

SLIGO TRIATHLON CLUB
Club Constitution Version 1 – 2014.

Sligo Triathlon Club Constitution

Voted on and Ratified on the 20th day of November 2021

1. Name

- a. The name of the club shall be Sligo Triathlon Club (STC).
- b. The Club's colours shall be red, black and white.

2. Interpretation

In the event of any dispute over the interpretation of these rules or any question arising in connection with the administration of the club not provided for in these rules, that question shall be decided by the committee by way of ordinary resolution.

3. Registration

STC shall be registered and affiliated with Triathlon Ireland, the governing body of Triathlon Ireland.

4. Objects

- a. The objects of the STC shall be to:-
 - i. Promote, organise, develop, manage, encourage and administer the practice and development of triathlon in County Sligo and surrounding areas;
 - ii. Provide coaching for club members and to organise and promote competitions;
 - iii. Organise teams to represent the club in triathlon and multisport events, national championships, international championships and in such other competitions as the committee decide;
 - iiii. Prescribe, maintain and uphold the rules and regulations, including the Triathlon Ireland Manual of Guidance, Code of Ethics and any other rules/regulations as set by Triathlon Ireland;
- V. Comply with all laws and regulations that relate to the operation of a club and to the sport of triathlon;
- Vi. Organise and manage in the organisation of Triathlon, Duathlon and Aquathon races each year, which must be approved by Triathlon Ireland;
- Vii. Act on behalf of and in the interest of members of STC in matters relating to Triathlon, Duathlon or Aquathon.

5. STC Club Policy

- a. STC fully supports Triathlon Ireland in its efforts to improve all aspects of Triathlon and its related disciplines;
- b. STC is committed to safeguarding the interest, welfare and well-being of all those associated, both directly and indirectly associated with its activities;
- c. The interests of STC shall always take precedence over the interests of individual member(s);
- d. STC shall adopt a zero tolerance approach to the use of banned substances, in all its forms, by its members in accordance and consistent with Triathlon Ireland and the Sports Council policy. Any member found to contravene this provision and ultimately found guilty of the use of illegal substance shall be subject to the provisions of Article 20 herein;
- e. STC is committed to promoting the participation of people with disabilities in physical activity and sport in Ireland.

6. STC shall cater for:

- a. Triathlon
- b. Multisports involving the individual sports of running, cycling and swimming (duathlons, aquathons and other variations)

7. STC Membership

- a. Membership shall be open to all persons either amateur or professional subject to the following conditions
 - i. The amateur status of non-professional STC members shall be protected;
 - ii. Payment of the annual subscription fee of STC, as prescribed in accordance with Article 8 of this Constitution, unless otherwise agreed by the committee, by way of ordinary resolution, who shall retain the authority to exempt certain qualifying individuals from payment of the annual subscription fee in pursuance of STC's commitment to the promotion of the participation of people with disabilities in physical activity and sport;
 - iii. All members must complete, sign and submit the current STC Membership form for the year in question;
 - iiii. STC shall only accept a minor as a member of the STC, or as an entrant to STC organised races on the strict condition that there is an adult member of STC designated with responsibility for children's welfare, namely **Child and Vulnerable Adult Protection Officer**, for each year;

V. All members acknowledges that the activities of STC carry a risk of personal injury or even death, and knowingly enters into and hereby agrees to absolve STC of any liability in the event of such injury or death occurring; Vi. All members under the age of 18 but over the age of 15 must have a guardian sign their application to participate in all STC organised races;

Vii. Any members who are minors must be accompanied by an appointed guardian at each STC training session; viii. All STC members under the age of 18 years of age must abide by the Triathlon Ireland's Code of Ethics for Children;

ix. It is mandatory for members of STC to be either Full/Student/Junior or Associate members of Triathlon Ireland, the national governing body for the sport of triathlon in Ireland. Failure to maintain a membership of Triathlon Ireland (in accordance with the membership policies of Triathlon Ireland), or the withdrawal of membership of Triathlon Ireland from a member of STC automatically results in an immediate loss of membership of STC;

