

The Irish Mags Official NUFC Supporters Group
Breach Administration and Expulsion of Membership Process

Purpose

To recognise a formal process to administer disciplinary action and (if necessary) expel Irish Mags Members in the event of qualified breaches to the Club's Code of Ethics.

Breaches of the Code

As stated in the Club's Code of Ethics, all breaches of the Code, including an assessment of the severity of each breach as outlined below, will be reviewed by key Officers of the Irish Mags NUFC Supporters Group Committee to agree any subsequent disciplinary decision.

Breach Administration and Expulsion of Membership

Scale 1: First Warning

- Evidence of the breach will be submitted to at least 2 of the following 4 Officers - Chair, Deputy Chair, Secretary or Head of Community
- The Committee Members will review the Club's Code of Ethics, decide whether a breach of the Code has taken place and provide appropriate rationale for their decision
- The Member(s) in question will be engaged and provided with an opportunity to defend the decision
- The Member(s) in question will receive their first initial warning notifying them of their breach in writing, via **theirishmags** email account (or in the absence of a member's email account via direct WhatsApp message), including rationale, by the Secretary or one of the Co-Chairpersons
- The Club Secretary will be copied on the Members written notification, retain a central repository of breach correspondences, and maintain a record of the breach in the Irish Mags Members' Disciplinary Register

Scale 2: Direct (Second) Warning

- Evidence of a second breach will be submitted to at least 2 of the following 4 Officers - Chair, Deputy Chair, Secretary or Head of Community

- The Committee Members will review the Club's Code of Ethics, decide whether a second breach of the Code has taken place and provide appropriate rationale for their decision
- The Member(s) in question will be engaged and be provided with an opportunity to defend the decision
- The Member(s) in question will receive their second warning notifying them of their breach in writing, via **theirishmags** email account (or in the absence of a member's email account via direct WhatsApp message), including rationale, by the Secretary or one of the Co-Chairpersons
- The Club Secretary will be copied on the Members written notification, retain a central repository of breach correspondences, and maintain a record of the breach in the Irish Mags Members' Disciplinary Register
- A Committee Member with administrative responsibility for the Irish Mags WhatsApp Groups will withdraw the Member's access to the WhatsApp Groups for a period of 1 week

Scale 3: Full Removal from the Irish Mags NUFC Supporters Group and Expulsion of Irish Mags Membership

- Evidence of a third and final breach will be submitted to the Chair, Deputy Chair, Secretary and Head of Community
- The Committee Members will review the Club's Code of Ethics, decide whether a breach of the Code has taken place and provide appropriate rationale for their decision
- The Member(s) in question will be engaged and provided with an opportunity to defend the decision
- The Member(s) in question will receive their third and final warning notifying them of their expulsion from the Club's membership in writing, via **theirishmags** email account (or in the absence of a Member's email account via direct WhatsApp message), including rationale, by the Secretary or one of the Co-Chairpersons
- The Member(s) in question will not be due to a refund of their Irish Mags annual OSC membership fee, however, if partaking in current Club competitions, i.e. Fantasy Football or Last Man Standing, they would receive a refund of any in progress competition fee
- The Member(s) in question will be given the right to appeal, within five working days of receiving the notification, in the form of a written submission by them to the Club Secretary

- All appeals will be reviewed by the Chair, Deputy Chair, Secretary and Head of Community and final decisions communicated to all parties involved
- Any successful appeal will result in the Member(s) being informed immediately, in writing, including rationale for the decision, that the expulsion has been revoked
- The Club Secretary will maintain a record of the breach in the Irish Mags Members' Disciplinary Register, retain a central repository of breach correspondences, and (with the assistance of the Treasurer) revise the Club's Member Register accordingly

Scale 4: Immediate Dismissal

While our standard disciplinary process includes a three-warning system and the right to appeal, the Club reserves the right to immediately remove any member whose conduct is deemed exceptionally offensive, harmful, or in direct violation of our Code of Ethics. This includes, but is not limited to, racist, discriminatory, sexually explicit, threatening, or otherwise abusive language or behaviour, whether in the WhatsApp group or during in person meetups

- Evidence of any exceptionally offensive or harmful breach will be submitted to the Chair, Deputy Chair, Secretary and Head of Community for a review against the Club's Code of Ethics to decide whether the breach of the Code is serious enough to warrant immediate dismissal
- The Member(s) in question will receive notification of their immediate expulsion from the Club's membership in writing, including rationale, by the Secretary or one of the Co-Chairpersons
- The Member(s) in question will not be due to a refund of their Irish Mags annual OSC membership fee, however, if partaking in current Club competitions, i.e. Fantasy Football or Last Man Standing, they would receive a refund of any in progress competition fee
- The Member(s) in question will be given the right to appeal, within five working days of receiving the notification, in the form of a written submission by them, to the Club Secretary
- All appeals will be reviewed by the Chair, Deputy Chair, Secretary and Head of Community and final decisions communicated to all parties involved
- Any successful appeal will result in the Member(s) being informed immediately, in writing, including rationale for the decision, that the expulsion has been revoked

- The Club Secretary will be copied on any final decision to expel members, maintain a record of the breach in the Irish Mags Members' Disciplinary Register, retain a central repository of breach correspondences, and (with the assistance of the Treasurer) revise the Club's Member Register accordingly