**CODE OF CONDUCT FOR BRISTOL PANTHERS FC**

**This code is not here to spoil anyone’s enjoyment but is solely intended to provide a clear, reasonable and structured way to deal with any issues that may occur and to ensure all Members of the Club are treated fairly and with respect.**

**Conduct at fixtures and training**

The disciplinary procedures will involve a simple system. The club follows the GFSN rule book and adopts these rules as its code of conduct.

Explicit examples of breaching the clubs Code of Conduct that would lead to club disciplinary are as follows:

* Poor team spirit by insulting team-mates instead of encouraging team-mates.
* Where a player is expected to play, being unfit to play or not attending a match due to excessive alcohol consumption.
* Non-attendance at fixtures that a player has committed to.
* Violent and aggressive behaviour towards other players.
* Bullying or discriminatory behaviour towards either team-mates or members of another team.
* Dissent towards the manager during matches or training sessions.
* Consistent non-payment of club fees.
* Failing to comply with any signed Player Agreement.

In line with the constitution, it is the Team Manager’s responsibility to recommend any disciplinary action in relation to conduct at training or at matches (either in accordance with either the actions of a referee or their own judgment). This recommendation will then be discussed with the Club Chair. Where disciplinary action is agreed, it will be implemented by the Team Manager, or if the matter is serious it will be referred to a disciplinary committee. (See constitution section 6.2). Any appeals against disciplinary actions should be made in writing to the Secretary. The Panthers Committee will nominate an appropriate person to adjudicate in the case of appeal.

If an incident occurs outside the rules and regulations of a competitive match, the club reserves the right to apply the following sanctions:

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| Action | Reason | Consequence |
| Red Card | Violent conduct | Fine £30  Ban for 3 matches |
| Red Card | Foul and abusive language | Fine £20  Ban for 2 matches |
| Red Card | Professional foul | Fine £10  Ban for 1 match |
| Red Card | Two yellow cards | Fine £10 |
| Yellow card | Professional foul | None on first occasion  Player pays any incurred fine in games thereafter  (reset after half a season) |

**Off pitch behaviour**

This section of the Code of Conduct applies to any activities associated with Bristol Panthers beyond the football pitch. Examples include Panthers-organised socials, fundraisers and any event where the club branding is used. It also includes online groups such as the Panthers Facebook and Whatsapp group.

In the first instance, the Club will seek to resolve all issues without disciplinary means but in some instances player conduct may warrant disciplinary action.

These actions include:

1) Anything which is illegal.

2) Behaviour which brings the club into disrepute.

3) Behaviour that causes harm.

4) Discrimination, including against protected characteristics. This could include discrimination on the basis of gender, race, belief, sexual orientation, age or disability.

5) Bullying.

6) Harassment, including sexual harassment.

The above list is not exhaustive and Bristol Panthers reserves the right to take any action including disciplinary action to protect both the club and its members

In line with the Constitution, off-field matters will be dealt with by the Club Chair. Where the issue relates to the conduct of the Club Chair, the Vice Chair will deal with the matter. In cases of serious misconduct a disciplinary committee may be convened. All decisions may be subject to appeal, which should be made in writing to the Secretary. For further detail see section 6.2 of the constitution.