

## Ghana Badminton Disciplinary Regulations Sanctions Effective November 23, 2022

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

When applying this Guidance, the Panel should remember that the disciplinary process should ensure any sanction reflects the seriousness of the incident, action or behaviour. Any sanction imposed must be the least necessary to support the integrity of Badminton, uphold appropriate standards, protect those involved in the sport, and institute measures for the sporting ecosystem.

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 we expect that we will impose sanctions within the relevant Acceptable Sanction Range, in exceptional circumstances, the Panel may impose a more or less severe 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- and general misconduct under Articles 33 and 47 of the Constitution. Where it is not explicitly covered in the table below, breaches of Codes or Policies may be assessed at any level depending on the seriousness of the violation.

| Level of offence | Types of behaviour  | Acceptable Sanction Range (Not mutually exclusive)  |
|------------------|---|---|
| Level 1          | Abusive behaviour (non-violent) Misuse of social media or another forum causing offence or derogatory remarks<br>Cannot follow the rules or directions of the Club (Not coaching-related) | <ul style="list-style-type: none"> <li>• Written warning</li> <li>• Order to undertake specified training within the specified timescale</li> <li>• Order to be monitored or supervised in specific matters for the particular timescale</li> <li>• Temporary suspension from Badminton related activity for up to 182 days</li> <li>• Expunging of results achieved by the Individual Concerned from competitions/leagues</li> </ul> |
| Level 2          | Harassment of official or player (non-sexual)<br>Bullying<br>Violent or dangerous conduct (not involving bodily contact)<br>Tournament-issued Black Card                                  | <ul style="list-style-type: none"> <li>• Written warning</li> <li>• Order to undertake specified training within the specified timescale</li> <li>• Order to be monitored or supervised in specific matters for the particular timescale</li> </ul>   |

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|            | <p>Breach of safeguarding policy/guidance (no risk to individuals)<br/>         Cannot comply with a previously issued sanction (Other than contravening suspension)<br/>         A repeat of level 1 offence within three years</p>                 | <ul style="list-style-type: none"> <li>• Temporary suspension of the right to play/be entered in relevant tournaments for a maximum of 12 months</li> <li>• Temporary suspension of Badminton membership for a maximum of 12 months</li> <li>• Temporary suspension from involvement in Badminton in any capacity, directly or indirectly for a maximum of three years</li> </ul>   |
|            | <p>Coaches and technical officials fail to comply with codes of conduct.<br/>         Misrepresentation of coaching or other qualifications relevant to Badminton</p>  | <p>In addition to the above Level two Sanctions:</p> <ul style="list-style-type: none"> <li>• Temporary suspension from the register of coaches/technical officials for a maximum of 24 months</li> </ul>   |
| High Range | <p>A repeat of Level two offence within three years<br/>         Breach of Sports Betting and Integrity policy<br/>         Violent or dangerous conduct (involving bodily contact)<br/>         Dishonesty, Theft or fraud related to badminton</p> | <ul style="list-style-type: none"> <li>• Temporary suspension of the right to play/be entered relevant tournaments for a maximum of 24 months</li> <li>• Temporary suspension of Badminton membership for a maximum of 12 months</li> <li>• Temporary suspension from the register of officials for a maximum of 12 months</li> <li>• Temporary suspension from involvement in Badminton in any capacity, directly or indirectly for a maximum of three years</li> <li>• Permanent ban on playing any matches/entry into tournaments under the jurisdiction of Ghana Badminton</li> </ul> |

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|--|--|---|
|  |  | <ul style="list-style-type: none"> <li>• Termination of Badminton Ghana membership</li> <li>• Permanent exclusion from involvement in Badminton in any capacity, directly or indirectly, under the jurisdiction of Ghana Badminton</li> </ul>   |
|  | <p>Discriminatory behaviour<br/>Sexual harassment<br/>Breach of safeguarding policy/guidance (risk to others)<br/>Abuse of drugs and alcohol.<br/>The criminal conviction could, in the reasonable opinion of Ghana Badminton, bring Ghana Badminton and the sport of Badminton into disrepute</p> | <p>In addition to the above High Range sanctions:</p> <ul style="list-style-type: none"> <li>• Order to undertake specified training within the specified timescale</li> <li>• Order to be monitored or supervised in specific matters for the 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 for a maximum of three years</li> <li>• Permanent ban on playing any matches/entry into tournaments under the jurisdiction of Ghana Badminton</li> <li>• Termination of Badminton Ghana membership</li> <li>• Permanent exclusion from involvement in Badminton in any capacity, directly or indirectly, under the jurisdiction of Ghana Badminton</li> </ul> |

Ghana Badminton will assess all action's seriousness by considering the following:

- 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<br>Lack of insight or remorse Repeat of previous conduct Discriminatory action or behaviour Personal gain Under the influence of alcohol or substance Dishonesty Breach of confidentiality Attempting to cover up or conceal inappropriate conduct | The previous moral character I no previous disciplinary findings<br>Genuine remorse or insight<br>Personal circumstances (including health issues) |

Where an individual or group fails to prove that Ghana Badminton have failed to comply with Ghana Badminton Codes or Policies, the following sanctions should apply:

|         |  |
|---------|--|
| Level 1 | <ul style="list-style-type: none"> <li>• Written warning</li> <li>• Temporary suspension of Ghana Badminton membership for a maximum of 12 months</li> </ul>   |
| Level 3 | <ul style="list-style-type: none"> <li>• Temporary suspension of Ghana Badminton membership for a maximum of 24 months</li> <li>• Termination of Ghana Badminton membership</li> <li>• Deduction of points</li> <li>• Relegation, exclusion or disqualification from competitions</li> </ul> |