



# DISCIPLINARY PROCEDURES

MPUMALANGA

SPORT CONFEDERATION

# Disciplinary Procedures

## Mpumalanga Sport Confederation

### Preamble

The Mpumalanga Sport Confederation is committed to upholding the highest standards of integrity, accountability, and professionalism in all its activities. As the custodian of sport development and governance within the province, the Confederation recognizes that discipline is essential to maintaining fairness, respect, and trust among athletes, officials, administrators, and stakeholders.

These disciplinary procedures are established to provide a clear, transparent, and consistent framework for addressing misconduct, breaches of policy, and violations of ethical standards. They are designed not only to correct inappropriate behaviour but also to safeguard the values of inclusivity, transformation, and excellence that underpin the Confederation's mission.

The procedures outlined herein ensure that all matters are handled with due process, impartiality, and respect for the rights of individuals, while prioritizing the collective interest of the sporting community. By adhering to these principles, the Mpumalanga Sport Confederation affirms its dedication to fostering a safe, equitable, and empowering environment for sport in the province.

### 1. Purpose

- To maintain discipline, integrity, and ethical conduct within MSC.
- To provide a transparent and fair process for addressing misconduct.
- To protect the rights of athletes, officials, and stakeholders.

### 2. Scope

- Applies to all members, athletes, coaches, officials, volunteers, and staff under MSC.
- Covers misconduct during official events, training, administration, and representation of MSC.

### 3. Principles

- Fairness: All parties are treated impartially.
- Transparency: Procedures are documented and communicated clearly.
- Confidentiality: Sensitive matters are handled discreetly.
- Consistency: Similar cases receive similar treatment.

- Right to Appeal: Members may contest disciplinary decisions.

#### **4. Types of Misconduct**

- Minor Offences: lateness, inappropriate language, failure to follow instructions.
- Serious Offences: harassment, discrimination, substance abuse, unsporting behavior.
- Gross Misconduct: fraud, corruption, violence, bringing MSC into disrepute.

#### **5. Disciplinary Process**

##### **1. Reporting**

- Complaints submitted in writing to the Disciplinary Committee.
- Anonymous reports considered if evidence is credible.

##### **2. Preliminary Assessment**

- Committee reviews evidence.
- Decision: dismiss, mediate, or proceed to hearing.

##### **3. Formal Hearing**

- Notice given at least 7 days before hearing.
- Both complainant and accused present evidence.
- Right to representation (legal or union).

##### **4. Decision**

- Committee issues written ruling within 14 days.
- Sanctions proportionate to offence.

#### **6. Sanctions**

- Verbal or written warning.
- Suspension from activities/events.
- Fines or restitution.
- Removal from office or membership.

- Referral to external authorities (if criminal).

## **7. Appeals**

- Appeals lodged within 14 days of decision.
- Heard by Appeals Committee (separate from original panel).
- Final decision communicated in writing.

## **8. Record Keeping**

- All disciplinary records maintained securely.
- Records retained for minimum of 5 years.
- Used for monitoring repeat offences.

## **9. Review**

- Procedures reviewed every 3 years.
- Updates aligned with national sport governance policies and legal frameworks.