



CODE OF CONDUCT AND DISCIPLINARY PROCEDURE

We all have a responsibility to promote high standards of behaviour in the sport of robothearing. The behaviour of all members has an impact, directly and indirectly, on the reputation of the sport and of everyone involved in the sport – both in and out of the arena.

Should an incidence occur at an event, it is the Event Organiser's responsibility to carry out any investigation and take any action deemed by them to be necessary.

Should an incident be brought to the attention of the FRA, it will be fully investigated separately, including the examination of all relevant documents and where appropriate information from witnesses both orally and by written statements.

Examples of misconduct include but are not restricted to:

- theft or fraud;
- dishonesty towards the FRA or its members;
- physical or verbal abuse or bullying;
- deliberate damage to property;
- misuse of an organisation's or individual's property or name;
- deliberate discrimination or harassment;
- bringing the FRA or the sport of robothearing into disrepute;
- serious incapability at an event brought on by alcohol or drugs;
- causing loss, damage or injury through serious negligence or neglect;
- a serious breach of FRA or event rules;

The individual(s) will have the right to reply to any allegations and offer any evidence on his/her/their behalf.

After the investigation, should the allegation of misconduct be upheld, one of the following disciplinary actions will be imposed depending upon the seriousness of the act.

- Exclusion from the FRA forum for a period of between one month to six months.
- Suspension of FRA membership for a period of between three months to twelve months and lifetime exclusion from holding any seat on the Governing Body.
- Expulsion from the FRA and a lifetime ban from membership.

The individual(s) will have the right to appeal against any disciplinary action imposed upon them. It will be conducted by three respected FRA members appointed by the FRA who are neither Roboteer Representatives or National Officers. The decision arising from any appeal will be final and binding.

A written report of all cases will be retained by the FRA as a permanent record and, if required, will be released to any legal representative should legal action be taken by either party.

Should any disciplinary action be taken, the report will also be published on a members only section of the FRA forum for a period of six months. The removal of fine details such as names etc. can be removed from the forum record at the discretion of the plaintiff(s).