

1 DISCIPLINARY ACTION AND PROCEDURES

1.1 The Executive has the power to take disciplinary action against persons or Associations under its authority.

1.2 Grounds for disciplinary action are the following:

1.2.1 Non-compliance by any person or body or official of any article of the TBASA's Constitution.

1.2.2 Non-compliance of the rules of play.

1.2.3 In the judgement of the Executive any practice, action or neglect that may harm the tenpin bowling or any aims or activity of TBASA.

1.2.4 The use of any substance prohibited by WADA as described in Article 3.9 of the Constitution.

1.2.5 Teams of Regions or Clubs that do not fulfil their obligations regarding official matches.

1.3 PROCEDURE

1.3.1 Except for urgent incidents, persons or Associations must be informed in writing that disciplinary steps are being considered as well as the ground pertaining to such planned action.

1.3.2 Such notification must stipulate a time and place that the investigation will take place and also indicate that the persons or Associations presence is required.

1.3.3 The written notification referred to in Clause 1.3.1 must be handed to the person or chairperson of the Association or sent by registered post to the home of the person or chairperson. Such notification shall be deemed to have been received 5 working days after postal date.

1.3.4 In urgent cases the Executive may take disciplinary action against a person or Association notwithstanding the fact that notification as stipulated above has not been given. Consideration must be given to Clause 1.3.3 and is further subject to confirmation after proper notification of the verdict is given to the person or body. In the event of the confirmation not being made within 30 (thirty) days after the initial disciplinary action, such action shall terminate.

1.3.5 No investigation shall be initiated and no measures shall be taken against a person or association unless such person or association is present at

such proceedings and is granted the opportunity to put his/her or the Associations case or had properly been notified of the proceedings and had elected not to attend.

- 1.3.6 Any disciplinary action taken in terms hereof by the Executive must be related to the seriousness of the offence with due consideration given to the detriment or damage resulting from the offence. With the execution of the punishment the Executive must consider any previous action taken by any other tenpin bowling body for the same offence.

1.4 DISCIPLINARY MEASURES

1.4.1 Warning

1.4.2 Fine

1.4.3 Temporarily suspend privileges

1.4.4 Suspension

1.5 GENERAL

1.5.1 A person or association suspended may not partake in any tenpin bowling activity or may not be involved in any capacity unless a written appeal is lodged where after normal participation is granted until the outcome of the appeal is known and enforced.

1.5.2 In the event of a Regional Association not being able to fulfil its responsibility as a result of disciplinary measures the Executive must ensure that the tenpin bowling activities of the Regional Association continue.

1.5.3 The Executive must be informed in writing within 14 (fourteen) days of any disciplinary actions taken by bodies under its control.

2. APPEALS

2.1 AGAINST RULING TAKEN BY THE EXECUTIVE

2.1.1 Appeals are heard by the BOARD OF APPEAL as stipulated in Article 1.19 of the Constitution.

2.1.2 After receipt of the notification of appeal the Executive must make the necessary arrangements for the composition of the BOARD OF APPEAL as stipulated in Article 1.19 of the Constitution.

2.2 AGAINST RULINGS OF SUBORDINATE BODIES

2.2.1 The Executive shall hear the appeal. At receipt of notice of appeal the Executive shall appoint a committee of at least 3 (three) or a maximum of 5 (five) persons to hear the appeal and formulate at decision.

2.3 FURTHER PROCEDURAL REQUIREMENTS

2.3.1 A person or association appealing to TBASA or the BOARD OF APPEAL must within 14 (fourteen) days advise the following in writing:

2.3.1.1 The ruling to which the appeal is lodged.

2.3.1.2 The person or body that made the ruling.

2.3.1.3 The date, time and place and the method the ruling was made known to the appellant.

2.3.1.4 Details of the punishment or any other disciplinary action taken against the appellant.

2.3.1.5 Comprehensive details of the circumstances that led to the decision.

2.3.1.6 The appellant must send a copy of the notification as stipulated in Clause 2.3.1 to the person or body against whom the appeal is lodged. Proof must be lodged with the BOARD OF APPEAL or the Executive that this obligation had been fulfilled.

2.3.1.7 An appeal fee of R1000 must be furnished to TBASA with the notification as stipulated in Clause 2.1.2. The mentioned fee is refundable in the event of successful appeal.

2.3.1.8 The person or body against who's decision an appeal is lodged must within 14 (fourteen) days after receipt of notification of appeal as stipulated in Clause 2.3.1 provide in writing to the Executive or BOARD OF APPEAL an explanation of the factual findings that preceded the decision, the decision taken and the ground for the decision. A copy of this must be provided to the person lodging the appeal. Together with this written explanation the respondent must furnish proof to the Executive or BOARD OF APPEAL that the appellant had received such a copy.

2.3.1.9 The Executive or BOARD OF APPEAL must determine a date, time and venue for the hearing and inform the respondent and the appellant.

2.3.1.10 The appeal must be heard within 21 (twenty-one) days after receipt of the

notification as stipulated in Clause 2.3.1.7.

2.3.1.11 In cases serving in terms hereof the Executive or BOARD OF APPEAL may:

2.3.1.11.1 Repeal the decision against which the appeal was lodged.

2.3.1.11.2 Uphold the decision against which the appeal was lodged.

2.3.1.11.3 Change the decision against which the appeal was lodged; with the understanding that the effect of the decision may not be aggravated.

2.3.1.11.4 Unless agreed to by both parties and the Executive or BOARD OF APPEAL no person or body shall be allowed legal representation. In the event of such deadlock the case will be referred to the SASCOC for arbitration.

POLICY TO THE CONSTITUTION AS ACCEPTED AT AN ANNUAL GENERAL MEETING HELD ATON

PRESIDENT:..... DATE: