

Welsh Boxing

Disciplinary Regulations

1. Introduction

1.1 These Disciplinary Regulations (Disciplinary Regulations) were published to the members of the Welsh Amateur Boxing Association Limited (0471100), also known as Welsh Amateur Boxing Association, Bocsio Cymru, WABA (hereinafter collectively referred to as WABA) by publication on the website of WABA at <http://www.welshboxing.org> on the 10th March 2022, and come into effect from and including the 3rd March 2022.

1.2 The Disciplinary Regulations were approved by the Board of Directors of WABA (the Board) on the 3rd March 2022.

1.3 The Disciplinary Regulations are due for review on the 3rd March 2024.

1.4 In respect of all matters in any form touching or concerning WABA which were commenced before, or are continuing at, the date second specified in clause 1.1, then such matters shall continue and be dealt with under the WABA Rules and Regulations in force on the day prior to the date second specified in clause 1.1.

1.5 Only in so far as the terms, clauses, words, meanings and definitions, purpose and effect, of any or all of the WABA Rules and Regulations are in conflict with these Disciplinary Regulations, then the Disciplinary Regulations shall take precedence from the date second specified in clause 1.1.

2. Definitions

2.1 In these Disciplinary Regulations, the following terms have the following meanings:

AIBA Disciplinary Code means the disciplinary code issued by AIBA International Boxing Association or its successor organisation howsoever named, as amended from time to time

Allegation of Misconduct means the allegation made by a Complainant of a Misconduct Event

Appeal Committee means the committee appointed in accordance with the Disciplinary Procedures for the hearing and resolution by way of appeal of a Misconduct Event

Articles of Association mean WABA's articles of association as updated after the September 2016 AGM, and thereafter as amended from time to time

Board means the Board of Directors of WABA from time to time

Boxing Contest means any boxing bout or competition for which WABA is the National Governing Body

Chair of the Disciplinary Panel means the person appointed by the Board to act in accordance with the Disciplinary Procedures and to deal (together with others as appropriate) with the resolution of disciplinary issues under the Disciplinary Regulations arising from within or otherwise affecting the sport of boxing for which WABA is the National Governing Body

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Complainant means the person who reports a matter to the CEO of WABA which may constitute Misconduct

Disciplinary Panel means the panel appointed in accordance with the Disciplinary Procedures for the hearing and resolution of a Misconduct Event

Disciplinary Procedures means the procedures issued by WABA for the hearing and resolution of disciplinary issues arising from Misconduct Events, as amended from time to time

Disciplinary Procedure Recommendation means the course of action to be taken to resolve the disciplinary issue as recommended by the CEO of WABA following an appropriate and sufficient investigation into the Allegation of Misconduct, being either: (A) the Allegation of Misconduct should not proceed; or (B) resolution of the Allegation of Misconduct should proceed via the Informal Route; or (C) the Allegation of Misconduct should proceed to a Formal Disciplinary Hearing

Disciplinary Regulations means these regulations, as amended from time to time

Domestic Rules means the rules controlling participation in the sport of boxing governed by WABA, as amended from time to time

Member means any member of WABA as defined in the Membership Regulations as amended from time to time

Membership Regulations means the regulations setting out the terms and conditions of membership of WABA, as amended from time to time

Misconduct means any behaviour act or omission set out in the Appendix to the Disciplinary Regulations, as amended from time to time

Misconduct Event means an allegation of Misconduct which act or omission contravenes the Disciplinary Regulations

CEO of WABA means the Chief Executive Officer of WABA from time to time

Respondent means each person, body or individual named by the Complainant in the Report to the CEO of WABA and against whom an Allegation of Misconduct is made

Report means an Allegation of Misconduct made by a Complainant in accordance with clause 4.1

Sanction means any sanction set out in clause 5 as amended from time to time, which is imposed by the Disciplinary Panel or Appeal Committee

WABA means the Welsh Amateur Boxing Association Limited registered in England and Wales under company number 047991100 responsible as the National Governing Body for the governance of the sport of amateur boxing in Wales

3. Purpose and Effect of the Disciplinary Regulations

3.1 The Disciplinary Regulations together with the Disciplinary Procedures respectively provide uniform sanctions and procedures for the resolution of disciplinary issues arising from within the sport of boxing governed by WABA.

3.2 The Disciplinary Regulations apply to and bind all Members whether current or who were Members at the time the alleged Misconduct took place.

3.3 As a condition of membership of WABA, Members agree to be bound by and abide with the Disciplinary Regulations and all sanctions imposed under them.

3.4 A non-exhaustive list of events of Misconduct with corresponding recommended (but not required) Sanction is provided in the Appendix and clause 5 respectively to these Disciplinary Regulations.