X. Participants in training sessions, STC competitions and other STC activities must be current members of Triathlon Ireland and STC. The STC Secretary may permit the involvement of guest participants at his/her discretion; such guest participants must, however, complete the guest sign on sheet and can attend no more than 3 such sessions, at which time their attendance will discontinue or they will become either a Full/Student/Junior member of Triathlon Ireland and STC; xi. Fully subscribed STC members shall be entitled to participate in STC training sessions strictly subject to the payment of any additional fees, if any, as levied by STC and imposed to facilitate the delivery of the STC training session(s) unless otherwise agreed by the committee, by way of ordinary resolution, who shall retain the authority to exempt certain qualifying individuals from payment of

the training session(s) fee(s) in pursuance of STC's commitment to the promotion of the participation of people with disabilities in physical activity and sport; xii. Each applicant for membership for Triathlon Ireland and STC must complete the official online application form. An application for membership is valid for the calendar year in which is signed i.e. 1st January to 31st December. Triathlon Ireland and STC membership will expire on the 31st of December of the calendar year regardless of date of application. To continue membership, members are required to renew their membership for each new calendar year either on or prior to the 1st February of the relevant calendar year prior to commencing their 1st training session, whichever is earlier; xiii. STC Membership shall remain valid until the earlier of:

1. Such time as they tender their resignation as per Article 20 of this Constitution or;

2. They fail to renew their membership as per Article 7 (a) (xi) and Article 7 (a) (xiv) of this Constitution or;
3. They fail to pay any subscription validly approved under this Constitution in accordance with Article 8 of this Constitution;
4. Expulsion under the provisions of Article 20 herein.

xiii. In accordance with the procedures as per Article 20 herein, the Committee of STC are empowered to refuse, suspend or to withdraw membership from any member of STC who is/are found to have contravened the provisions herein. Any exercise of this power by the Committee shall stand subject to a right of appeal as set out in Appendix A with the exception of contravention of Article 5 (d) herein;

XV. STC Membership shall expire on the 31st December of each calendar year, at which time members shall be requested to renew their membership of the club;

Xvi. All STC members hereby agree to upload and respect the safety, welfare and rights of other members and to strictly adhere to the provisions herein.

8. Subscriptions

a) Subscription to STC is by means of:

i) An annual membership fee structure, the amount of which to be proposed annually by the outgoing Treasurer and carried by majority vote at the AGM

b) Where an annual membership fee is mandated by the AGM in accordance with this Constitution, failure to pay such annual fee on or prior to the 1st February of each calendar year, will result in the loss of membership of STC unless otherwise agreed by the committee, by way of ordinary resolution, who shall retain the authority to exempt certain qualifying individuals from payment of the annual subscription fee in pursuance of STC's commitment to the promotion of the participation of people with disabilities in physical activity and sport;

c) An individual becoming a member of STC after the 1st January of any calendar year must pay the entire membership fee as prescribed for the entire calendar year.

d) Any STC member who shall cease to be a member prior to the 31st December of any calendar year shall not be entitled to any rebate of his/her membership fee paid for that year.

9. Equality and Children's Rights

- a) STC shall carry out all functions in a manner that promotes equality of opportunity between:
- i) Persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
 - ii) Men and women generally
 - iii) Persons with a disability and persons without
 - iiii) Persons with dependants and persons without
- b) STC aims to promote the participation of children by:
- i) Creating a culture of safety and fun; ii) Fully subscribing to the following international standards:
“Children have the right to be protected from all forms of violence; they must be kept safe from harm, and they must be given proper care by those looking after them”
(Article 19; UN Convention on the Rights of the Child); iii) Asserting the right of Children to be safe. STC officials must ensure that this fundamental principle takes precedence over all other considerations;
 - iiii) Fully subscribing at all times and without variation to Triathlon Ireland’s Code of Ethics for Children.

10. **STC Committee**

- a) The management of STC shall be vested in a committee, comprising members elected to the positions of Chairperson, Secretary, Treasurer and Child and Vulnerable Adult Protection Officer, together with up to additional members validly elected to the committee, with or without specific functions. These positions are defined below:

i) Chairperson

The Chairperson is responsible for ensuring the committee operates in the best interest of STC and its members. Their role is to co-ordinate committee activity to achieve this. Alongside chairing committee and general meetings, the chairperson will also help out the other committee members where required.

ii) Vice Chairperson

The role of the Vice Chairperson shall be to support the Chairperson in the carrying out of the Chairperson’s

functions and to help out other committee members where required. The Vice Chairperson shall also stand responsible for New Members/Triathletes' welfare and needs/

iii) Secretary

The role of the Secretary involves maintaining the database of STC members, providing information bulletins to STC members, and circulating meeting minutes from AGM's and STC committee meetings as required.

iiii) Treasurer

The Treasurer is responsible for accurately recording all financial institutions made by STC and presenting this record in a recognised format to members of STC at the AGM. The role will involve collecting and recording cash payments from STC members and sponsors and for issuing and recording payment to suppliers and others as agreed by the STC committee. The Treasurer is automatically a co-signatory on any bank or credit card account held in the name of the STC.

v) Child and Vulnerable Adult Protection Officer

The Child and Vulnerable Adult Protection Officer shall be responsible for ensuring that all aspects of the Triathlon Ireland Code of Ethics for Children are implemented fully in STC, and to act as point of liaison between STC and Triathlon Ireland and other Voluntary or Statutory Agencies where appropriate or required by Statute.

