



UDUK DISCIPLINARY POLICY – SEPTEMBER 2023

PRESIDENTS / CAPTAINS - PLEASE ENSURE PLAYERS AND SPECTATORS ARE AWARE OF THIS DOCUMENT AND HIGHLIGHT THE POSSIBLE CONSEQUENCES OF THEIR ACTIONS.

DISCIPLINARY POLICY

1. For any questions regarding this disciplinary policy, please contact committee@uduk.co.uk. A member of the UDUK committee will then respond to your question(s).
2. Actions made by players and spectators at UDUK league matches or events may be liable to disciplinary action. Actions that may constitute sanctionable offences are determined at the jurisdiction of the UDUK committee. Such actions include, but are not limited to, the following:
 - a. Physical abuse, sexual assault, violence, threats of violence, or other aggressive behaviour.
 - b. Use of discriminatory or offensive language or bullying, both in person or via social media. Including, but not limited to: racism, misogyny, homophobia and ableism. Note: This also applies to social media activity by team accounts.
 - c. Theft of or damage to other players, spectators, teams or UDUK property or equipment.
 - d. Bringing UDUK, university darts or specific teams, players or spectators into disrepute through actions, including social media activity.
 - e. Attempting to cheat or distract opponents, either via direct actions or gamesmanship. Excessive noise or comments made by spectators or non-playing players, whilst the opposition is throwing, may also result in disciplinary action.
 - f. Deliberate tampering or interference with league or event integrity. This encapsulates playing fixtures out of order without committee approval and cancelling fixtures at short notice, without good reason.
3. Possible offences relating to 2.a or 2.b, should be reported, as soon as possible, to safeguarding@uduk.co.uk, with all available information supplied. Any other possible offences should be reported to committee@uduk.co.uk.
4. UDUK will be following a 5-step procedure for investigating, sanctioning and communicating disciplinary offences:
 - i. Incident reported to either safeguarding@uduk.co.uk or committee@uduk.co.uk.
 - ii. An investigation will be opened into the matter(s). This will be conducted by the UDUK President for safeguarding incidents, or by a UDUK Committee member for other incidents. The Committee member selected will not be someone who may have a conflict of interest. This may involve holding meetings with Presidents, Captains, players, spectators and venue staff, to establish facts surrounding the reported incident(s).
 - iii. Following the conclusion of the investigation, the investigating Committee member or President will write a detailed report.

- iv. The investigating Committee member or President will present their report to those members of the Committee who do not have a conflict of interest with the incident. Appropriate sanctions will then be discussed and decided upon by these Committee members.
 - v. Sanctions will then be communicated to the players or spectators involved. Where appropriate, as deemed by the Committee, details regarding the investigation and corresponding sanctions relating to an incident may be communicated to wider UDUK members. In the case of safeguarding matters, UDUK may rescind or redact information that would not ensure the anonymity or privacy of affected members.
5. UDUK will always act to protect and support members who have been affected by the actions of others. With this in mind, UDUK will aim to deliver sufficient and effective sanctions, to protect our members; to protect the interests of UDUK; and to protect the reputation and image of university darts. In serious offences, UDUK may refer matters to student unions, universities and / or the police, where required. The following represent some, but not all, possible sanctions that may be applied to players, spectators or teams:
 - a. Time-limited or permanent player, spectator or team ban from UDUK leagues and / or events.
 - b. Removal of results for some or all of games that offending players, spectators or teams have been involved in.
 - c. Financial penalties, which carry bans from all UDUK leagues and events until paid, to cover the cost of theft of or damage to players, spectators, teams or UDUK property or equipment.
 - d. Non-payment or non-awarding of UDUK competition prize money or awards.
6. Players, spectators or teams may appeal the outcome of an investigation. The appeals process can be instigated by responding directly to the communication of investigation outcomes.
7. This disciplinary policy aims to be as informative as possible, however it should not be considered all-encompassing, therefore UDUK reserves the right to recognise additional offences where necessary, and apply additional sanction types. Specifically, offences relating to physical altercations or discriminatory behaviour are not described in full, due to the wide umbrella of possible types of such offences. UDUK also reserves the right to investigate reports of historic offences that have not previously been investigated by UDUK.