



ENGLAND BOXING DISCIPLINARY CODE

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Definitions

Appeal Respondent	means: the Organisation who has had an Appeal made against one of their decisions
Appeals Board	means: any Panel established by the Association to adjudicate on an Appeal.
Appellant	means: a person or Organisation that has submitted an Appeal against a decision
Compliance & Safeguarding Manager	means: any person appointed by The Association to carry out their Discipline process.
Discipline Commission	means: a Panel established by The Association to adjudicate on a Misconduct case
Full Disciplinary Procedure	means: the process to be followed where a Summary Procedure is rejected or not considered appropriate by England Boxing
Independent Chair	means: a person, not employed by The Association to hear a disciplinary matter
Interim Suspension	means: A suspension imposed by an authorised body prior to either a charge or the final hearing of a charge
Inquiry	means: any Board or Panel established to consider any matter to determine the merits of a complaint.
Misconduct Complaint	means: a report or communication of any type that indicates a breach of The Association Membership Rules or Regulations or in the standard of conduct expected by The Association
Protected Characteristic	means: any characteristic protected under the Equality Act 2010 which are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
Respondent	means: any Individual or Organisation who has had a Misconduct Complaint or Charge raised against them.
Summary Offence	means: a breach that can be proceeded against summarily, without the need for a full disciplinary hearing.
Summary Procedure	means: the procedure to be adopted to deal with a Summary Offence.
The Association	means: England Boxing
Welfare Officer	means: any person appointed to represent the welfare interests of a Young Person
Young Person	means: any person under the age of 18 years

1 Background

- 1.1 England Boxing is committed to providing a fair, consistent and proportionate approach to the handling of Complaints and Disciplinary Matters.
- 1.2 In respect to this code a Misconduct Complaint is any communication to the Association from which it appears that there has or may have been a breach of the Rules, Regulations, Policies or Standards of Conduct, and will be subsequently dealt with in line with the procedures contained within this code.
- 1.3 This Procedure applies to all members of England Boxing (“EB”) as well as others actively involved in Olympic (formerly amateur) boxing in England including but not limited to boxers, coaches, officials, national, club and regional officers, volunteers, and parents of (or those with parental responsibility for) members under 18 years of age, as well as EB itself (“Relevant Persons”).
- 1.4 This code provides an open and transparent process for the handling of Misconduct Complaints and will be resolved fairly within a reasonable period.
- 1.5 Other complaints that are not considered to be misconduct will be dealt with under a separate complaint handling process.
- 1.6 Where a report, following investigation is not considered a breach requiring formal disciplinary action, it may still be investigated for such non disciplinary action that England Boxing deems appropriate at their absolute discretion.
- 1.7 In such cases as outlined in 1.6 where no formal action is to be taken, the Compliance & Safeguarding Manager should consider notifying the complainant as to why there is no case to answer. Such determination is not subject to appeal.

2 Jurisdiction and Powers

- 2.1 The Association’s Articles of Association, its Rules and Regulations and the various conditions of membership, registration and affiliation, require that all members, registered clubs and those associated with clubs as members and all affiliated associations and those associated with affiliated associations as members, comply with Regulations made by the Board and all and any other relevant England Boxing Rules and Regulations.
- 2.2 There are two processes that England Boxing may consider to be a breach of Misconduct:
 - (i) Any behaviour contravening these Rules, Regulations, Policies, Code of Conducts, and general behaviour and shall be subject to the process outlined within this document.
 - (ii) Safeguarding Case Management. Behaviour contravening the Safeguarding Policy shall be subject to the process outlined in the

relevant documentation but may also be subject to Disciplinary action in accordance with this document.

- 2.3 England Boxing has disciplinary jurisdiction over any Participant defined within these procedures and, or those under the England Boxing Code of Conduct.
- 2.4 England Boxing shall exercise its disciplinary powers in the manner set out in this policy.

