



# TAEKWONDO COUNCIL UNITED KINGDOM

## Disciplinary, Grievance, and Appeals Policy

### Introduction:

Taekwondo Council UK (TCUK) is dedicated to maintaining fairness and transparency in all disciplinary matters. This policy encompasses the process for handling disciplinary issues, grievances, and appeals to ensure equitable treatment of all members.

### Scope:

This policy applies to all TCUK members, including athletes, coaches, instructors, officials, volunteers, and council members who may be subject to disciplinary action or wish to raise grievances.

### Resolving Issues:

TCUK is committed to addressing problems promptly and fairly through clear and transparent procedures. We uphold high standards of conduct among our members, resolving minor issues informally whenever possible.

### Disciplinary Procedure:

#### Investigation:

- An investigation may precede any disciplinary action.
- Full cooperation with the investigation is mandatory.
- There is no right to be accompanied during investigation meetings.

#### Suspension:

- TCUK reserves the right to suspend individuals from training if deemed appropriate, restricting access to premises.

#### Disciplinary Hearing:

- Upon establishing a disciplinary case, individuals will be notified, usually in writing.
- Attendance at a disciplinary hearing is required, with the right to be accompanied by an Instructor or fellow student.
- Individuals will have the opportunity to present their case.
- The hearing chair may decide the issue or adjourn for further consideration, with the decision communicated in writing.

#### Appeals Procedure:

- Individuals may appeal the outcome of a disciplinary hearing within five days.
- Appeals must be made in writing, stating grounds and accompanied by relevant documentation.
- The right to be accompanied at an appeal hearing is provided.
- The appeal decision, conveyed in writing, will be final.

### Misconduct and Grievance Handling:

- Examples of misconduct range from minor rule breaches to serious infractions, with corresponding disciplinary actions.
- Gross misconduct, such as theft or assault, may result in immediate dismissal without notice.
- Grievances should be raised informally with an Instructor/official and, if unresolved, formally submitted in writing. A meeting will be arranged, followed by an appeal process if necessary.



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**Confidentiality:**

All information related to disciplinary matters, grievances, and appeals will be treated with utmost confidentiality to protect the privacy and reputation of all parties involved.

**Review and Updates:**

This policy will be periodically reviewed and updated as needed to ensure compliance with legal requirements and effectiveness in maintaining fairness and transparency.

**Conclusion:**

TCUK is dedicated to upholding principles of fairness and natural justice in all disciplinary matters. This policy provides a structured framework for addressing issues, grievances, and appeals, ensuring equitable treatment of all members.