




These Official **DDO Code of Practise on Disciplinary Proceedings** are written and published by the **Deaf Darts Organisation**.

# **CODE OF PRACTISE ON DISCIPLINARY PROCEEDINGS**

**First Edition: 9th January 2025**

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# 1. INTRODUCTION OF THE CODE OF PRACTISE

The **Code of Practice on Disciplinary Proceedings** outlines the principles, processes, and actions for managing disputes and violations in a consistent, fair, and transparent manner. This document is vital for maintaining integrity and order within the organisation.

## **Purpose:**

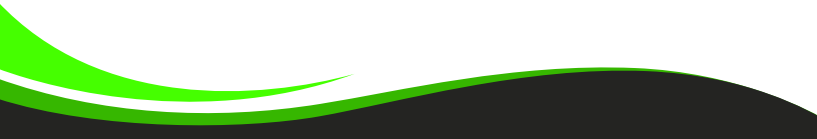
- **1.1** To maintain a fair and competitive environment.
- **1.2** To protect the reputation and integrity of Deaf Darts events, players, and officials.
- **1.3** To ensure that all individuals are treated equally and justly in disciplinary matters.

## **Scope:**

- **1.4** Applies to all players, coaches, referees, administrators, and volunteers affiliated with the Deaf Darts Organisation.
- **1.4** Covers misconduct occurring during events, training, or in any official capacity related to the organization.
- **1.6** Applies to behaviour outside of official events if it affects the reputation or integrity of Deaf Darts.

# 2. FUNDAMENTAL PRICIPLES OF THE CODE

The code is built around core values that guide every disciplinary process:




- **2.1 Fairness:** All disciplinary actions must be fair, transparent, and consistent. The process must provide all parties involved the opportunity to be heard and to defend themselves.
- **2.2 Impartiality:** Decision-makers must have no personal bias or conflict of interest in the outcome of the proceedings.
- **2.3 Due Process:** All parties have the right to a fair hearing, the ability to present evidence, and to challenge the evidence against them.
- **2.4 Confidentiality:** Information related to disciplinary proceedings should be kept confidential to protect the privacy and reputations of those involved. Only individuals who need to know should have access to the details.
- **2.5 Proportionality:** Disciplinary actions should be appropriate to the seriousness of the violation. The principle of proportionality ensures that sanctions are neither excessive nor insufficient.

### 3. TYPES OF DISCIPLINARY OFFENSES

The DDO's disciplinary framework would define various breaches of conduct, potentially including:

#### A. Misconduct

- **3.1 Abusive or Offensive Language:** Use of vulgar language or making offensive remarks, including homophobic, racist, or sexist comments.
  - **3.2 Unsportsmanlike Behaviour:** Actions that undermine the spirit of the sport, such as intentionally distracting an opponent or disrespecting the officials.
  - **3.3 Failure to Comply with Event Regulations:** Non-compliance with event-specific rules, including failure to show up for matches without valid reasons or violating dress codes.
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## **B. Breach of Doping Regulations**

- **3.4** Violating anti-doping rules by using banned substances or engaging in cheating techniques, such as match-fixing.
- **3.5 Substance abuse:** Testing positive for performance-enhancing drugs or other substances prohibited by the organization or governing body.


## **C. Violations of Event Integrity**

- **3.6 Match-Fixing or Betting Corruption:** Engaging in or attempting to influence match outcomes for financial or personal gain.
- **3.7 Falsifying Results:** Altering scores, submitting fraudulent match results, or misrepresenting the outcome of a contest.

## **D. Health and Safety Violations**

- **3.8** Engaging in conduct that puts participants' safety at risk, such as using equipment improperly or disregarding health and safety guidelines during events or practices.

## **E. Harassment or Discrimination**

- **3.9** Engaging in discriminatory or harassing behaviour based on gender, race, disability, or any other protected characteristic.
  - **3.10** Bullying or intimidation of others involved in the sport.
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## 4. REPORTING A VIOLATION

- **4.1 Formal Complaint:** To initiate a disciplinary process, a formal written complaint must be submitted to the relevant body within the organization, such as the disciplinary committee or board.
- **4.2 Whistleblowing:** There should be clear procedures for anonymous reporting, encouraging individuals to report unethical behaviour without fear of retaliation.
- **4.3 Time Limit for Reporting:** Complaints or allegations should typically be made within a reasonable time frame, such as within 30 days of the incident, to ensure timely and accurate investigation.

