Slimbridge AFC
Club Address: Thornhill Park, Wisloe Road, Slimbridge, GL2 7AF

Complaints and Discipline Procedure

Slimbridge AFC adheres to all disciplinary procedures set by the relevant County Associations and Leagues to which the club belongs. Additionally, the club has its own internal procedures.
If any member feels they have suffered treatment not in accordance with the rules or spirit of the game, believes Club Policies, Rules, or Codes of Conduct have been broken, or faces an issue unresolved within their team, they should follow the steps below.

Complaint Reporting Process

1. **Reporting the Issue:**
   Members should report the matter to the **Club Secretary (Alena Wrixon)** and **Chairperson of the Football Management Committee (Barry Gay)** in writing. The report should include:
   - Details of what, when, and where the incident occurred.
   - Names of any witnesses.
   - Names of others who may have been similarly treated.
   - Details of any prior complaints related to the incident, including dates, and to whom the complaints were made.
   - A preferred resolution for the incident.
2. **Handling the Complaint:**
   Complaints will be addressed by a **Disciplinary Committee (DC)**, nominated by the Football Management Committee. The DC will consist of three members, at least one being from the Management Committee and at least one independent of the committee. A Chairperson will be nominated. If the breach involves a Management Committee member, the Chairperson of the DC will be independent of the Club Committee.
3. **Initial Assessment:**
   The DC will gather statements and determine if there is a case to answer. If so, the breach will be categorised as:
   - **Minor Breach:** Actions causing minor inconvenience or embarrassment to the offended party or the club.
   - **Moderate Breach:** Actions falling between "Minor" and "Major."
   - **Major Breach:** Actions likely to bring the club into disrepute, such as violence, extreme aggression, serious abuse of officials or others, or causing harm.
4. **Resolving the Complaint:**
   Wherever possible, complaints will be resolved using written statements from the accused and all witnesses named by both parties. These statements will be shared with both parties. Formal hearings will only occur if the DC deems the complaint too complex or serious for written resolution.
5. **Recommendations:**
   The DC will report findings and recommendations to the Football Management Committee, which may include:
   - A warning regarding future conduct.

- Suspension from club membership.
- Expulsion from the club.
  Final decisions and implementation rest with the Football Management Committee.

Specific Playing Issues

1. Reporting Yellow and Red Cards:

It is the responsibility of the team manager to report all yellow and red cards to the Club Secretary within five days of the match. The report should include:

- Match details (date, venue, opposition).
- Player's name, type of card, and offense.
- Referee's name and qualification.

2. Payment of Fines:

Players are personally responsible for fines arising from yellow or red cards. Players are ineligible to play until the fine is paid.

3. Red Card Sanctions:

- **First Sending Off:** A three-match suspension will be applied immediately. No disciplinary hearing will be held unless the player appeals, or the Management Committee deems it necessary.
- **Second Sending Off:** A minimum five-match suspension will be applied, and the player must appear before the DC before returning to play.

4. League/County FA Suspensions:

Any suspensions imposed by the League or County FA will run concurrently with club suspensions.

5. Escalation of Punishments:

The Football Management Committee reserves the right to increase sanctions based on the severity of misconduct, particularly for violent behaviour or actions that may bring the club into disrepute.

6. Appeals Process:

Players wishing to appeal a caution or sending off must notify the Club Secretary in writing within five days of the incident.

- Appeals for incidents with official referee cards will be handled by the relevant League or County Association. The club will support these decisions.
- Appeals for incidents without official referee cards will be handled internally by the DC, during which the player may continue playing.

7. Club Fines:

The Football Management Committee may require players to pay fines imposed on the club by a League or County Association resulting from disciplinary offenses.

Slimbridge AFC remains committed to maintaining a fair and respectful environment for all members while upholding the highest standards of conduct on and off the field.