3 Statutory Authorities

- 3.1 England Boxing reserves the right to involve the statutory authorities in appropriate matters and will support the police and any other relevant body with any resulting investigation in line with its legal obligations.
- 3.2 The Association retains the right to continue its Disciplinary proceeding even though there may be a Police investigation ongoing. England Boxing will exercise its discretion when deciding whether to consider the alleged misconduct before any criminal proceedings have concluded and may liaise with the police in this regard.
- 3.3 The fact that criminal action is being taken or considered does not prevent action continuing within these regulations.

4 Powers of Enquiry

- 4.1 England Boxing requires all Participants to co-operate in any investigation, where requested, to participate in interviews; to provide information and/or statements or any other information believed to be in their possession or knowledge and to attend hearings to give evidence.
- 4.2 Any Participant who fails to comply with these requirements, may themselves be subject to disciplinary action.
- 4.3 All and any hearings shall be held in private.
- 4.4 The Association shall delegate its power to act upon disciplinary matters to the Compliance & Safeguarding Manager, or a nominee, who has the authority under such delegation to raise charges as deemed appropriate.
- 4.5 This policy shall apply to any disciplinary matter at the sole discretion of England Boxing.
- 4.6 This policy shall apply to any disciplinary matter which also raises Safeguarding or Child Protection concerns.
- 4.7 The Association shall also have jurisdiction to investigate any other matter which the Compliance & Safeguarding Manager, at their sole discretion, considers may constitute Misconduct.
- 4.8 The Association shall also have jurisdiction at their sole discretion over appeals against decisions or rulings of any Panel including those of a Member

Organisation Such appeals will be dealt with by the Appeals Board in accordance with this policy.

- 4.9 Where an individual against whom a complaint is made is under the age of 18 years when the matter complained of occurred, the matter will be dealt with under the procedures for Young People within this document.
- 4.10 Where an individual is considered an Adult at Risk, these procedures will be adapted appropriately at the sole discretion of the Association addressing the needs of the Adult at Risk.
- 4.11 The Association may amend these procedures as it sees fit from time to time. Any such amendments shall come into full force and effect upon the date specified by the Association.

5 Discipline Rules

- 5.1 The Association, through the Compliance & Safeguarding Manager, may act at their sole discretion against any Participant which is considered to be acting in breach of any the Discipline Rules or any other Regulation or Policy of England Boxing.
- 5.2 Participants are required to ensure their behaviour is appropriate at all times and maybe subject to a charge under these rules and regulations where such behaviour falls below the standard expected as outlined in the England Boxing Code of Conduct, irrespective as to whether that misconduct was committed during participation or at any other time.
- 5.3 A Participant is required at all times to act in the best interests of Boxing and shall not act, at the sole determination of England Boxing, in any way that brings the sport into disrepute.
- 5.4 A Participant shall not use any language or behaviour that is Aggravated by the use or reference, whether implicitly or implied, to another person's ethnic origin, colour, race, age, nationality, religion or belief, gender, gender reassignment, sexual orientation, or disability.
- 5.5 A Participant shall not act in any form of victimisation or discrimination by reason of any Protected Characteristic covered under the Equality Act unless otherwise permitted by law.
- 5.6 A Club is responsible for ensuring its Officials, Spectators, and all persons purporting to be its supporters or followers, conduct themselves in an orderly fashion and refrain from any behaviour that in the opinion of England Boxing brings the sport into disrepute, including, but not limited to, behaviour, that includes a reference, whether express or implied, to any Protected Characteristic.
- 5.7 Any Member that makes a vexatious or frivolous report will be charged for bringing the sport into disrepute.