## 5. INVESTIGATION PROCESS

- **5.1 Preliminary Review:** The disciplinary body will initially review the complaint to assess if it falls within the scope of the organisation's rules and whether there is sufficient evidence to warrant further investigation.
- **5.2 Investigation Team:** A team of impartial investigators (possibly from outside the organisation) may be appointed to gather all relevant facts, including witness testimonies, video evidence, written statements, and expert opinions where necessary.
- **5.3 Right to Representation:** The individual accused of misconduct will have the right to be represented during the investigation. This could be a lawyer, union representative, or another advocate.
- **5.4 Temporary Suspensions:** If the nature of the violation is severe, the accused may be temporarily suspended from participation in competitions while the investigation is ongoing.

## 6. DISCIPLINARY HEARING

- **6.1 Notification:** The accused will be notified of the hearing in writing, including the nature of the allegations and the date, time, and location of the hearing. They will also be informed of their right to attend and to present a defense.

- **6.2 Hearing Panel:** A panel, usually comprising members of the disciplinary committee or an independent adjudicator, will conduct the hearing. The panel should be impartial and free from any conflicts of interest.
- **6.3 Presentation of Evidence:** The disciplinary panel will hear from both the complainant and the accused party, reviewing evidence and statements. Both parties will be able to present their case, call witnesses, and challenge any evidence presented.
- **6.4 Right to Appeal:** If new evidence arises during the hearing, the accused should be given an opportunity to address this evidence before any final decision is made.

## 7. SANCTIONS & PENALTIES

Sanctions should be appropriate to the severity of the offense, ensuring fairness and proportionality. Possible penalties might include:

### A. Warnings and Reprimands

- **7.1** A formal written warning that the behaviour was inappropriate but not severe enough to warrant further action. Multiple warnings may lead to more serious consequences.

### B. Financial Penalties

- **7.2 Fines** may be imposed on individuals or teams involved in violations of the rules, particularly for breaches of conduct or financial regulations.

### C. Suspension

- **7.3** Temporary suspension from participation in competitions, training, or organisational activities. This can range from a few days to several months, depending on the nature of the offense.

#### D. Banning

- **7.4 Permanent Ban:** In extreme cases, such as fraud, severe misconduct, or serious breaches of the organization's integrity, an individual could be permanently banned from participating in any Deaf Darts activities.
- **7.5 Event-Specific Ban:** A temporary or permanent ban from specific tournaments or events may also be applied.


#### E. Reputational Impact

- **7.6** In some cases, a formal apology or public statement may be required to restore reputations and rectify any damage caused by the offense.

#### F. Restitution or Compensation

- **7.7** In cases where the misconduct has resulted in financial or reputational damage, the individual might be required to pay restitution or compensation.

## 8. APPEALS PROCESS

- **8.1 Grounds for Appeal:** The accused may appeal if they believe the decision was unjust or the sanction too severe, or if new evidence has come to light that was not available during the original hearing.
  - **8.2 Appeal Panel:** A separate, independent appeal panel, which has not been involved in the initial proceedings, will review the case. This panel will re-assess the facts, review the process followed, and decide whether the original decision should be upheld, overturned, or modified.
  - **8.3 Time Limits for Appeal:** The individual must file an appeal within a specified period (e.g., 14 days) after receiving the decision.
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## 9. RECORD KEEPING

- **9.1 Documentation:** A detailed record of the investigation, hearing, evidence, and final decision will be maintained by the disciplinary body. These records should be kept confidential but available for review if needed.
- **9.2 Public Disclosure:** In some cases, the results of the disciplinary hearing, especially for significant cases, may be publicly disclosed (e.g., on the organisation's website) to maintain transparency.

## 10. EDUCATION & PREVENTION

- **10.1 Ongoing Education:** The organisation may require those involved in the sport to attend educational seminars, workshops, or training sessions on sportsmanship, anti-doping, equality, and other relevant topics.
- **10.2 Preventative Measures:** The DDO could implement strategies to reduce the likelihood of violations, such as increased monitoring, regular reminders of rules, and better access to mental health support for players.

## 11. AMENDMENTS & INTERPRETATION

- **11.1** The DDO Executive reserves the right to amend the DDO Code of Practise on Disciplinary Proceedings at any time to meet any purposes deemed to be necessary by the DDO Executive, with such amendments coming into effect on the date specified by the DDO Executive.
- **11.2** This Code of Practise on Disciplinary Proceedings shall come into full force and effect on 9<sup>th</sup> January 2025

## 12. REVISION NOTES

Approved by DDO Executive at the Zoom Videocall dated: 11<sup>th</sup> November 2024.



## APPENDIX ONE - List of Disciplined Players and Officials

Player / Official	Disciplined Person	Country	Imposed	Term

### Notes

1. The list shall only include persons that have been disciplined under the DDO Code of Practice on Disciplinary Proceedings by the Deaf Darts Organisation.
2. The list shall only include the names of persons where it has been confirmed that all stages of the Disciplinary Proceedings have been completed.
3. For further details of the Disciplinary Action interested parties must contact the Member Darts Body responsible for imposing the Disciplinary Action.



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