

DISCIPLINARY POLICY



Introduction

The purpose of the Disciplinary Policy is to expand on Rule 22 of the Society's Rulebook.

The following procedure will be adopted.

1. Any complaint that a member has acted in a way detrimental to the interests of the Society must be emailed to info@THSTOfficial.com or posted to the Society's registered office and must identify the complainant. Action cannot be taken on complaints submitted anonymously.
2. On receipt of the complaint, an acknowledgement will be sent within five working days. This will set out what happens next, how the complaint will be pursued and an estimate of how long any review process may take.
3. Should it be considered that the complaint has merit, notification and details of the complaint will be sent to the member in question with an invitation to respond in writing. Having considered the complaint and the response to it with due care, the Board may convene a meeting of the disciplinary panel to be held within one calendar month.
4. The disciplinary panel will consist of three board officials (if the member in question is one of the officials, they will not be part of the panel and will be replaced by another board member).
5. At the meeting the panel will consider evidence in support of the complaint and such evidence as the member may wish to place before them, either in writing or in person. The meeting may at its discretion decide to dismiss the complaint or take such action as it deems reasonable including temporary suspension or permanent expulsion.
6. A person expelled from membership will cease to be a member at the expiration of twenty-eight days from the date of the disciplinary panel's decision.
7. An expelled member has a right to appeal against that decision. Such an appeal must be made before the expiration of the twenty-eight-day deadline. Grounds for the appeal against the decision are to be emailed to info@THSTOfficial.com or posted to the Society's registered office. An independent appeals panel will be constituted to consider the appeal, and the decision of that panel will be final.
8. No person who has been expelled from membership is to be re-admitted except by a resolution carried by the votes of two-thirds of the members present in person or by virtue of having cast a postal vote and voting on a poll at any general meeting of which notice has been properly given.
9. ***This policy has been approved by the Board of THST on 30 November 2020.***