6 Interim Suspension

- 6.1 If the Compliance & Safeguarding Manager considers that an allegation, complaint or matter which has been drawn to their attention falls within the scope of the disciplinary jurisdiction and is of sufficient seriousness to warrant the suspension of a person or body from any aspect of involvement in the Sport until such time as the Disciplinary process has concluded, they may impose an Interim Suspension, they shall write to such person or body informing them of the terms of the interim suspension.
- 6.2 The decision of the Compliance & Safeguarding Manager, in this matter, shall only be subject to review, if requested, by an Independent Chair and will be considered on correspondence only.
- 6.3 A review in such a circumstance must be submitted within 14 days of the imposition of the Interim Suspension or any application for a review may be declared void.
- 6.4 If at any time the facts or circumstances surrounding a case change, the Compliance & Safeguarding Manager may consider, either of its own motion or by an application brought by a person or body subject to an interim suspension, whether such interim suspension should continue.
- 6.5 In their absolute discretion the Compliance & Safeguarding Manager may lift such interim suspension or may impose such conditions as they think fit in default of which the person or body will remain subject to suspension.
- 6.6 The fact of an interim suspension being imposed may be published by England Boxing as appropriate.

7 Discipline Procedures General Provisions

- 7.1 These General provisions shall apply to all Inquiries, Disciplinary Commissions, Appeal Boards, and any other disciplinary body under the control of England Boxing.
- 7.2 The bodies subject to these General Provisions are not courts of law and are disciplinary as opposed to arbitral bodies.
- 7.3 It is important to reach a just and fair outcome and any procedural or technical irregularities must come second to ensuring that parties are treated in a just and fair manner and that a just and fair outcome is reached.
- 7.4 All parties are expected to act in a manner of cooperation to ensure such proceedings are dealt with in a timely and appropriate fashion having due regard for its sporting objectives.
- 7.5 The bodies subject to these provisions may regulate their own procedures ensuring fairness is maintained throughout.
- 7.6 The applicable standard of proof will be the civil standard of the balance of probability unless stated elsewhere in the applicable regulations.

- 7.7 Any charge in relation to a Misconduct complaint must be raised within 90 days of being notified of the incident unless written dispensation has been granted on application to the Legal Safeguarding and Compliance Sub-Committee to extend the time limit in advance of the expiration of the 90 days.
- 7.8 Any first instance hearing must be heard within 120 days of the report being received in the first instance unless written dispensation has been granted on application to the Legal Safeguarding and Compliance Sub-Committee to extend the time limit in advance of the expiration of the 120 days.
- 7.9 Without the written dispensation being granted within 7.7 and 7.8 above, the case will be declared void and expunged from the records.
- 7.10 Any Participant subject to a charge and attending any Commission is entitled to be represented, including legally, by a person of their choice.
- 7.11 Any Appellant or Respondent attending an Appeal Board is entitled to be represented, including legally, by a person of their choice.
- 7.12 Parties are responsible for their own costs in respect to defending a charge.

8 Preliminary Matters

- 8.1 A Discipline Commission Chair or Appeal Board Chair will have the right, sitting alone, to deal with any Preliminary Matter and may as a result, make directions, including but not limited to:
- (i) Amending any time limit
 - (ii) Setting aside any earlier Commission/Panel decision being appealed against
 - (iii) order a party to attend a hearing
 - (iv) permit any “interested party” to attend and make submissions to the Appeal Board
 - (v) dispense or amend any of the procedures outlined in these regulations
 - (vi) consider and make determination on any matters of law.
 - (vii) any such other order deemed applicable or appropriate
- 8.2 The Discipline Commission Chair or Appeal Board Chair may also refer any Preliminary Matter to be considered by the full Panel.
- 8.3 Any order of a Preliminary Matter is final and binding.

9 Confidentiality and Publication

- 9.1 All disciplinary and appeal proceedings shall take place in private and only parties involved are entitled to attend.
- 9.2 England Boxing has the authority to publish the outcome and details of any tribunal or hearing that it deems appropriate at its sole discretion. Until such time as the Association publishes the details, they remain Private and Confidential.

- 9.3 The Disciplinary Commission or the Appeal Board may recommend that a complete dossier of the evidence submitted in the course of the proceedings be prepared and sent to the police and other relevant authorities, together with an expression of the view of the Disciplinary Commission or the Appeal Board that the matter should be investigated by such authorities to establish whether a criminal offence or other infringement has been committed.