3.5 These Disciplinary Regulations are made by the Board under the powers conferred by, and in accordance with the procedures set out in, Articles 18.2 and 18.3 of the Articles of Association.

3.6 By way of confirmation only, and not for the purposes of jurisdiction, these Disciplinary Regulations have been approved by the General Council of WABA or its successor body howsoever named.

3.7 Wherever possible and appropriate WABA will seek early resolution of disciplinary issues with a minimum of cost and formality.

4. Disciplinary Powers

4.1 Any person, whether or not a Member, may report to the CEO of WABA any matter which they reasonably believe may constitute Misconduct. A Report by such person should be made as soon as reasonably practicable after the issue being reported. A Report must be made in writing and give full details of the conduct which is alleged to be Misconduct.

4.2 The CEO of WABA will notify the Chair of the Disciplinary Panel of all Reports received under the provisions of clause 4.1.

4.2.1 The CEO of WABA will then carry out an appropriate and sufficient investigation into the Allegation of Misconduct contained in the Report so that she/he can make a Disciplinary Procedure Recommendation to the Chair of the Disciplinary Panel.

4.2.2 Notwithstanding 4.2.1 and 4.3, where the Allegation of Misconduct is of sufficient gravity or concern the CEO of WABA shall be entitled without further investigation to make an immediate Disciplinary Procedure Recommendation to the Chair of the Disciplinary Panel.

4.3 As a minimum requirement of an appropriate and sufficient investigation, the CEO of WABA must: gather all documents relevant to the Misconduct Event, talk to all relevant persons with any involvement and or information about the Misconduct Event, take formal statements from such relevant persons, and prepare a written report of such evidence and findings which is given to the Chair of the Disciplinary Panel.

4.4 Only where the Chair of the Disciplinary Panel is satisfied with the level of investigation into the Allegation of Misconduct which has been carried out by the CEO of WABA or 4.2.2 applies, can the Chair of the Disciplinary Panel make a determination to either accept the Disciplinary Procedure Recommendation or reject the recommendation and substitute an alternative course of action to resolve the Misconduct Event. The Chair of the Disciplinary Panel must give reasons in writing for their decision to accept, reject or substitute an alternative course of action.

4.5 Where the act or omission of the Misconduct Event is subject to a simultaneous investigation by the Police and/or criminal or civil proceedings (collectively the Other Proceedings), the Chair of the Disciplinary Panel shall have power to suspend proceedings under the Disciplinary Regulations until the Other Proceedings are finally determined.

4.6 The CEO of WABA must in a timely manner notify the Complainant in writing of the determination of the Chair of the Disciplinary Panel and disclose the reasons given for the decision as to whether: (A) the Allegation of Misconduct should not proceed; or (B) resolution of the Allegation of Misconduct should proceed via the Informal Route; or (C) the Allegation of Misconduct should proceed to a Formal Disciplinary Hearing.

4.7 The CEO of WABA is then responsible for instituting the appropriate process as set down in the Disciplinary Procedures for the resolution of the Misconduct Event.

4.8.1 Where the Disciplinary Panel following a hearing conducted in accordance with the Disciplinary Procedures finds an Allegation of Misconduct to have been proven, then they may impose Sanctions on the Respondent as they deem to be reasonable and proportionate to the Misconduct.

4.8.2 Where 4.2.2 applies the Chair of the Disciplinary Panel acting alone shall have the power to impose Interim Sanctions where the following criteria are satisfied:

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- the matter is considered sufficiently serious, and
- there is a need to protect the interests and /or the credibility of WABA; or
- to protect the rights of an individual, or individuals whether identifiable or not against potential harm.

4.9 WABA has adopted unconditionally the AIBA Anti-Doping Rules. All matters regarding doping and allegations of doping, shall be dealt with under such AIBA Anti-Doping Rules which when appropriate, shall take precedence over the Disciplinary Regulations and Disciplinary Procedures of WABA.

5. Sanctions

5.1. Sanctions following the conclusion of a Disciplinary Panel hearing may include, but shall not be limited to:

- 5.1.1 no action is to be taken;
- 5.1.2 a written warning;
- 5.1.3 a requirement to change current practices;
- 5.1.4 a requirement to change the rules or regulations of an affiliated club, Division or other relevant body;
- 5.1.5 a suspension for a period of time, or permanent exclusion, from any or all activities under the jurisdiction of WABA, which may include suspension from a specified type and/ or number of events;
- 5.1.6 a financial penalty;
- 5.1.7 a requirement to participate in re-training;
- 5.1.8 a permanent expulsion from membership of WABA; and
- 5.1.9 any other appropriate sanction which may be levied from time to time.

