



England Karate: Conduct and Disciplinary Policy

1 General Conduct of EK Members

- i) All Members shall as far as they are reasonably able, ensure that they and their own individual members act in a proper and responsible manner and in accordance with the objectives and other rules of EK at all times.
- ii) All Members shall as far as they are reasonably able ensure that their own individual members follow ratified guidelines, policies and codes of practice issued by the Board on the governance and practice of Karate and undertake to circulate such guidelines, policies and codes of conduct to their club instructors and coaches.
- iii) EK condemns the use of all doping substances and all doping methods to enhance performance in sport. Penalties will be applied to competitors found to be taking or using substances or participating in doping methods prohibited by the Olympic Committee and by Sport England. In addition, assisting or inciting others to contravene doping regulations will be considered a doping offence. EK will comply with WADA guidelines and regulations.
- iv) Association/Federation Officers, instructors, coaches and members of EK all have a duty of care to ensure that children are encouraged and coached in a safe environment, free from physical, mental, racial and sexual abuse. Ratified guidelines and codes of practice issued by EK/Associations/Federations must be followed when dealing with children.

2 EK Disciplinary Procedures

- i) The Members of EK are Karate organisations/ governing bodies in their own right and will, under the obligations set out above, be responsible for disciplinary action against their members.
- ii) The EK Board will advise on best practice on this aspect of Karate governance.
In particular in the event of an allegation being received regarding the commission of an offence against a child or young person under the Children's Act 1989 and the Sexual Offences Act 2003(position of trust) in connection with the sport/practice of Karate, the Member will be advised to report the matter to the police, and otherwise comply with any current relevant legislation and act in accordance with any specific policy or procedure which the Board may have set out for such cases.
In the case of a conviction for such an offence or on the advice of a Member that an individual should be banned from instructing or participating in Karate because that individual has contravened the Members' Code of Conduct the EK members will ban that individual from Karate instruction/participation.



An individual who has been proven to have taken drugs against the anti-doping policy, will be banned from Karate Competition and Coaching, except in exceptional circumstances agreed by the Board

- i) In the event of an EK Member defaulting on their responsibilities as defined above the Board will require an explanation as to why there has been a failure to comply and for immediate action to be taken to remedy the situation.
- ii) If after a reasonable time period no such action has been taken the Member will have their membership suspended pending a formal hearing by the EK Board which will have the power to withdraw membership.
- iv) In the case of an individual person being banned as described above the EK offers the opportunity of an Appeal as prescribed in the Appeals Procedure

Disciplinary and Appeal Process

If a person is banned by a member group then EK cannot over-rule this decision it can however listen to an appeal from the person for not being banned from all EK member groups. If a member group has not taken any action against an individual and the EK Board decides action should be taken then its appeal procedures would be valid.

If a member group is subject to disciplinary action by EK then that group should have the right to an appeal procedure.

a. The Board of EK shall establish a Disciplinary Sub-Committee of at least three persons, which shall be convened from time to time as and when required. The Disciplinary Sub-Committee shall comprise persons selected by the Committee in its absolute discretion, whether or not such persons are members of the Board.

b. Notice of the matter to be considered by the Disciplinary Sub-Committee shall be sent by the Secretary to the party against whom the complaint has been made. Such Notice shall state the facts upon which the matter is based and the place and date of the meeting of the Disciplinary Sub-Committee to hear the complaint. The party against whom the complaint has been made shall, within 10 days of receipt through recorded delivery post of a request by an authorised member of the Disciplinary Sub-Committee, inform the Disciplinary Sub-Committee whether it, or he/she, wishes to be represented, or to appear personally at the hearing, or give a written explanation of the matter to be considered by the Disciplinary Sub-Committee.

c. The Disciplinary Sub-Committee shall hear and determine the complaint referred to it. It shall produce a report and recommendations to the Committee. The said report shall be sent by recorded delivery post to the party against whom the complaint has been made and he/she, or it shall have a right of appeal to the Committee in respect of the report or its recommendations. Any appeal shall be delivered in writing to the



Secretary of the EK Board within 28 days.

d. The appeal shall be heard by the Committee (excluding those persons who constituted the Disciplinary Sub-Committee) by way of rehearing and the Appellant shall be entitled to the same Notice and rights at the Committee hearing which it, or he/she is entitled at paragraph (b) of this procedure.

e. The Disciplinary sub-committee may recommend the penalty to be imposed and the Committee may impose such penalty by way of fine, censure or suspension, as it deems appropriate. A penalty of expulsion may be provisionally imposed by the Committee but it must be ratified by the Board.