10 Dealing with Young People

- 10.1 It is important to note that when dealing with young people in an investigation or as a witness that they are dealt with in a manner considered appropriate for young people.
- 10.2 No person under the age of 18 years can be fined.
- 10.3 A child under the age of 12 cannot appear before any Commission or Panel either as a witness or the Member charged.
- 10.4 Where there is a potential breach by a child under the age of 12, an alternative resolution to formal disciplinary action should be considered.
- 10.5 Where a child under the age of 12 would have appeared as a witness, the Association should arrange for a Welfare Officer, with the permission of the Parents/Guardians of the Child, to obtain a statement from the Child.
- 10.6 The Welfare Officer would attend the hearing in proxy of the Child to deliver the statement.
- 10.7 A child between the ages of 12 and 15 years may attend a hearing, accompanied by an adult, by video conference only and only where:
- i. The evidence is considered so important to necessitate a child to attend:
 - ii. The procedures to hear from a Young Person as a witness, as outlined in this document are strictly followed.
- 10.8 A child aged 16 or 17 years may attend in person, accompanied by an adult, but a Commission may consider it appropriate also for the young person to appear by video conference only.

Young People as Witnesses

- 10.9 When a young person is giving evidence, only essential personnel should be in attendance. Essential personnel are considered as the Panel Members, the Secretary, the person charged and their representative. All others, except for the child's parent or guardian shall leave the room whilst the young person is giving evidence.
- 10.10 Only the Chair of the Commission will be permitted to ask questions of the young person.
- 10.11 No cross examination will be permitted.

10.12 At the end of the questioning the Chair of the Commission will enquire from the person charged whether they had any other questions that should be asked of the young witness.

10.13 If so, the questions should be relayed to the Chair, outside of the hearing of the young person, and the Chair will determine the relevance.

10.14 Once all the questions have been completed, the young person will leave the hearing, unless the Young Person is the Participant charged.

11 Summary Procedure

11.1 The Summary Procedure may be applied if:

(i) the person or body admits the offence in the correspondence that has passed between the Respondent and the Compliance & Safeguarding Manager, and

(ii) the Disciplinary Officer is satisfied, at their sole discretion, that:
(a) the offence is a Summary Offence (as defined in paragraph 11.2); and
(b) it can properly be dealt with under this paragraph.

11.2 A Summary Offence is one where the Compliance & Safeguarding Manager believes that, if the facts placed before them are true, the appropriate sanction should be no more than:

- (i) a censure;
- (ii) a suspension for a period not exceeding 28 days;
- (iii) a fine not exceeding £250;
- (iv) education or training
- (v) a suspended penalty where, if the terms of the suspension are breached, a suspension of no more than 28 days would be appropriate; or
- (vi) a combination of any of the above.

For the purposes of this paragraph, a "suspension" shall mean suspension from England Boxing activities or England Boxing-sanctioned events.

11.3 Where an admission in correspondence has been made and the Compliance & Safeguarding Manager considers it appropriate to invoke the Summary Procedure, they shall write to the person or body concerned informing them that it is their view that this is a Summary Offence and that the Summary Procedure for dealing with such offences may be applied. In such correspondence, the Compliance & Safeguarding Manager shall:

- (i) seek the consent of such person or body to the matter being dealt with under the Summary Procedure
- (ii) formally charge that Participant with Misconduct.

11.4 If the person or body rejects the decision, the case will proceed to Full Disciplinary Procedure.

- 11.5 A matter to be dealt with under the Summary Procedure will be considered by a Commission Chair sitting alone.
- 11.6 There shall be no right of appeal from the imposition of a sanction imposed under the Summary Procedure.

