

Disciplinary Procedure

The MI Racing Academy sets a number of standards for behaviour. These standards may be loosely categorised as

- Standards to ensure that members of the club can enjoy their sport in a safe and secure environment
- Technical requirements imposed by being associated with British Cycling and/or competing under their rules
- Additional standards for behaviour that The MI Racing Academy sets in order to reach its goal of being a benchmark club for correct behaviour

In the event of a member not adhering to any of these standards, whether this is done purposefully or otherwise, the following process will be used.

Informal Intervention

Members may be reminded of their responsibilities and asked to review their behaviour in light of club requirements and adopt those requirements. This is an **informal intervention** and is encouraged to be used where a degree of education is required.

Formal Intervention

For more serious matters, a written complaint addressed to the Committee will be required, providing dates, actions and any steps taken to attempt to correct the issue. This will be reviewed by the committee. This is classed as **a formal intervention**.

If following an investigation into a written complaint the complaint is upheld, a Verbal warning may be issued by a member of the Committee. This will be done with another member of the committee present and, in the case of the Verbal warning being made to a person aged under 18, that persons Parent or Carer present

If following an investigation into a written complaint the complaint is upheld, a Written warning may be issued by the Committee. In the case of the Written warning being made to a person aged under 18, that persons Parent or Carer will also receive a copy of the Written warning. A written warning may be issued with or without a previous verbal warning having been issued

If unacceptable behaviour continues following a Written warning, the committee reserves the right to terminate that persons membership of The MI Racing Academy.

For all stages of a formal intervention, the member has a right of appeal to the committee