

## **WESTERN PROVINCE BRIDGE UNION**

### **ETHICS BYE-LAWS**

The following bye-laws shall be applicable to disciplinary proceedings held in terms of clause 11 of the Union's Constitution, whether undertaken by the Union's Executive Committee or by a sub-committee, both hereinafter referred to as the reviewing body, appointed by it.

1. The player concerned shall be furnished with the details of the alleged conduct concerned, and invited to furnish in detail his/her response to it.
2. If the player thereby admits the alleged misconduct, and the misconduct is not of a serious nature, he/she may thereupon be penalised by a warning or a reprimand.
3. If the player denies any of the alleged misconduct, the person/s who reported the alleged misconduct, hereinafter referred to as the complainant, should be advised of the content of the player's response.
4. The reviewing body shall in its discretion determine whether it will be fair to deal with the matter on written submissions alone, or to hold a hearing.
5. If it decides that a hearing is necessary, the alleged offender may attend it, assisted if he/she so wishes by anyone of his/her choosing, and the complainant/witness to the alleged misconduct may also present. Those concerned, including others who may have witnessed anything relevant in issue, may be questioned by the reviewing body to clear up, if possible, any aspect that is in dispute.
6. If it should then be found that the person concerned did not misconduct himself/herself, or that the alleged misconduct has for any reason not satisfactorily been proved on the probabilities, then the person subject to the alleged misconduct, as also the complainant, shall be advised accordingly.
7. If it should be found that the person concerned did misconduct himself/herself, then he/she should be advised of the investigating body's reasons, and a penalty may at the same time be imposed that may include, depending on the seriousness of the misconduct, a warning and/or a reprimand and/or the offender being directed to make an apology to whoever

may have been affected, and/or being suspended temporarily or permanently from playing in relevant tournaments or events.

8. The offender should then be advised that he/she has the right of appeal to the SABF.

9. The above process is not intended to be inflexible, but may be adjusted to take account of fairness in the particular circumstances that may arise in a given case.

WCBU 20<sup>th</sup> March 2023