12 Full Disciplinary Procedure

- 12.1 If the person or body who is the subject of the matter does not consent to the Summary Procedure or if the Compliance & Safeguarding Manager considers that a case is not appropriate for the Summary Procedure, the Full Disciplinary Procedure of the Association, as set out below, shall be invoked.
- 12.2 The Association shall commence the procedure by sending to the person or body the charge in writing, setting out a summary of the alleged Misconduct, together with a short factual summary of the evidence supporting the charge.
- 12.3 A copy of all evidence to support the charge shall also be included.
- 12.4 The person or body against whom the charge has been made shall have 14 days following the date of issue of the written communication setting out the charge to answer the charge where they may:
- (i) Accept the charge and request the matter be dealt with by correspondence only; or
 - (ii) Accept the charge and request to appear before a Disciplinary commission to enter a plea in mitigation; or
 - (iii) Deny the charge and request the matter be dealt with by a correspondence hearing; or
 - (iv) Deny the charge and request the matter be dealt with by a Personal Hearing.
- 12.5 Should the person or body against whom the charge was raised elect to appear in person for a plea in mitigation or a Personal Hearing, they will be required to pay a Hearing Fee of £100.
- 12.6 Failure to respond shall render the person or body concerned to forfeit the right to a personal hearing and the matter will be referred to the next Disciplinary Commission to be considered as a denial of the charge in writing.
- 12.7 The Discipline Officer will schedule a date for the hearing and appoint a Discipline Commission to adjudicate the case.
- 12.8 A Disciplinary Commission shall consist of no less than three members and no more than five members.
- 12.9 A Secretary to the Commission shall also be appointed.

- 12.10 At least 7 days' notice will be given of the date, place, and time of any hearing under the Full Disciplinary Procedure unless all parties consent to a shorter timeframe.
- 12.11 Commissions may also be held online by video conference at the discretion of the Commission Chair.
- 12.12 At least 5 days before the date of the hearing, the Compliance & Safeguarding Manager shall serve on the person or body charged a Panel pack including the charge letter, evidence to support that charge and any response from the charged party.
- 12.13 The Panel Pack will also be served on the Commission at the same time as it being served on the parties.
- 12.14 The Compliance & Safeguarding Manager will also be required to arrange attendance for all witnesses in support of the charge to attend any Personal Hearing.
- 12.15 It will be the responsibility for the party charged to arrange attendance of any witness they require to defend the charge.
- 12.16 In all cases, England Boxing shall face the burden of proving that the charge has been made out.
- 12.17 All witnesses in support of the charge will give their evidence first.
- 12.18 The person or body subject to the charge shall have the right to cross-examine any witnesses called by England Boxing, save for any witnesses under the young person or Vulnerable Adult procedures.
- 12.19 The person or body subject to the charge shall give their evidence before any defence witnesses are called and after which they will be entitled (subject to considerations of relevance) to call all any witnesses that they wish to call.
- 12.20 Disciplinary Commission Members shall have the right to question any witnesses at any stage of the process.
- 12.21 Once the person or body subject to the charge has completed their submissions, the person or body subject to the charge shall then have the right to make closing arguments.
- 12.22 The Disciplinary Commission will adjourn to consider liability and shall consider its decision in private.
- 12.23 It shall first consider whether the charge of Misconduct is proved, and any decision shall be found by a majority verdict.
- 12.24 The fact that a person charged has been convicted of a criminal offence or issued with a formal police caution in relation to the same incident shall be deemed to be conclusive evidence of a conviction or caution and of the facts and circumstances surrounding it.

12.25 The Commission shall reconvene and

- (i) in the event of any case being found proven,
 - (i) the Secretary of the Commission will be required to outline any previous disciplinary history on the record of the party charged.
 - (ii) The party charged shall be given the opportunity to enter a plea in mitigation against sanction.
 - (iii) The Disciplinary Commission will retire to consider sanction as outlined in the sanction and costs guidance.
- (ii) In the event the charge is found Not proven:
 - (i) All details of the charge shall be withdrawn from the person charged record and any monies paid refunded.

12.26 Having reached its conclusion, the Commission shall communicate that decision either at the time of the hearing or within 5 days thereafter.

