



*Proposals must be submitted using this form and cannot be longer than 2 pages. It is not permitted to adjust this form's fonts or margins. You may remove boxes that are not applicable as well as this text.*

## **Vote to Update the Disciplinary Policy**

### **Is this an Online Voting Proposal or a General Meeting Proposal?**

Online Voting

### **Proposer Name and Position**

Kirsty Reed – Welfare Officer

### **Seconder Name and Position**

Mia Green - Chair

### **Aim – What do you want to achieve?**

A clearer disciplinary policy and process which encourages a standard of behaviour that ensures BULSCA is a safe and respectful organisation as well as equips members to take action and raise issues through a clear and understood process should disciplinary matters arise.

The new policy aims to clarify the relationship between club level and individual responsibility. It includes an amended code of conduct for individuals as well as clarity of the role of the BULSCA committee and welfare officer in relation to disciplinary actions and the separation between these. The main process for disciplinary action has not changed. However, this update brings in our disciplinary process and expected standards of behaviour in line with other university sports organisations and the RLSS.

### **Background – What do we need to know to consider the proposal?**

The current disciplinary policy has been recognised as outdated. This has been commented on by the BULSCA committee and multiple clubs. A short amendment was added last year to assert the unacceptable nature of sexual harassment. However, it was felt a complete overhaul was more appropriate. This has now been written by the welfare officer with input from the chair.

### **Proposal Details – What, specifically, do you want to do?**

Implement a new and updated disciplinary policy to replace the current (2008) version. We hope this provides clarity and reassurance to clubs as well as a more thorough policy to support in the instances of breaches to the code of conduct to ensure BULSCA remains a respectful and safe environment for all.

### **Motivation – Why are you proposing this?**

The current policy is extremely outdated (2008) and lacks relevance to comprehensively



cover issues that may arise in the current organisation.

**Timetable and Actions – What do we need to do?**

Action	Deadline
Update website with new policy	ASAP
Ensure BULSCA committee are all aware of their roles in the disciplinary process	ASAP

**Income – Will your proposal provide fundraising opportunities for the club?**

Income source (with break even)	Quantity	Price	Income
N/A			
<b>Total Income:</b>			

**Resources – What will your proposal cost? What equipment/manpower is needed?**

Resource	Source	Quantity	Price	Cost
None				
<b>P&amp;P:</b>				
<b>Total Cost:</b>				
<b>Total Profit:</b>				

**Supplementary Documents (Attached)**

Please see attached full policy:  
[https://docs.google.com/document/d/1GWXK\\_QAn5e5qijKvYX\\_00s3aJNRYI-reJcuXrCR\\_iAE/edit?usp=sharing](https://docs.google.com/document/d/1GWXK_QAn5e5qijKvYX_00s3aJNRYI-reJcuXrCR_iAE/edit?usp=sharing)