

DSAuk – Process for Dealing with Participant Code of Conduct Breaches

Version: 1

Author: [Adapted from LimbPower Policy]

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1. Overview

The Dwarf Sports Association UK (DSAuk) is dedicated to providing a safe, respectful, and inclusive environment for all participants — adults and children alike — in all DSAuk activities, training sessions, and competitions.

Breaches of the DSAuk Code of Conduct will be handled fairly and consistently, ensuring that everyone involved understands the process and outcomes. Where minors are involved, parents, guardians, or carers will be included in the process.

Responses to breaches will be proportionate, with the seriousness of the action and/or number of repeat offences guiding the level of disciplinary action.

2. Code of Conduct Breaches – Adults

Minor Breaches:

- A single incident of disrespectful, offensive, or inappropriate behaviour.
- Failure to follow DSAuk event rules, guidelines, or safety protocols.

Major Breaches:

- Repeated incidents of disrespectful or abusive behaviour.
- Conduct that endangers others, damages equipment or property.
- Violent conduct, harassment, bullying, or discriminatory behaviour.

Disciplinary Process:

1. **First Offence:** Verbal warning and meeting with the DSAuk Safeguarding Officer to discuss the incident.
2. **Second Offence:** Temporary suspension from the current activity or event, following consultation with the participant.
3. **Third Offence:** Removal from the event, possibly being sent home at the participant's expense. In severe cases, suspension from future DSAuk events or activities.

3. Code of Conduct Breaches – Children & Young People

Expectations:

All children and young people are expected to follow the DSAuk Children's Code of Conduct.

Any breaches will be addressed promptly, with parents, guardians, or carers informed and involved in finding a resolution.

Disciplinary Process:

1. First Offence:

- Verbal warning and discussion with the child.
- Parents/guardians informed and engaged in resolving the issue.

2. Second Offence:

- Temporary suspension from the current activity or event, after discussion with parents.

3. Third Offence:

- Removal from the event, possibly being sent home at the parents' or guardians' expense.

DSAuk aims to resolve behavioural issues positively wherever possible, avoiding exclusion unless absolutely necessary for the safety and wellbeing of others.

4. Sanctions – Adults & Children

Sanctions will be fair, consistent, and proportionate to the nature of the breach. They will escalate for repeat offences and ensure all participants understand why the sanction was applied. Possible sanctions include:

- Verbal or written warning.
- Temporary suspension from activities/events.
- Removal from the event or DSAuk membership in severe cases.

All breaches and sanctions will be recorded by the DSAuk Safeguarding Officer.

5. Misconduct

If a breach is deemed “misconduct” by DSAuk staff, volunteers, or sport-specific governing body representatives, they have the authority to apply both DSAuk’s Code of Conduct and their own sport’s Code of Conduct. In some sports, this may include additional sanctions such as fines, suspensions, or expulsion from competitions, with potential external disciplinary action.

6. Record-Keeping & Accountability

For every breach:

- A written record will be securely stored on DSAuk systems, detailing the incident, actions taken, and communications.

- Meetings with the Safeguarding Officer (or a nominated staff member) will be documented.
 - Parents, guardians, or carers will be informed when children are involved.
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Definitions:

- “Parents” refers to parents and carers inclusively.
- “Children” or “child” refers to anyone under 18 years old.
- “Adult” refers to anyone aged 18 or over.

The DSAuk remains committed to ensuring all members can enjoy sport and physical activity in a safe, respectful, and welcoming environment — while addressing behaviour that undermines these values in a fair and consistent manner.