



Athlete Disciplinary

GB Boxing recognises that the vast majority of athletes engaged in world class programmes are professional and work hard to achieve their Olympic dream. However, there are certain standards of behaviour that should be expected and unfortunately there are occasions when these standards are breached. In these circumstances GB Boxing has set out an athlete disciplinary policy to ensure that any issues are dealt with fairly and appropriately. Please see policy below.

Athlete Disciplinary Policy

The GB Boxing squad and team members are required to maintain a high standard of conduct and do nothing that may undermine the performance of themselves or another squad/team member. The overall aim of this disciplinary policy is to ensure the WCPP works in the interests of all boxers, that boxers are treated fair and equitably and that the programme operates in way that maximises our chances of success at major competitions and the Olympic Games.

The majority of athletes consistently conform to required standards of conduct, but it is of course necessary that a disciplinary procedure is in place and understood by all.

Procedure

Any alleged misconduct must be referred immediately to the Performance Director and/or the Chief Executive. They will initially investigate the facts relating to the alleged offence, collect the necessary statements and consider any possible mitigating circumstances. Investigatory interviews may need to be held with any athletes concerned or coaches and support staff. After completing the investigation the Performance Director and/or the Chief Executive may feel no formal action is required and will inform that athlete in writing of the outcome of the investigations. If there is a case to answer then the Performance Director and/or Chief Executive will arrange a meeting as soon as possible with the athlete (who may bring a representative if he wishes) so that the allegation can be explained and the athlete has the chance to respond.

At this disciplinary interview, the Performance Director and/or Chief Executive should outline the results of their investigations and invite the athlete to state their case. The Performance Director and/or the Chief Executive may consult with the coaches and other support staff and if appropriate witnesses may be called and questioned.

At the end of the interview the Performance Director and/or the Chief Executive should be given time to consider the appropriate action. The Performance Director and/or the Chief Executive may decide to call a meeting of the Disciplinary Committee (Performance Director, a Director from the Home Nation to which the boxer is registered and the Chairman of BABA and/or Performance Director) to review the facts of the investigation and disciplinary meeting to decide on the appropriate action.

Following the outcome of these meetings, the decision will be conveyed to the athlete, in writing by the Chief Executive.



Disciplinary Sanctions

The outcome of the disciplinary meeting may include one of the following:

- A warning, either verbal or written – the athlete will be informed in writing of the disciplinary action taken and a copy of this warning will be supplied to the athlete’s personal coach and a copy retained on the athletes personal file; or
- Suspension from the National Squad programme for a fixed period of time with a equivalent reduction in the Athlete Personal Award (APA) – the athlete will be informed in writing of the disciplinary action taken, along with the reasons for such action and copies of this letter will be circulated as above; or
- Downgrading of the Athlete Personal Award - the athlete will be informed in writing of the disciplinary action taken, along with the reasons for such action and copies of this letter will be circulated as above; or
- Removal from the World Class Programme with immediate suspension of the APA – this would be the case of serious misconduct or after one or more warnings. The athlete will be informed in writing of the disciplinary action taken, along with the reasons for such action and copies of this letter will be circulated as above.
- Counselling - The Performance Director may decide that a particular case can be more constructively dealt with by informal counselling when required, where standards of conduct will be emphasised.

Right of Appeal

The athlete has the right of appeal against any sanction imposed and this will initially be through the Chairman of the BABA. Should the Chairman have been involved in the decision-making process, through the Disciplinary Committee, then this will be considered by a BABA Board member.

If necessary, an independent panel, through the Sports Dispute Resolution Panel, may be convened to review the appeal.

Sport Integrity

GB Boxing reserves the right to refer a matter to the Sport Integrity Service under the Rules of Procedure of that service. This may involve the commission of an independent investigation or disciplinary procedure into alleged grievances, or allegations of misconduct involving: i) athletes; ii) athlete support personnel; or iii) GB Boxing office holders, who are either members of the GB Boxing World Class Programme; or funded through the UK Sport grant the following circumstances:

(i) where an individual is deemed a ‘Relevant Person’ under the terms of the Independent Disclosure and Complaints Service Pilot Regulations; and



(ii) they are a respondent to allegations of misconduct as defined as a 'Relevant Matter' under the same regulations.

In such circumstances they are required to cooperate with any investigation conducted by Sport Integrity, where the investigation is covered by terms of reference agreed by GB Boxing.