

## Badminton England Disciplinary Regulations Sanctions Guidance

The decision as to the appropriate sanction to impose following disciplinary proceedings is for the relevant Disciplinary Hearing (or Appeal) Panel. When considering the appropriate sanction the relevant Panel must have regard to this Sanctions Guidance.

When applying this Guidance the Panel should bear in mind that the disciplinary process should ensure any sanction imposed reflects the seriousness of the incident, action or behaviour. Any sanction imposed must be the minimum necessary to maintain the integrity of badminton, uphold appropriate standards and protect those involved in the sport.

While every case must be treated on its own merits, the table below describes the range of sanctions available for various types of behaviour. While it is expected that sanctions will be imposed within the relevant Acceptable Sanction Range, in exceptional circumstances the Panel may impose a more, or less, serious sanction where this is necessary to reflect the seriousness of the incident, action or behaviour.

In deciding sanction the Panel must first identify the level of offence. The table below is indicative and does not provide an exhaustive list of types of behaviour. Where not covered specifically in the table below, breaches of Codes or Policies may be assessed at any level depending on seriousness of the breach.

Level of offence	Types of behaviour	Acceptable Sanction Range
County	Abusive or offensive behaviour (non-violent) Misuse of social media or other forum causing offence Fail to follow rules or directions of County Badminton Association (not coaching-related)	<ul style="list-style-type: none"> <li>• Written warning</li> <li>• Order to undertake specified training within specified timescale</li> <li>• Order to be monitored or supervised in specific matters for specific timescale</li> <li>• Temporary suspension from County related activity for up to 56 days</li> <li>• Expunging of results achieved by the Individual Concerned from County competitions/leagues</li> </ul>
Mid range	Harassment of official or player (non-sexual) Bullying Violent or dangerous conduct (not involving bodily contact) Tournament issued Black Card	<ul style="list-style-type: none"> <li>• Written warning</li> <li>• Order to undertake specified training within specified timescale</li> <li>• Order to be monitored or supervised in specific matters for specific timescale</li> </ul>

	<p>Breach of safeguarding policy/guidance (no risk to individuals)            Fail to comply with previously issued sanction (other than contravening suspension)            Repeat of County level offence within three years</p>	<ul style="list-style-type: none"> <li>• Temporary suspension of right to play/be entered in relevant tournaments for maximum of 12 months</li> <li>• Temporary suspension of Badminton England membership for maximum of 12 months</li> <li>• Temporary suspension from involvement in badminton in any capacity directly or indirectly under jurisdiction of Badminton England for maximum of three years</li> </ul>
	<p>Coach failing to comply with codes of conduct            Mis-representation of coaching or other qualifications relevant to badminton</p>	<p>In addition to above Mid Range Sanctions:</p> <ul style="list-style-type: none"> <li>• Temporary suspension from the register of coaches for maximum of 12 months</li> </ul>
High Range	<p>Repeat of Mid Range offence within three years            Breach of Sports Betting and Integrity policy            Violent or dangerous conduct (involving bodily contact)            Dishonesty, Theft or fraud related to badminton</p>	<ul style="list-style-type: none"> <li>• Temporary suspension of right to play/be entered in relevant tournaments for maximum of 12 months</li> <li>• Temporary suspension of Badminton England membership for maximum of 12 months</li> <li>• Temporary suspension from register of coaches for maximum of 12 months</li> <li>• Temporary suspension from involvement in badminton in any capacity directly or indirectly under jurisdiction of Badminton England for maximum of three years</li> <li>• Permanent ban on playing any matches/entry into tournaments under jurisdiction of Badminton England</li> </ul>



		<ul style="list-style-type: none"> <li>• Termination of Badminton England membership</li> <li>• Permanent exclusion from involvement in badminton in any capacity directly or indirectly under jurisdiction of Badminton England</li> </ul>
	<p>Discriminatory behaviour Sexual harassment Breach of safeguarding policy/guidance (risk to others) Abuse of drugs and/or alcohol. Criminal conviction which could, in the reasonable opinion of Badminton England, bring Badminton England and/or the sport of badminton into disrepute</p>	<p>In addition to above High Range sanctions:</p> <ul style="list-style-type: none"> <li>• Order to undertake specified training within specified timescale</li> <li>• Order to be monitored or supervised in specific matters for specific timescale</li> </ul>
	<p>Fail to comply with Interim or Temporary suspension</p>	<ul style="list-style-type: none"> <li>• Temporary suspension from involvement in badminton in any capacity directly or indirectly under jurisdiction of Badminton England for maximum of three years</li> <li>• Permanent ban on playing any matches/entry into tournaments under jurisdiction of Badminton England</li> <li>• Termination of Badminton England membership</li> <li>• Permanent exclusion from involvement in badminton in any capacity directly or indirectly under jurisdiction of Badminton England</li> </ul>
	<p>Coach repeating Mid Range offence within three years</p>	<ul style="list-style-type: none"> <li>• Permanent removal from register of coaches</li> </ul>

Seriousness should be assessed by considering:

- The level of culpability
- Any harm caused
- Aggravating Factors
- Mitigating Factors

While not an exhaustive list, the following are examples of aggravating and mitigating factors that may be present:

Aggravating Factors	Mitigating Factors
Failing to take responsibility for actions Lack of insight or remorse Repeat of previous conduct Discriminatory action or behaviour Personal gain Under the influence of alcohol or other substance Dishonesty Breach of confidentiality Attempting to cover up or conceal inappropriate conduct	Previous good character / no previous disciplinary findings Genuine remorse or insight Personal circumstances (including health issues)

Where an organisation is alleged to have failed to comply with Badminton England Codes or Policies the following sanctions should apply:

Mid Range	<ul style="list-style-type: none"> <li>• Written warning</li> <li>• Temporary suspension of Badminton England membership for maximum 12 months</li> </ul>
High Range	<ul style="list-style-type: none"> <li>• Temporary suspension of Badminton England membership for maximum of 12 months</li> <li>• Termination of Badminton England membership</li> <li>• Deduction of points</li> <li>• Relegation, exclusion or disqualification from competition</li> </ul>