A functioning committee may be formed once each of the above positions are filled by members validly elected to the position in accordance with this Constitution. In addition to the above four positions, up to five additional members may be elected to serve on committee. It is recommended that

additional members be elected for the following roles. **vi) Public Relations Officer**

The Public Relations Officer (PRO) is responsible for external communications including the STC website, promotional posters, issuing local community notices, issuing press releases and race reports to local media, etc. The PRO will also be the official point of contact for STC (with other clubs, Triathlon Ireland, etc).

vii) Training Co-Coordinator

The Training Co-Coordinator will be responsible for organising STC group training, including ability groups, pacing, routing and scheduling.

viii) Social Officer

The Social Officer will be responsible for organising official STC social events including post-race celebrations, the Christmas party and other events through the year.

ix) And 2 other members

b) At least one of the committee should represent the interests of female triathletes;

- c) At least one of the committee should represent the interests of new triathletes;
- d) All of the forgoing shall be elected. All positions are filled by election at the Annual General Meeting, with each member of STC present having one vote per position;
- e) Any STC member can declare their interest in a position, whereupon they must be proposed and seconded by two members of STC;
- f) Where more than one person is nominated for a position, the person deemed elected is the person who receives the most votes. Where there is only one nomination for election, that person is deemed elected if there is a simple majority of votes in favour in their election over votes against their election;
- g) The elected committee shall remain in office until the Annual General Meeting of the following year;
- h) The committee of STC shall meet at regular intervals as decided by the Committee but not less frequently than once in every 3 months in a venue to be decided;
- i) No business shall be transacted at any STC committee' meeting unless a quorum of club and committee members, in accordance with Article 18 herein, is present at the time when the meeting proceeds to business;
- j) STC committee meetings shall be convened for the purpose of dispatching the business of STC which shall be conducted and regulated as the committee shall deem fit;
- k) STC committee resolutions shall be determined by a simple majority of votes of those present in accordance with Article 14 herein;
- l) Copies of the minutes of STC committee meetings should be available to STC members on request from the Secretary;
- m) No member of the STC committee should hold a vested interest in private sports/fitness company, multisport coaching business or any similar activities or business as carried out by STC;
- n) The STC committee shall not consist of more than two voluntary club coaches;

11. Powers and Functions of STC Committee

- a) In addition to the general function of managing the activities of STC the committee shall be vested with the following powers and functions;
 - i) To formulate, adopt and monitor a strategic plan, which shall be presented at each Annual General Meeting;

- ii) To adopt and implement an annual plan and financial budget;
- iii) To enter into an employment contract on such terms and conditions as the committee shall think fit and to adopt clearly defined delegations of authority from the committee;
- iiii) To appoint any sub – committees and to delegate such powers and responsibilities as the committee deems appropriate to such sub-committee;
- v) To fill vacancies if and when they arise;
- vi) To co-opt STC members from time-to-time and for specific projects but co-opted STC members shall not have a Committee vote. Coopted members may attend Committee meetings upon invitation by the Committee Chairperson or Secretary;
- vii) In accordance with Article 20 herein, to suspend and/or expel any STC membership of STC members who are found guilty of breaching any of the rules, by-laws and regulations of STC or of refusing to give effect to any resolution passed by any General meeting or by the committee, or by actions that bring STC into disrepute;
- viii) To determine the process to apply in respect of the appointment of:
 - 1) Selectors;
 - 2) Managers, coaches and captains of teams;
 - 3) Other positions as required
- ix) To determine and accept STC member annual subscription fees;
- x) To enter into contracts of insurance, sponsorship and other types of contracts as deemed appropriate to carry out the objectives and functions of STC;
- xi) To create and maintain proper STC designated bank accounts in accordance with Article 12 (a) herein;
- xii) To make, draw, accept, endorse, issue, discount and otherwise deal with promissory notes, bills of exchange, cheques, letters of credit, circular notes and other mercantile instruments;
- xiii) Such other powers as may be necessary or desirable to further the objective of STC.

