



Worthing Striders Grievance and Disciplinary Policy

Complaints and Disputes

1. All concerns, allegations or reports of malpractice or abuse relating to the welfare of children or vulnerable adults will be recorded and responded to swiftly and appropriately in accordance with the Club's and UK Athletics' (UKA) safeguarding policy and procedures. The Club Welfare Officer shall be the first point of contact for all members in the event of any safeguarding concerns.
2. Any complaints of misconduct (improper or unprofessional conduct) regarding the behaviour of members or officers shall be dealt with by the Club in accordance with its discipline and appeals process (see our Club constitution), and must be presented in writing to the Secretary. Where the matter relates to the Secretary, the complaint must be submitted to the Welfare Officer. The procedure described in the Constitution will then be followed.
3. Any complaints of serious misconduct (including, without limitation, theft, doping violations, fraud, physical violence, safeguarding policy breaches, serious breach of applicable health and safety, gambling and/or ticketing regulations, or any act or omission of the member or officer which in the opinion of UK Athletics, acting reasonably, brings or is likely to bring the sport of athletics into disrepute) regarding the behaviour of members or officers shall be reported and dealt with by UKA in accordance with its disciplinary procedures.
4. If a dispute arises between any members or officers of the Club about the validity or propriety of anything done by any member or officer under these rules and the dispute cannot be resolved by agreement, the parties to the dispute must first try in good faith to settle the dispute by mediation before resorting to litigation.