

Raleigh GAA Supplementary Code of Conduct

PRINCIPLES

All members of Raleigh Cu Chulainn Gaelic Athletic Club ("Raleigh GAA") by virtue of their club membership are subject to:

- The Code of Conduct as outlined by the Gaelic Athletic Association ("GAA") •
The Diversity Policy currently in force as established by Raleigh GAA
- Raleigh GAA Supplementary Code of Conduct as outlined below

Raleigh GAA Supplementary Code of Conduct:

- Club members shall be supportive and respectful of decisions made by the Executive Board ○
Including not publicly disagreeing or disparaging of any board established policy ○
Respectful of board members in public communications
 - Communicating confidentially any concerns they may have with an established club policy to the Executive Committee via the Secretary
- Club members shall be respectful of other club members
 - They shall not publicly disparage another club member or act in disparaging manner towards other club members
- Club members shall refrain from being disrespectful in tone or content in postings on social media referring to Raleigh GAA or its members

PROCEDURES

- If a club member ("complainant") feels that another member ("alleged violator") is in violation of the above codes and policies ("complaint"), then they shall:
 - Communicate the complaint confidentially in writing to the Secretary of the Club (if the Secretary is the alleged violator, then to the Chairperson. This person (Secretary or Chairperson) becomes the designated lead committee member ("lead member").
 - The complaint communication shall document the violation and provide any documentary evidence and/or names of other members who may have witnessed the violation to the lead member
- The lead member shall inform the rest of the executive committee (excluding the alleged violator if they are an executive committee member) and the group will then decide if a formal inquiry is needed
- If the group decides a formal inquiry is not needed then:
 - The group shall document the rationale for not proceeding
 - The group shall keep a record of the rationale and any documentation provided
- If the group decides a formal inquiry is needed then:

- The group shall conduct the formal inquiry in a timely manner (within two weeks of the complaint receipt)
- The group shall then make a decision and communicate their decision to the complainant and alleged violator on the complaint including any penalties assessed by the group

- The group shall also inform the other board members of their decision, redacting any confidential information as they deemed appropriate
- The group shall also inform the general membership of their decision, redacting any confidential information as they deemed appropriate
- The entire process shall happen within a maximum of three weeks of notice of the alleged violation being sent

PENALTIES

Possible penalties for a violation

- Written letter of censure to the violator
- Requiring violator to make a public or private apology to the complainant
- Removal of violator from a board member or other club role
- Suspension of the violator from participation in club activities for a definite or indefinite length of time