

BOLAND FALCONRY CLUB

DISCIPLINARY CODE AND PROCEDURE

□ POLICY

The Boland Falconry Club (hereafter the BFC) undertakes to maintain disciplinary and appeal procedures, which are fair, just and equitable for all its members without any discrimination or victimisation.

The main purpose of the disciplinary procedure is to provide guidelines for correcting unacceptable behaviour or unsatisfactory performance by any member and to ensure a high standard of falconry ethics and practice that will not bring the art or practice into any form of disrepute.

Due to the sensitive nature of falconry, effective and efficient management needs to be ensured; therefore a code of good practice has been adopted.

PRINCIPLES

THE BFC WILL:

Maintain fair, just and consistent discipline.

Ensure that all BFC members are made aware of the standards of acceptable behaviour expected of them.

BFC MEMBERS ARE EXPECTED TO:

Comply with the statutory requirements of the BFC as well as with the laws and by-laws of their local municipality as set out in the keeping of any form of wildlife and Western Cape Nature Conservation as set from time to time

All information pertaining to the club and its management will be made available to all members and set out in a booklet format to form part of the membership agreement between members and the BFC.

All members are to acquaint themselves with all the information governing the BFC before signing the membership agreement.

On the signing of the membership agreement both parties, accept their particular responsibilities and obligations towards the BFC, acknowledging and accepting all terms and conditions as set out to form a unique agreement and understanding between the club and the member of which trust and integrity are the main components.

To practice the art of falconry in such a way that all actions and endeavours will be interpreted viewed as responsible, moral and ethical.

Carry out all reasonable and lawful instructions from time to time.

Comply with all legislation that govern falconry.

Behave in an orderly and lawful manner.

Treat the BFC with care and respect and not to use the name for whatever reason without proper authorisation.

Treat all other persons and their property with respect.

Not to victimise or intimidate others.

Make themselves available for club activities in terms of the rules as set by the BFC from time to time.

Perform their obligations and duties to the standards required by the BFC.

Treat, house and handle all raptors in their possession with care and respect to good name of the club

GENERAL

The disciplinary code forms an integral part of the terms and conditions of membership.

The BFC is entitled to suspend any member pending an investigation into any alleged breach of the disciplinary code. The suspension will depend on the outcome of disciplinary action and could lead to the termination of club membership.

Warnings to club members are cumulative only if the warnings issued are for the same type of offence and will remain valid for the period stipulated, but not for more than 12 months.

If a club member is not dismissed or warned for a transgression of the disciplinary code, it will not be regarded as a precedent. The BFC may at any time warn or dismiss a member for a similar offence.

CORRECTIVE ACTION

If a club member was unaware that his/her conduct or behaviour constituted a breach of the disciplinary code, corrective training and induction must be given.

Preventative and correctional consultation must take place to prevent/avoid recurring breaches of the disciplinary code or offensive conduct.

Depending on the facts of the case, corrective measures may be taken in the form of formal hearings that will be held in all instances of serious breach of BFC code and regulations or misconduct.

□ RIGHTS

□ EVERY MEMBER HAS THE FOLLOWING RIGHTS:

- ⇒ To be given advance warning of any charge against him / her.
- ⇒ To be advised of the charge in writing.
- ⇒ To be given time to prepare his / her defence.
- ⇒ To be allowed a formal hearing or enquiry.
- ⇒ To be present at a formal hearing or enquiry.
- ⇒ To be represented at a formal hearing or enquiry by a fellow member of his/her choice.
- ⇒ To cross-examine any witness regarding any evidence testified to by the witness.

