

DISCIPLINARY AND GRIEVANCE PROCEDURE

Players

- 1 Procedure after a breach of regulations has occurred:
 - a) The player must be asked for an explanation, either on the day or by means of a letter after the event.
 - b) If the reply is satisfactory, the player must be warned as to his future behaviour.
 - c) If the reply is NOT satisfactory, a sanction from the table below should be imposed.
 - d) If it is a second offence, the player must be called before the Essex Golf Union disciplinary committee (See guide lines).
 - e) All Disciplinary Committee procedures must strictly follow the English Golf Union Procedure and Conduct of Disciplinary Committee.
 - f) At such a meeting, a player under 18 years may be accompanied by a parent.

- 2 Sanctions:
 - a) The table below shows the sanctions for various common offences and these should be taken as the maximum when no satisfactory reason has been given by the offender.
 - b) The player's club must be informed of the punishment and offences by a scratch or better player must be reported to the English Golf Union.
 - c) 'County Fixtures' includes the Thornton Cup and the Leslie F Wood Trophy etc.
 - d) Any appeal must be lodged with the Secretary within 7 days of the advice of a sanction.

Offence	1 st Offence	2 nd Offence
Failure to advise non-appearance at a competition	3 consecutive County Fixtures.	1 year ban from County fixtures.
Failure to advise non-appearance for p.m. round	3 consecutive County fixtures.	1 year ban from County fixtures.
Failure to advise withdrawal during play	3 consecutive County fixtures.	1 year ban from County fixtures.
Abuse of course etiquette	To depend on severity of offence: from reprimand up	
Abuse of County or Club officials	1 year ban from County fixtures.	2 year ban from County fixtures.
Conduct prejudicial to the County	To depend on severity of offence: from reprimand up	
Cheating	For a first offence a 2 year ban from County fixtures and matches.	For frequent or persistent cheating: a life ban from County competitions and matches.

Disciplinary Procedure - Clubs

1. If a Club has been disqualified due to a breach of competition regulations, and disagrees with the decision, every effort should be made to resolve the matter in an informal manner.
2. If a satisfactory conclusion can not be reached, the Club has the right of appeal to the Essex Golf Union Disciplinary Committee.
3. Any appeal must be lodged with the Secretary within 7 days of the advice of a sanction.
4. All Disciplinary Committee procedures must strictly follow the English Golf Union Procedure and Conduct of Disciplinary Committee.

Disciplinary Appeal Procedure

1. The Disciplinary Committee should consist of three Impartial Members of the Executive Committee, one of which should be nominated as Chairman.
2. The County Secretary shall take the minutes of any such meeting.
3. Clubs and players may call witnesses and furnish evidence to support their appeal.
4. Within 7 days of the announcement of the Disciplinary Committee's decision, the County Secretary should serve written notice of that decision.