

GUIDELINES I.R.O OFFENCES AND APPROPRIATE ACTION DEPENDING ON THE SERIOUSNESS OF THE OFFENSE					
	OFFENCE	FIRST OFFENCE	SECOND OFFENCE	THIRD OFFENCE	NOTES
1	Negligent and unsafe raptor keeping, housing, handling + unsafe and inferior falconry equipment	Membership Termination			
2	BFC activities absenteeism without an acceptable reason	Written warning	Final written warning/ n	Membership Termination	
4	Poor Record Keeping & performance	1st written warning	2nd written warning Demotion	Final written warning Demotion	Membership Termination for 4th offence
5	Failing to carry out instructions of the BFC	Final written warning	Membership Termination		
6	Insolence or insulting behaviour or refusal to obey lawful instructions	Final written warning	Membership Termination		
7	Threatening behaviour towards fellow BFC members an officials	Final written warning or Membership Termination	Membership Termination		
8	Intimidation	Membership Termination			
9	Intentional damage to BFC members or others property	Warning/ Membership Termination depending on seriousness	Membership Termination		
10	Drunk or under the influence of liquor or drugs at BFC meetings or activities	Written warning	Membership Termination		
11	Theft, falsifying records, unauthorised possession of raptors and BFC Property	Membership Termination			
12	Breaches of statutory or BFC rules and regulations	Final warning / corrective training	Membership Termination		
13	Desertions	Membership Termination backdated to first day absent			
14	Dishonesty concerning falconry activities	Final warning	Membership Termination		
15	Victimisation	Final warning	Membership Termination		
16	Negligence	Final written warning or dismissal	Membership Termination if, due to mitigating factors, he was not dismissed the first time		
17	Unauthorised use of BFC name if, due to mitigating factors, he was not dismissed the first time	Final written warning or Membership Termination	Membership Termination		
18	Inciting other members to commit act(s) detrimental to the BFC	Final written warning	Membership Termination		
20	Fighting	Membership Termination			
21	Unlawfulness/ Sabotage / refusal to follow procedures	Membership Termination			
22	Arrears or Non payment of membership fees.	1st written warning	2nd written warning	Membership Termination	