



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

[www.star-reading.org](http://www.star-reading.org)

## **DISCIPLINARY POLICY**

<b>Date of Review</b>	<b>Reason for review</b>	<b>Amendments</b>
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

### **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 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 Co-opted Society Board Members**

- 3.1 Co-opted Society Board Members may not serve on a disciplinary committee.

### **4.0 Procedure**

- 4.1 Where any Member is deemed by a majority of the Society Board:

- 4.1.1 to have committed a Disciplinary Offence;
- 4.1.2 has otherwise acted in a way such that it is likely to bring the Society's name and/or reputation into disrepute; or
- 4.1.3 has 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 take such measures as it sees fit.

If the Society Board decides to constitute a Disciplinary Committee the Member(s) concerned will be suspended from membership of the Society and shall not be entitled to vote nor attend general meetings for the period of suspension.

- 4.1.4 Examples of acts that may be considered breaches of discipline include, but are not limited to:

- 4.1.4.1 Loaning or transferring a Society membership card to a another person;

- 4.1.4.2 Acts of violence and/or vandalism wherever they take place; and

- 4.1.4.3 Failure to comply with the legitimate instructions of the Society's coach stewards.

- 4.2 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. In the case of an equality of votes the Chair of the Disciplinary Committee shall have a casting vote.
- 4.3 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.
- 4.4 In the event that it is not possible to agree the identity of the independent member, Supporters Direct will select the independent member.
- 4.5 All members of the Disciplinary Committee shall treat its proceedings as confidential, unless the subjects of the hearing waive that right directly, or violate the confidentiality through making public comment about its proceedings.
- 4.6 All incidental expenses for independent members shall be met by the Society.

- 4.7 The Disciplinary Committee shall meet as soon as is practicable (where possible within 7 days) after the Society Board meeting which constituted the Disciplinary Committee and shall invite the Member(s) concerned to attend or submit their version of events or mitigating circumstances. 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, including for example, expulsion; further suspension to allow more facts to be gathered; after which time a further meeting of the Disciplinary Committee shall be held; censure or warning. If appropriate the Disciplinary Committee may choose to impose no sanction. 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. The decision of the Disciplinary Committee will be notified to the Member(s) within 7 days of the Disciplinary Committee meeting.
- 4.8 The Member(s) subject to the disciplinary hearing may appeal against the decision of the Disciplinary Committee within 7 days of being notified of the decision. The appeal must be made to the Secretary who shall contact Supporters Direct. Supporters Direct shall appoint an independent organisation such as Co-operatives UK; the decision of which will be binding on all parties. The appeal will take place as soon as possible after the Member concerned has requested it, and no later than 28 days following the date of receipt of the request for an appeal hearing. As the independent organisation is independent of the Society there will be no further right of appeal by any party.
- 4.9 The final decision will be communicated to all of the parties only after the conclusion of the appeal, or when the date for the lodging of an appeal has passed without such appeal being lodged. The Secretary will be responsible for communicating the decision, and no members of the Disciplinary Committee shall make any comment about the proceedings publicly.
- 4.10 No Member expelled from membership of the Society shall be re-admitted except by an extraordinary resolution of the Society in a general meeting.

## **5.0 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.