



# Disciplinary Action Policy

## Purpose:

The purpose of this Disciplinary Action Policy is to provide clear guidelines for addressing breaches of conduct, ensuring that all incidents are managed consistently, fairly, and transparently. This policy applies to all members, participants, and visitors during any Auskart Racing Inc. club-sanctioned events or activities.

## Scope:

This policy covers a range of misconduct, including but not limited to:

- Violations of the RACERS Code of Conduct
- Unsportsmanlike behaviour
- Sports aggression or sports rage
- Verbal or physical abuse
- Harassment, bullying, or discrimination
- Damage to club or personal property

## Disciplinary Process:

When a violation is reported, the following steps will be taken:

### 1. Investigation:

**Initial Review:** The committee will conduct an initial review to determine if further investigation or disciplinary action is required.

**Full Investigation:** If necessary, a full investigation will be conducted, including interviews with involved parties with statements to be collected within 24hrs of the occurrence. These will be collected in writing or by voice recording.

### 2. Assessment:

Based on the findings, the club's disciplinary committee will assess the situation and determine the appropriate course of action.

- The disciplinary committee will consist of 4 current Auskart committee members.
- At Least 1 of the 4 selected disciplinary committee members should be from the current Auskart management committee.
- The disciplinary team selection is to be made per incident and will be selected to be unbiased and without conflict of interest to the incident being investigated.
- The disciplinary committee will present its recommendations to the current Auskart management committee for final approval and implementation.

### 3. Action:

Disciplinary actions will follow the guidelines outlined below.

## Guidelines:

If any individual attending an Auskart Racing Inc event is found to have committed more than one offence on any level during a single race weekend, they will be immediately asked to leave the premises.

### 1. Minor Infractions

*Examples: Use of inappropriate language, minor disrespect towards other members.*

**Consequences:**

**First Offense:** Verbal warning (to be noted and kept on file)

**Second Offense:** Written warning.

**Third Offense:** Temporary suspension (up to 1 month).

### 2. Moderate Infractions

*Examples: Persistent use of offensive language, significant disrespect towards others, intentional property damage, irresponsible behaviour involving alcohol.*

**Consequences:**

**First Offense:** Written warning and mandatory meeting with the disciplinary committee.

**Second Offense:** Temporary suspension (1-3 months).

**Third Offense:** Extended suspension (3-6 months) or probation period with behavioural conditions.

### 3. Serious Infractions

*Examples: Physical altercations, harassment or bullying, severe property damage, public behaviour that significantly harms the club's reputation, social media misconduct that impacts the club.*

**Consequences:**

**First Offense:** End of racing for that weekend. Extended suspension (3-6 months) or probation period with strict conditions.

**Second Offense:** End of racing for that weekend. Long-term suspension (6-12 months).

**Third Offense:** Permanent expulsion from the club.

### 4. Severe Infractions

*Examples: Illegal activities (drug use, theft), severe harassment or physical violence, actions that severely endanger others.*

**Consequences:**

**First Offense:** Immediate expulsion from the club.

**Optional Legal Action:** Depending on the severity and nature of the infraction, legal action may also be pursued.

## **Updates to Policy**

This policy may be updated periodically to reflect changes or club regulations. Members will be notified of any updates.

## **Enforcement**

All disciplinary actions will be enforced consistently and impartially, with the primary goal of maintaining the safety and integrity of our club and its activities.