

APPENDIX 11 BUCS MISCONDUCT SANCTIONS POLICY FOR MEMBERS

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Introduction

British Universities and Colleges Sport (BUCS) has established a misconduct sanctions policy that details the sanctions that can be imposed against a Member Institution/Playing Entity following disciplinary proceedings undertaken in accordance with the BUCS Misconduct Disciplinary Policy and Procedure (Appendix 21) and the BUCS Misconduct Appeal Policy and Procedure (Appendix 22).

Aims

The aim of this policy is to outline the considerations and approach to be taken by a Panel when identifying the appropriate sanctions, whilst aiming to ensure the principles outlined in this policy are consistently and fairly applied.

Scope

BUCS can issue sanctions for misconduct to a Member Institution/Playing Entity following disciplinary proceedings undertaken in accordance with the BUCS Misconduct Disciplinary Policy and Procedure (Appendix 21) and the BUCS Misconduct Appeal Policy and Procedure (Appendix 22).

Sanctions may only be issued where disciplinary proceedings have been undertaken and a Panel has concluded that their imposition is appropriate.

Sanctions

The guiding principle for all sanctioning decisions is that the sanction imposed should reflect, and be proportionate to, the seriousness of the misconduct, taking into account any aggravating or mitigating factors relevant in that particular case.

No two cases of alleged misconduct will be the same. However, as one of the aims of the disciplinary system is to ensure consistency, Panels should have regard to any relevant previous sanctioning decisions in similar cases with a view to achieving consistent outcomes, where possible.

The different types of sanctions that can be imposed by a Panel include but are not limited to the following. Where a sanction provides the Panel with the opportunity to issue associated conditions, these shall be prescribed by the Panel at their own discretion, however the below shall be used as a guide:

- No sanctions imposed
- A written reprimand with conditions imposed for the continuation of Membership. Conditions may include but are not limited to:
 - Fines: The value of the fine can vary depending on the nature of the incident and is at the discretion of the Panel
 - BUCS Points deduction: The number of BUCS Points deducted can vary depending on the nature of the incident and is at the discretion of the Panel

- League points deduction: The number of league points deducted can vary depending on the nature of the incident and is at the discretion of the Panel
- Concession of walkovers (and application of associated fines as per REG 13.7): This can be applied to a specific fixture, or any number of past, or future fixtures, depending on the nature of the regulation breach/misconduct
- Invalidation of results: This involves invalidating results (through the issuance of walkovers or voiding a fixture) that were achieved in the event, league or knockout competition in which the regulation breach/disciplinary matter took place, giving due consideration to the impact of any such invalidation on the competition
- Disqualification from an event, league and/or knockout competition: This can relate to individuals, teams or clubs representing the Member
- Ban from BUCS competitions/events/organised activity: This can relate to individuals, teams or clubs representing the Member and can vary in length at the Panel's discretion
- Touchline ban: The length of the ban will be quantified by a number of matches as opposed to a period of time.
- Educational and restorative sanctions: This can include participation in, or completion of, an activity to build awareness or knowledge relevant to the nature of the regulation breach; attendance at, and completion of, any educational programmes
- Suspension from Membership with conditions imposed for reinstatement
- Termination of Membership

The Panel may order that a sanction imposed is suspended for a specified period or until a specified event and on such terms and conditions as it considers appropriate. When considering imposing a suspended sanction, the Panel must decide the period of the suspension, or event, until which the sanction will be suspended and upon what other terms or conditions, if any, the sanction will be suspended.

Failure to comply

Should a Member Institution/Playing Entity fail to comply with any sanctions issued following disciplinary proceedings, BUCS reserves the right raise a further charge of misconduct against the Member Institution/Playing Entity.

Appeals

A Member is entitled to make an appeal against the sanctions issued as the result of disciplinary proceedings in accordance with the BUCS Misconduct Disciplinary Policy and Procedure (Appendix 21) and the BUCS Misconduct Appeal Policy and Procedure (Appendix 22).

Review

The BUCS Misconduct Sanctions Policy for Members will be reviewed annually by BUCS. The current copy of the BUCS Misconduct Sanctions Policy for Members will be made publicly available on BUCS' website.