

WELSH BOWLS UMPIRES ASSOCIATION

MEMBERS CODE OF CONDUCT

&

DISCIPLINARY PROCEDURES

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All Member of the Welsh Bowls Umpires Association are, always, subject to this Code of Conduct and the Disciplinary Procedures set out below.

Members are expected to conduct themselves in ways which display the following:

- Standards of good behaviour, both on and off the green
- A sportsperson like approach to colleagues, officials, and spectators
- Behaviour befitting good ambassadors for the Welsh Bowls Umpires Association and the sport of Bowls.

Any Member of the Welsh Bowls Umpires Association who falls below these standards, thereby bringing him/herself and/or the Welsh Bowls Umpires Association into disrepute, shall be subject to disciplinary action.

Disciplinary Procedures shall also apply in respect of complaints or disputes concerning:

- The conduct of a Member of the Association.
- Interpretation of the Constitution of the Association or any Code of Conduct or Policy as authorised by the Constitution.
- Interpretation of the Laws of the Sport, Domestic Regulations or Conditions of Play of any match, competition or tournament, or any matter of practice or etiquette concerning the playing or administration of any match, competition, or tournament.

All complaints shall be made in writing to the Secretary within one month of the alleged complaint or dispute with statements signed by the person or organisation making them.

The following process will apply:

1. The Secretary must acknowledge in writing receipt of any complaint or dispute within 14 days
2. Where practicable, the Secretary will resolve the dispute or complaint.

3. If the dispute or complaint cannot be resolved by the Secretary, then the dispute or complaint shall be referred to the Chair of the Association.
4. The Chair of the Association shall form a Disciplinary Sub Committee of not less than three neutral members to investigate and make decisions to resolve the dispute or complaint.
5. The decision of the Disciplinary Sub-Committee shall be notified to the Chair and Secretary.
6. The Secretary will advise all parties of the outcome.
7. All statements, including those referring to the dispute and/or complaint, all supporting statements and the findings of the Disciplinary Sub-Committee shall be in writing and shall be forwarded to the Secretary, who will retain the documentation in accordance with GDPR Policies.
8. The decision may include suspension or expulsion from the Association.
9. The member will have right to appeal this decision in writing to the Secretary within 14 days of being informed of the outcome of the Disciplinary Sub-Committee.
10. Should the dispute or complaint involve the Secretary of the Association then the dispute or complaint should be referred to the Chair of the Association.
11. If a member appeals the decision of the Disciplinary Sub-Committee, the Secretary will inform the Chair, who will form an Appeals Panel consisting of three neutral members, not involved in the original decision to hear the Appeal.
12. The Appeal Panel may request any statements or documentation that they consider will assist them in their deliberations, along with the attendance of any witnesses.
13. The decision of the Appeals Panel shall be final.

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