5.2 Where 4.2.2 applies and 4.8.2 is satisfied, the Chair of the Disciplinary Panel acting alone may impose Interim Sanctions including, but not limited to, a suspension from membership (and associated rights) and/or a prohibition of any person or club taking part in any capacity in any WABA activity including competing, officiating, coaching, management, attending meetings, volunteering at clubs or competitions or from entering the venue where boxing events are being held under WABA rules.

5.3 In assessing any Sanction or where appropriate multiple Sanctions to be imposed, the Disciplinary Panel must take into account, and give credit for, the fact that the Respondent accepted the charge of Misconduct or otherwise admitted any material fact(s), and any factors which the Respondent has put forward in mitigation.

5.4 Where a suspension, exclusion or expulsion from WABA or from activities under the jurisdiction of WABA is imposed, the wording and the exact dates of the suspension, exclusion or expulsion must be clear and specific.

5.5 Any period of suspension or exclusion imposed may (but is not so required) be back-dated to take into account any interim sanction which may have been imposed.

5.6 Where a financial penalty is imposed as a sanction, the date on or before which payment must be made to WABA, must be specified.

5.7 The following guidance but not limitations on Sanctions apply where the Disciplinary Panel or Appeal Committee find the Misconduct to be either: minor, significant or severe.

Minor: suspension up to and including 6 months

Minor: costs up to and including £75

Significant: suspensions and/or expulsions up to and including 2 years

Significant: costs up to and including £500

Severe: suspension up to and including 15 years /or permanent expulsion

Severe: financial penalty up to and including £1000

Appendix

Whilst it is not possible to set out a definitive list of types of conduct that may constitute Misconduct, each of the following types of behaviour, by way of example only and not by way of limitation, is an example of Misconduct under the Disciplinary Regulations for which in appropriate circumstances a Sanction or Sanctions may be imposed:

(A) a breach of the Domestic Rules

(B) a breach of the Membership Regulations

(C) a breach of the AIBA Disciplinary Code, but for the avoidance of doubt where there is a conflict between the AIBA Disciplinary Code and the Disciplinary Regulations as to Misconduct under the Disciplinary Regulations and or Sanction, then the Disciplinary Regulations shall take precedence

(D) inappropriate conduct falling within Article 25.3 of the Articles of Association

(E) a failure to be bound by and abide with the Disciplinary Regulations and all decisions made under them

(F) any conduct which has the potential to bring the sport of boxing as governed by WABA into disrepute

(G) improper conduct whether physical or verbal towards a: another boxer, coach, referee, judge, Boxing Contest official, spectator at a Boxing Contest, Member, employee or Director of WABA

(H) fixing or contriving in any way, or otherwise attempting to improperly influence, the result, progress or outcome of any Boxing Contest

(I) placing, accepting or laying a bet in relation to the result, progress or conduct of any Boxing Contest

(J) breaching the terms of any suspension, exclusion or expulsion imposed by a Disciplinary Panel or Appeal Committee

(K) carrying out any acts and or making any statements that are discriminatory by reason of: sex, sexual orientation, marital status, race, nationality, ethnic origin, religion or belief, disability and or acting in contravention of the Equality Policy

(L) acting in contravention of the Protection of Children and Vulnerable Adults Policy
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- (M) permitting any person who by law or repute is connected to, or associated with, a Member to behave act or omit to act such as would constitute Misconduct if that person was a Member
- (N) intimidation, threats and or coercion of: a boxer, coach, referee, judge, Boxing Contest official, Member, to influence their decision making and or hinder them from acting freely
- (O) cancellation of a Boxing Contest without due cause, or reckless failure to organize a Boxing Contest such as to endanger the safety of boxers and or other attendees
- (P) a Club (as defined in the Membership Regulations) shall not permit a Registered Member (as defined in the Membership Regulations) who has failed to comply with a decision made under the Disciplinary Regulations, to remain a member of, and or associate with the activities of, the Club
- (Q) forgery and or falsification of a licence, certificate, passport, medical card, or boxing record card in order to deceive another person, or gain an advantage
- (R) any improper contact, approach or attempt to influence or intimidate: a Disciplinary Panel member, an Appeal Committee member, a Complainant, a Respondent, any witness or representative involved in or connected with any resolution of a Misconduct Event, either in person, in writing or through an intermediary
- (S) mis-use, dissemination and or publication by any means of material supplied under the Disciplinary Procedures for a purpose unconnected with, and or likely to negatively impact the conduct of, the proceedings
- (T) wilfully misleading a Disciplinary Panel and or Appeals Committee
- (U) any other behaviour, act or omission which in the reasonable opinion of the Disciplinary Panel constitutes an example of Misconduct under the Disciplinary Regulations