

# Bristol Rovers Independent Supporters' Association



## Disciplinary Policy

### Introduction

All members of Bristol Rovers Independent Supporters' Association must follow the rules and policies. This policy outlines how BRISA handles complaints or breaches of conduct by its members. This code of conduct was approved by the Committee on 6th February 2026 and ensures that members (including committee) uphold BRISA values.

### Raising a Potential Breach

A policy breach may be reported through:

- A meeting issue unresolved by the Chair
- A complaint from a member
- An anonymous whistle-blower

### Procedure

The BRISA Secretary (or a Committee-appointed member if the Secretary is involved) will first try to resolve the issue informally by initially reviewing the complaint, gathering relevant information and evidence and;

- Finding no case to answer, or
- Reaching an amicable resolution with all parties

If unresolved, and if the Committee believes a member has breached conduct rules, they may form a Disciplinary Committee to investigate further.

The Committee may suspend the member while the investigation is ongoing.

### Disciplinary Committee

The Disciplinary Committee will include:

- The Committee Chair or Vice Chair (unless involved, then another Committee member)
- At least 2 members of BRISA (who are not involved in the case)

The Committee will:

- Gather relevant information and evidence
- Keep proceedings confidential until the conclusion of the investigation
- Invite the accused to respond and present evidence and mitigation
- Act fairly and equitably
- Proceed even if the accused does not participate
- Decide on sanctions if a breach is proven

The Committee will notify all parties and the BRISA Committee in writing of their decision.

There is no appeal to the Disciplinary Committee's decision.



## Investigation Rules

- All relevant documents must be shared in advance.
- Cases may be handled through written communication or a requested hearing. Witnesses may present evidence.
- Confidentiality is required until a resolution is reached.
- No one directly involved can serve on the Disciplinary Committee.
- The accused may bring an observer to any meetings.

## Possible Sanctions

- If a breach is confirmed, sanctions may include:
- No action
- An apology or acknowledgment
- A written warning
- Corrective action
- Suspension or removal from the Committee
- Suspension or expulsion from BRISA
- Expelled members can only rejoin BRISA with Committee approval