12. Finance and Payments to Members

- a) All monies received by STC shall be paid into a designated bank account and to the credit of STC at a bank as determined by the committee;

- b) STC shall not incur any single expenditure exceeding **€2,000.00** without the prior written approval of the committee members, who shall vote on the proposed expenditure by way of ordinary resolution and which said approval shall not be unreasonably withheld;
- c) The committee shall cause proper books of account to be kept relating to:
 - i) All sums of money received and expended by STC and the matters in respect of which the receipt and expenditure takes place;
 - ii) All sales and purchases of goods by STC; iii) The assets and liabilities of STC.

Proper books shall not be deemed to be kept if there are not kept such books of account as are necessary to give a true and fair view of the state of STC's affairs and to explain its' transactions.

- d) All cheques, promissory notes, drafts, bills of exchange and other negotiable instruments, and all receipts for monies paid to STC shall be signed, drawn, accepted, endorsed or otherwise executed, as the case may be, by any two members of the committee (one of which shall be the STC Treasurer) as so authorised by the Committee;
- e) No STC member or person associated with STC shall derive any income, benefit or advantage from STC where they can materially influence the payment of the income, benefit or advantage, except where that income, benefit or advantage is derived from reasonable and proper out of pocket expenses incurred by any committee member in connection to the attendance to any matter affecting STC.

13. **Income and Property**

The income and property of STC shall be applied solely towards the promotion of its main objects as set forth in this Constitution. No portion of STC's income and property shall be paid or transferred directly or indirectly by way of dividend, bonus or otherwise howsoever or by way of profit to STC members or members of the committee or any individual.

14. **Voting**

- a) Each STC committee member shall have one vote;
- b) Each fully signed up STC member present at the meeting shall have one vote. No proxy votes will be accepted;
- c) The Chairperson shall have a casting vote in addition to a deliberate vote;
- d) In the event that any person is both a committee member and/or STC member, they shall be entitled to only one vote;
- e) All motions, resolutions and/or Constitutional amendments, alterations and/or deletions proposed and voted on, and the election of

committee members is by simple majority. Voting will ordinarily be by a show of hands (two ordinary members will be charged with counting hands) except in the case where a member or group of members request a secret ballot;

- f) If a secret ballot is duly demanded it shall be taken in such a manner as the Chairperson of the meeting shall direct and the result of the secret ballot shall be deemed to be the resolution of the meeting at which the secret ballot was demanded;
- g) Except where alternative arrangements for payments have been agreed to by the committee, no STC member shall be entitled to vote at any members' or general meeting unless all sums presently payable by that STC member in respect of subscriptions, fees and or other amounts properly due and owing to STC have been paid in full.

15. Annual General Meeting (AGM)

- a) The AGM shall be held at such place and at such time as may be determined by the committee no later than the 28th February of each calendar year for the purpose of:-
 - i) Receiving the annual report of the committee for the preceding season;
 - ii) Receiving the statement of accounts for the preceding season;
 - iii) Electing the officers and committee for the ensuing year;
 - iiii) Considering any amendments to the Constitution and Rules of the STC of which due notice has been given to all STC members. Any proposed change to the Constitution Rules by a STC member must be received by the chair or secretary at least 14 days prior to the date of the Annual General Meeting in order that STC members shall have sufficient notice of the proposal. At the discretion of the Chairperson, amendments not submitted at least 14 days prior to the AGM may be proposed by any STC member present at the AGM and voted upon;
 - v) Appointment of an auditor (if deemed necessary);
 - vi) Determining an Annual Membership Fee structure in accordance with Article 8 herein;
 - vii) Transaction of any general business.
- b) At least 28 days' notice shall be given to STC members of the date, proposed venue and draft agenda items for the AGM. Notice of the final agenda, incorporating any proposed or amended agenda item, proposed motions, financial statements and a confirmed venue for the AGM shall be given to members at least 48 hours prior to the proposed AGM, and will be available in printed form at the proposed AGM. The accidental omission to give notice of an AGM to or the

nonreceipt of notice by any member shall not invalidate the proceedings at that meeting;

- c) Copies of AGM minutes will be made available to all STC members on request;
- d) Voting at the AGM shall be strictly in accordance with Article 14 herein;
- e) No business shall be transacted at any AGM unless a quorum of members, in accordance with Article 18 herein, is present at the time when the meeting proceeds to business;
- f) The Chairperson may with the consent of any AGM meeting at which a quorum is present adjourn the AGM from time to time and from place to place, but no business shall be transacted at any adjourned AGM other than the business left unfinished at the AGM at which the adjournment took place. When a meeting is adjourned for 30 days or more, notice of the adjourned meeting shall be given as in the case of the original AGM. Save as aforesaid, it shall not be necessary to give any notice of an adjourned meeting or of the business to be transacted at an adjourned AGM.

