victoria House
26 Queen Victoria Street, Reading. RG1 1TG.

www.star-reading.org

DISCIPLINARY POLICY

Date of Review	Reason for review	Amendments
12/03/2015	New Policy Approved	Not Applicable
19/01/2017	Periodic Review	Revised Format and Minor amendments
08/02/2018	Periodic Review	No changes
13/02/2020	Periodic Review	Revisions to Process, etc.

1.0 Introduction

This document is drafted in accordance with the Rules of Reading Football Supporters' Society Limited and sets out the Disciplinary Policy adopted pursuant to a resolution of the Society Board at a Meeting held on 12 March 2015. The purpose of this policy is to ensure that:

- 1.1 Members agree to be bound by the Rules and policies of the Society which require that the conduct of Members is not prejudicial to the Objects of the Society.

2.0 Definitions

- 2.1 Definitions of the terms used in this policy are laid out in a separate Definition of Terms document, which should be read in conjunction with this policy.

3.0 Procedure

- 3.1 Where any Member is deemed by a majority of the Society Board to have likely:
 - 3.1.1 committed a Disciplinary Offence;
 - 3.1.2 otherwise acted in a way such that is liable to bring the Society's name and/or reputation into disrepute; or

3.1.3 acted in contrast to the terms or spirit of this document and/or the Rules and/or the policies of the Society,

it shall be at liberty to constitute a Disciplinary Committee ("the Disciplinary Committee") to investigate and determine the facts relating to the matter and where appropriate, impose sanctions.

- 3.2 If the Society Board decides to constitute a Disciplinary Committee the Member(s) concerned will be suspended from membership of the Society and, for the period of suspension, shall not be entitled to:
- 3.2.1 participate in the Society's activities (e.g. Fans' Forums);
 - 3.2.2 use the Society's away travel facility;
 - 3.2.3 vote in Society elections or other matters; or
 - 3.2.4 attend general meetings.
- 3.3 Examples of acts that may be considered breaches of discipline include, but are not limited to:
- 3.3.1 Discrimination, harassment or abuse in relation to a protected characteristic (as defined under the Equality Act 2010);
 - 3.3.2 Theft or misappropriation of the Society's property or funds;
 - 3.3.3 Acts of violence and/or vandalism wherever they take place;
 - 3.3.4 Loaning or transferring a Society membership card to another person; or
 - 3.3.5 Failing to comply with the legitimate instructions of the Society's coach stewards.
- 3.4 The Disciplinary Committee will consist of the then Chair and a Deputy-Chair of the Society Board unless either or both of them is the subject of the disciplinary action, in which case another Society Board Member will be selected by the Society Board as Chair of the Disciplinary Committee. In addition, up to 3 but no less than 2 other Society Board Members (who shall not be the subject of the disciplinary action) shall sit on the Disciplinary Committee.
- 3.4.1 Co-opted Society Board Members may not serve on the Disciplinary Committee.
 - 3.4.2 In the case of an equality of votes the Chair of the Disciplinary Committee shall have a casting vote.
- 3.5 All members of the Disciplinary Committee shall treat its proceedings as confidential, unless the subjects of the proceedings waive that right directly or violate the confidentiality through making public comment about the proceedings.
- 3.6 The Disciplinary Committee will appoint a Member of the Society to investigate the complaint(s) or allegation(s) fully and produce a report for consideration by the Disciplinary Committee, recommending whether the Member(s) being investigated has

a case to answer. The investigation shall be conducted as quickly as possible and should normally be completed within two weeks of the investigator being appointed.

- 3.7 The Secretary shall inform the Member(s) of the investigation and the nature of the allegations that are being investigated. In the event that the investigator determines that there is no case to answer the Secretary shall inform the Member(s) accordingly.
- 3.8 Interference in the investigation by any Member will in itself be deemed a Disciplinary offence.
- 3.9 In the event that the investigator determines that there is a case to answer the Disciplinary Committee shall meet as soon as is practicable after the completion of the investigation and shall invite the Member(s) concerned to attend or submit their version of events or mitigating circumstances.
- 3.10 Either the Society Board or the Member(s) who are the subject of the hearing may request for an independent member to join the Disciplinary Committee. The independent member will be selected on the basis of mutual agreement, and shall for the avoidance of doubt not be someone who has served with any of the subjects of the hearing on any board or committee, and shall ideally not be a Member of the Society itself.
- 3.11 All incidental expenses for independent members shall be met by the Society.
- 3.12 In the event that it is not possible to agree the identity of the independent member, The Football Supporters' Association will be asked to select the independent member.
- 3.13 The Disciplinary Committee shall act honestly and equitably in assessing the facts of the disciplinary case before it and may impose such sanction as it sees fit from the following:
 - 3.13.1 a warning;
 - 3.13.2 a censure; or
 - 3.13.3 a suspension from membership of the Society for a period not exceeding the remainder of the membership year (with or without a recommendation for expulsion from the Society under Rules 19 and 20 of its Constitution).
- 3.14 If it considers it appropriate the Disciplinary Committee may choose to impose no sanction.
- 3.15 If the Member(s) concerned fails to either attend or submit their version of events or mitigating circumstances the Disciplinary Committee meeting may proceed in the absence of the Member(s) and the Disciplinary Committee can make such inferences as it sees fit from such non-attendance or non-submission.
- 3.16 The decision of the Disciplinary Committee will be notified to the Member(s) within seven days of the Disciplinary Committee meeting.
- 3.17 The Secretary will be responsible for communicating the decision, and no members of the Disciplinary Committee shall make any comment about the proceedings publicly.

3.18 No Member expelled from membership of the Society shall be readmitted except by resolution of the Society under Rule 20 f) in a general meeting

4.0 Review

This policy will be reviewed by STAR's Board annually, but members may call for it to be reviewed at any time by contacting the Secretary.