

Brecknock Federation of Young Farmers' Clubs

Clybiau Ffermwyr Ifanc Brycheiniog

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Brecknock YFC Code Of Conduct

Unacceptable Behaviour Procedure

When a member/club leader/parent displays unacceptable behaviour or is reported to have displayed unacceptable behaviour at a County event, or any event/forum where they could be seen as representing their club, county and/or the YFC movement, then:

1. A verbal warning will be given, by any current officer or member of staff. A record of this will be held in the office.
2. If this behaviour recurs, then a written warning is given
3. After any warning letter(s) the Board will notify the Executive and may make the recommendation to hold a disciplinary hearing. This disciplinary committee will be made up of the BOM chair, county chair, staff member and 3 others nominated by Executive committee. The recommendation to enforce a ban from involvement and engagement with the YFC movement for a period of time may come from this committee for Exec to approve.

A report will be given at each meeting of the Board of management covering the volume of warning letters issued, and a record made in the BOM minutes and an incident book. Recommendations will normally only be made to the Executive in the case of a member/club leader/parent having received more than one warning.

The responsibility to issue warning letters will be with the events manager or business manager, county chairman and Board of Management chairman (or their nominated deputies) and all three members must be in agreement for a warning to be issued. This does not need to go through a full BOM meeting.

In cases where gross misconduct resulting in violence, assault to others (physical or verbal) and/or damage to property or reputation has occurred, the Executive Committee will ask the Disciplinary committee to make a recommendation for a final written warning or a 12 month ban.

The decision to ban a member from the County will be the responsibility of the Executive Committee.