

## 7. Constitution of the Disciplinary Panel

- 7.1 The Disciplinary Panel shall be made up of 3 members. At Regional / Association level it is recommended but not mandatory to appoint at least one member of the Panel who is a member of the National Discipline and Appeals Panel or trained to that level or alternatively, appoint such persons in the capacity of advisor see paragraph 7.2].

The Chairman of the Panel or other designated officer of the Appropriate Authority shall appoint the Disciplinary Officer [if this is not to be the Complainant].

The Secretary, Equity Manager or Operations Manager shall appoint the Disciplinary Panel, the Chairman and a Recorder. The identity of the Disciplinary Panel will be notified to the Respondent at the time of service of the Notice of Hearing.

- 7.2 At Regional Association level if not a member of the Disciplinary Panel, a trained Discipline and Appeals officer or a nominated [trained] deputy should be in attendance as an advisor. If acting in the capacity of 'advisor', the Discipline and Appeals Officer may be required to attend a further 'Appeal' hearing and must remain professionally neutral at the lower level [Regional Association].
- 7.3 Members of the Disciplinary Panel shall so far as possible have no connection with the Respondent or the Complainant, they shall not be involved in the matters complained of and shall be unbiased.

*The issue of 'bias' within Sports Governing Bodies is sometimes difficult to guarantee in the sense that within most sports there will be a network of relationships that mean that many people will have some form of association or connection with or knowledge of the affairs of other members of the organisation that may make it difficult to find a panel were no such connection exists. Notwithstanding paragraph 8.4 to 8.7, common sense should prevail and bias should not be assumed as a matter of course.*