16. Extraordinary General Meetings (EGM)

- a) An Extraordinary General Meeting shall be convened, at the request of the committee or on the receipt of a written requisition signed by at least 25% of STC members stating the purpose of the meeting;
- b) At least 14 days' notice shall be given to all fully signed-up STC members of the date, venue and purpose of an EGM. No other business shall be conducted at such a meeting. The accidental omission to give notice of an AGM to or the non-receipt of notice by any member shall not invalidate the proceedings at that meeting;
- c) In the event of the committee not convening an EGM in accordance with Article 15 (a) herein the requisitioners' shall be entitled to convene the meeting themselves;
- d) Copies of EGM minutes will be made available to all STC members on request;
- e) Voting at the EGM shall be strictly in accordance with Article 14 herein;
- f) No business shall be transacted at any EGM unless a quorum of members, in accordance with Article 18 herein, is present at the time when the meeting proceeds to business;
- g) The Chairperson may with the consent of any EGM meeting at which a quorum is present adjourn the EGM from time to time and from place to place, but no business shall be transacted at any adjourned EGM other than the business left unfinished at the EGM at which the adjournment took place. When a meeting is adjourned for 30 days or more, notice of the adjourned meeting shall be given as in

the case of the original EGM. Save as aforesaid, it shall not be necessary to give any notice of an adjourned meeting or of the business to be transacted at an adjourned EGM.

17. Chairperson

- a) At all general and members' meetings the chairperson of the committee shall be entitled to take the chair. If the committee chairperson is absent, then another member of the committee shall take the chair. Any STC member disobeying the ruling of the Chair may be suspended for the period of the meeting by ordinary resolution of the meeting;
- b) If any of the members of the committee are not willing to act as Chairperson or if no member of the committee is present within 15 minutes after the time appointed for holding the meeting, the STC members present shall choose one of their numbers to be Chairperson of the meeting.

18. Quorum

- a) For members' meetings the Quorum shall be not less than five STC committee members;
- b) For an Annual General Meeting or Extraordinary General Meeting, the Quorum shall not be less than ten STC members excluding a quorum of at least five STC committee members and ordinary STC members;
- c) No business shall be transacted at any general and/or members' meeting unless a quorum of STC members and/or STC committee members are present at the time when the meeting proceeds to business;
- d) If within half an hour from the time appointed for the general and/or members' meeting a quorum of STC members and/or STC committee members is not present, the meeting, if convened upon the requisition of STC members, shall be dissolved; in any other case it shall stand adjourned to the same day in the next week at the same time and place, or to such other day and at such other time and place as the committee may determine, and if at the adjourned meeting a quorum is not present within half an hour from the time appointed for the meeting, the members present shall be a quorum.

19. Affiliations and Sponsorships

- a) STC shall be affiliated to Triathlon Ireland and to such other sporting bodies as the Committee consider appropriate in order to carry out the objects of STC;
- b) The STC committee, at their absolute discretion, may approve commercial sponsorship arrangements including the placement of commercial logos on STC equipment, clothing, racing kit, the club website, and any other STC collateral in return for financial or other support given by sponsors to STC. Any agreements made in respect

of same shall be approved by the committee and signed by the Chairperson and Treasurer acting as agents for the committee which shall be binding on STC;

- c) A committee member may not vote in respect of any proposed commercial sponsorship arrangement in which he/she/they or a connected person have a vested interest;