12.27 In all cases the Commission shall produce a written decision setting out the reasons for reaching its conclusions, including, inter alia, whether the decision was unanimous or by a majority verdict.

12.28 Any such decision will be subject to a right of appeal in accordance with the appeal procedures.

12.29 In the course of any proceedings before the Disciplinary Commission, the Commission shall not be obliged to follow the strict rules of evidence and may admit such evidence as it thinks fit and accord such evidence such weight as it thinks appropriate in all the circumstances.

12.30 Subject to the right of appeal, a decision of the Disciplinary Commission shall be deemed to be a decision of England Boxing and be binding.

13 Appeals Procedure

13.1 Appeals may be made to an Appeals Board in the following circumstances:

- (i) any appeal against a decision of a Disciplinary Commission.
- (ii) a decision of a Safeguarding Panel
- (iii) a decision of a local League or Region
- (iv) any other decision considered appropriate by England Boxing save for where the relevant rules properly declare there is no right of appeal.

13.2 The grounds of appeal applicable are that the body appealed against;

- (i) Failed to give the appellant a fair hearing; and/or
- (ii) came to a decision that no reasonable body should have reached; and/or
- (iii) failed to comply with the necessary rules and regulations pursuant to the charge; and/or
- (iv) Imposed an award that was excessive.
- (v) in addition to 13.2 (ii) and (iii) above, England Boxing may also appeal that the sanction imposed was so unduly lenient as to be unreasonable.

13.3 An Appellant shall have 14 days from the date of the relevant decision to submit a notice of appeal (“The Notice”) along with a £100 fee.

13.4 The Notice submitted by the Appellant shall include:

- (i) the precise details being appealed against.
- (ii) the Grounds of appeal
- (iii) the precise basis of the appeal
- (iv) any application to submit new evidence to the Appeal Board
- (v) the relevant appeal fee.

13.5 The Appeal Respondent shall within 21 days submit:

- (i) the case papers considered in relation to the case
- (ii) the response to the Notice of Appeal
- (iii) the response to any application by the Appellant to include New Evidence

13.6 New Evidence will only be admitted by the Appeal Board where they are satisfied that there is an exceptional reason why such evidence was not available to be submitted previously to the original body.

13.7 The original order will remain in force unless an application is received by either party to the Appeal Board for it to be set aside pending the outcome of the Appeal. This decision is at the sole discretion of the Appeal Board or Appeal Board Chair sitting alone.

13.8 An Appeal Board will be appointed in accordance with England Boxing procedures in force from time to time.

13.9 England Boxing will be responsible for preparing the panel pack for the Appeal Board and the pack must be distributed to all parties no less than 5 days prior to the Appeal hearing.

13.10 Appeal Boards shall be by the way of a review of all correspondence; however, the Parties have the right to attend an Appeal Board hearing to make oral submissions to support their written submissions if they so desire.

13.11 An Appeal can only be withdrawn with the approval of an appointed Appeal Board Chairperson.

Appeal Board Hearing

13.12 The following procedures will be adopted unless the procedures are amended by either the Appeal Board Chairperson or the Appeal Board:

- (i) The Appellant will set out their case summarising their submission
- (ii) Any New Evidence will be considered, if accepted by the Tribunal, and any witnesses included as part of the New Evidence may be questioned and cross examined by all parties.
- (iii) The Appeal Respondent will set out their response summarising their submission.
- (iv) Any New Evidence will be considered, if accepted by the Appeal Board, and any witnesses included as part of the New Evidence may be questioned and cross examined by all parties.
- (v) The Appeal Board may pose questions at any time, but the Appellant and Appeal Respondent are not permitted to pose questions other than to witnesses submitting New Evidence.
- (vi) The Appeal Respondent will make closing submissions.
- (vii) The Appellant will make closing submissions.
- (viii) The Appeal Board will then retire to consider the merits of the appeal.

