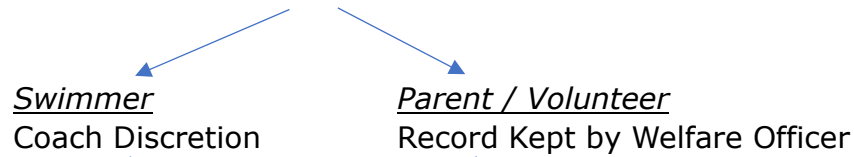


City of Leicester Swimming Club Disciplinary and Complaints Procedures

Disciplinary Procedure

Stage 0 – Normal Intervention



Stage 1 – Verbal Warning
Record Kept on File

Stage 2 – Written Warning
Record Kept on File

Stage 3 – Suspension, Expulsion or Termination
Investigation
Record Kept on File

Appeal

Complaints Procedure

Informal Resolution

Mediation

Panel Hearing

Decision

Sanction

Judicial Complaint