20. Resignations, cessation and expulsion of STC members

- a) Any STC member wishing to resign must do so in writing, addressed to the committee. The resignation will be considered by the committee within one calendar month of receipt and will be held as effective on the date of tendering. Resignations will not be accepted if the member is financially indebted to STC, and acceptance will be withheld until the debt has been discharged;
- b) Subject to the appeal procedure, where applicable and as provided in Appendix B herein, any STC member shall be subject to the disciplinary procedure, as provided in Appendix A herein, where the committee so determines by way of a resolution that:
 - i) It has been found that the member has committed a serious breach of the rules as set forth in this document rendering him/her/them unfit to remain a member of STC;
 - ii) The member has refused to give effect to any resolution passed by a General meeting or by the committee;
 - iii) The member is found guilty of breaching any of the rules, by-laws and regulations of STC and/or Triathlon Ireland;
 - iv) Any member found to contravene Article 5 (d) and ultimately found guilty of the use of illegal substance. The decision of the committee shall be final in this regard and no right of appeal shall apply in this instance;
 - v) Any action that brings STC into disrepute; then and in those circumstances the relevant member shall be subject to the disciplinary procedure as set forth in Appendix A herein provided he/she/they shall have been given notice of the intended resolution for the application of the disciplinary procedure and shall have been afforded an opportunity of giving orally or in writing to the committee members any explanation or defence that he/she/they may think fit.
- c) All STC members shall cease to be a member of STC on the 31st December of each year and members will be required to renew their memberships for the following year;
- d) In accordance with Article 8 (b) of this Constitution whereupon an annual membership fee is mandated by the AGM, failure to pay such annual fee on or prior to the 1st February of each calendar year, will result in the loss of membership of STC unless deemed exempt from payment of the annual subscription as determined by the committee as in accordance with Article 7 (a) (ii).

21. Constitution Amendments

- a) No Constitution Rule may be altered, added to, or deleted except at an Annual General Meeting or an Extraordinary General Meeting

called for that purpose and then only by a majority of those present and voting in accordance with Article 14 herein;

- b) Notice of any proposed Constitution alteration, addition and/or deletion shall be in accordance with Article 23 herein.

22. Financial Year

- a) STC's Financial Year ends each December 31st;
- b) The Annual Accounts shall be audited by an auditor, if so required by a member majority, who shall be appointed at the Annual General Meeting and not hold any other office in STC.

23. Notice

- a) A notice required to be given under this Constitution shall be sufficiently given if
 - i) Published on the website of STC; or ii)
Announced in at least one local newspaper.

24. Indemnity

Every Committee Member of STC who does any act in pursuance or intended pursuance of any provision of these rules or any rules or regulations made there under in General Meeting or of the Committee shall be indemnified by STC against all losses and expenses incurred by them in connection with this discharge of their duties, unless the act was done with fraudulent intent or in bad faith or without reasonable care.

25. Winding Up

- a) STC may be liquidated by a resolution carried by a simple majority of the votes cast at a General Meeting held in accordance with the Article 14 herein;
- b) If upon the liquidation of STC there remains surplus funds after the satisfaction of all its debts and liabilities whatsoever, the same shall not be paid to or distributed among the members of STC but shall be given or transferred to some other charitable organisation or body having purposes similar to the objective of STC, or for some other charitable purpose, within Ireland.

26. Appendix

Appendix A – Disciplinary Procedure

a. Procedure

Where a Member's conduct is deemed to fall within Article 20 (b) (1-iv) and warrants disciplinary action, the following procedures apply:

i) Formal Verbal Warning

The member will be given a formal verbal warning by a Committee Officer. This warning will be recorded at the next Committee Meeting.

ii) Written Warning

In the event of a further breach, the member will be issued with a formal written warning. This written warning will be recorded at the next Committee Meeting.

iii) Expulsion

If, following a written warning, a Member is guilty of further breaches, the Member will be expelled. Expulsion can only take place after the member has had an opportunity to hear all of the allegations against him or her and to present his/her/their case to the Committee. All cases of expulsion will be decided upon by the Committee.

iv) Summary Expulsion

If the Committee considers that summary expulsion is warranted, it may suspend a member in order to facilitate investigation of the particular case. Following investigation of any matter under this clause, the Committee may decide either to impose another form of discipline, such as suspension from the Club and/or final written warning without recourse to formal expulsion.

Any STC member found to contravene Article 5 (d) and ultimately found guilty of the use of illegal substance shall be summarily expelled from STC and the decision of the Committee shall be final in this regard and no right of appeal shall apply in this instance;

v) Natural Justice

The principles of natural justice and fair procedure shall be applied at all stages of the procedures herein.

Appendix B – Appeal Procedure

1. With the exception of breaches of the STC sports drug policy, as per Article 5 (d) herein whereupon the decision of the Committee shall be final, there shall be a general right of appeal against the decisions of the committee under the disciplinary hearing;
2. Such appeal shall be made in writing within 28 days of the decision;
3. All appeals shall be heard by referee or tribunal, who shall be agreed between the parties concerned;
4. In the event of the parties concerned not being able to agree on a referee or tribunal, within 10 days of the lodging of an appeal, such referee or tribunal shall be appointed by the STC Chairperson or STC Treasurer or STC Secretary in that order.