Appeal Board Decisions

13.13 The Appeal Board shall have power to:

- (i) Allow the Appeal
- (ii) Dismiss the Appeal
- (iii) Make any decision that was open to the original panel which includes the ability to increase, decrease or vary any order of the original panel
- (iv) Order a re-hearing
- (v) Order costs to contribute towards the actual costs of the Appeal Board
- (vi) Order the refund or forfeit of the appeal fee
- (vii) Any other order deemed appropriate

13.14 A decision of the Appeals Tribunal is final and binding, save for the ability to appeal the quantum of costs.

13.15 An appeal on the quantum of costs will be heard by a different Chair of Appeal Boards sitting alone and on correspondence only.

13.16 Any appeal on the quantum of costs must be submitted within 14 days of the Appeal Board decision.

14 Sanctions and Costs

14.1 If the Disciplinary Commission finds a charge of Misconduct to have been proven under the Full Disciplinary Procedure, it may impose upon the person or body concerned:

- (i) suspension from competition or from taking part in any other capacity in any activity sanctioned by England Boxing;
- (ii) permanent exclusion from competition or taking part in any other capacity in any activity sanctioned by England Boxing;
- (iii) exclusion or suspension from coaching, boxing or volunteering at a Member Organisation or an Associate or at any event organised by a Member Organisation or an Associate.
- (iv) exclusion or suspension from officiating at a Member Organisation or an Associate or at any activity organised by a Member Organisation or an Associate;
- (v) exclusion or suspension from attending any activity sanctioned by England Boxing or organised by a Member Organisation or an Associate;
- (vi) expulsion, suspension, or exclusion from standing for, or holding, any office, either for a temporary period or permanently.
- (vii) a fine;
- (viii) a caution and/or censure in respect of his, her or its conduct;
- (ix) a suspended penalty, being a penalty, which is only invoked in the event that a person or body, subject to the disciplinary power, commits another disciplinary offence within a stated time of the date of the decision;
- (x) the removal of an accreditation either for a temporary period or permanently;
- (xi) the imposition of any such conditions on an accreditation as it sees fit;
- (xii) a requirement to attend appropriate training
- (xiii) a requirement to pay a contribution to the costs of the disciplinary hearing.

14.2 An Appeal Board may also apply any sanction open to a Discipline Commission to apply.

14.3 In imposing or reviewing a suspension, the Disciplinary Commission or the Appeal Board shall consider the amount of interim suspension and/or suspension served by the person or body in deciding the appropriate period of such further suspension (if any) that should be imposed.

14.4 Where the Disciplinary Commission imposes any period of suspension, that period of suspension shall run from the date set by the Commission Panel which shall be not be:

- (i) before the deadline for the submission of an appeal or, if earlier, when the person or body subject to the suspension confirms that they will not be submitting an appeal
- (ii) where the person or body subject to the suspension submits an appeal in accordance with this policy before the conclusion of such appeal process (should a suspension still be imposed).

15 Offences in Other Sports

- 15.1 Any Member found guilty of any of the following offences in another Sports proceedings may be charged under England Boxing Regulations for not acting in the best interest of the game:
- (i) Any betting or integrity event
 - (ii) Any doping offence under WADA or UKAD Rules
 - (iii) Any offence in connection with discriminatory behaviour.
- 15.2 The findings of the other Sport will be deemed to be correct unless any appeal to that sport has been lodged and upheld.
- 15.3 A Discipline Commission may impose a sanction in line with England Boxing sanctions as if the offence had been committed within the sport of Boxing.

16 Interim Suspensions – Criminal Action

In addition to the powers outlined in these Procedures, England Boxing may order that a Member be suspended from all or any specific activity on terms it deems appropriate where the Member has been convicted of a criminal offence and where England Boxing considers it appropriate to safeguard the Sport.

Version: 1.1	Approved by the Board	Date: 28-2-2023

Review Schedule		
<i>Date of Review</i>	<i>Version</i>	<i>Summary of Changes</i>
	1.1	Completely new and revised document