



## **Zero Tolerance Policy**

### **Version 3**

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### **1. Introduction**

Woodbridge & District Motor Cycle Club Ltd (WDMCC) has always strived to provide a safe environment to give everyone the opportunity to enjoy being part of the sport of motorcycling in the disciplines offered on its site and other hired facilities. For the most part this happens without any difficulties or challenges but there are occasions when individuals' behaviours may cause concern.

This policy highlights those behaviours which the Directors & Committee Members of the Club have agreed are not acceptable. It outlines the consequences for an individual should they behave in a manner considered by the Club as unacceptable. These may form part of, or stand alone from, any proceedings initiated by the Eastern Centre and / or ACU Head Office.

## **2. Policy Statement**

Woodbridge & District Motor Cycle Club Ltd (WDMCC) is committed to providing a safe and respectful environment for all volunteers, officials, staff, riders, riders' entourage and spectators. This Zero Tolerance Policy outlines our stance against unacceptable behaviours including, but not limited to, violence, aggression, harassment, bullying, discrimination, and intimidation, and details the consequences for any violations.

## **3. Scope**

This policy is applicable to everyone who participates in or attends events or activities held by WDMCC.

## **4. Definitions**

- "Club" means Woodbridge & District Motor Cycle Club (WDMCC) and its members;
- "Guests" means any person who has been invited to attend an event.
- "Officials" means any person who is involved in the event in a designated role;
- "Staff" means any person supporting an event that is not an official or volunteer e.g. persons providing medical services;
- "Rider" means any person who is participating in an event who is registered with, and has a licence from, the ACU;
- "Rider's entourage" – any team manager, team support staff, agent, official, parent or any other person working with, treating or assisting a rider participating in or preparing for an event, including mechanics.
- "Spectators" means anyone who is attending the event to spectate whether they have purchased a ticket or been provided with a pass;
- "Vendors" means any person involved with a trade stand / company that has been invited to promote / sell their product/s at an event.
- "Volunteers" means any person supporting an event, as requested by WDMCC, other than those in a designated official's role.

*All words in the singular also include the plural.*

## **5. Roles and Responsibilities**

This policy applies to Club members; riders and their entourage, officials, staff, volunteers, vendors, guests and spectators. All persons will take responsibility for their own actions and for reporting any concerns.

WDMCC Committee will be responsible for decisions regarding any further actions considered appropriate when an individual exhibits unacceptable behaviour/s.

WDMCC Directors will monitor the implementation of this policy and ensure reviews take place either by the agreed date, or if updated legislation or guidance necessitates a review.

## 6. Unacceptable Behaviours.

- **Physical Violence:**  
Any physical assault, threatening gestures, or use of force against another person.
- **Verbal Abuse:**  
Shouting, insults, derogatory remarks, or threatening language directed at another person.
- **Intimidation:**  
Any behaviour that creates a hostile or threatening environment.
- **Bullying:**  
Repeatedly undermining, humiliating, or excluding another person, including through electronic communication.
- **Harassment:**  
Unwelcome conduct of a sexual nature, including inappropriate comments, gestures, or physical contact.
- **Discrimination:**  
Any prejudicial treatment based on protected characteristics such as race, religion, gender, sexual orientation, disability, age, or marital status.
- **Theft:**  
Stealing company/club property or personal belongings of others.
- **Data Misuse:**  
Unauthorised access, disclosure, or manipulation of confidential information.
- **Social Media**  
WDMCC takes any bullying/threatening or undermining remarks on social media very seriously and this will not be tolerated. Matters may be reported to the police under The 'Protection from Harassment Act, 1997', the 'Malicious Communications Act, 1988' and/or the 'Communications Act, 2003'.
- **Consumption of alcohol**  
Motorsport is a dangerous sport & all those present at an event should have the capacity to assess risks & have an awareness of how to maintain personal safety. The Club will take action for anyone who is considered to have consumed an excessive amount of alcohol.

- **Prohibited Substances**

As outlined in WDMCC Anti-Doping Policy, “the use of prohibited substances, by either riders, their entourage or officials/volunteers, can further increase the risk of harm as judgement and reasoning may become impaired”. In addition, all those present at an event should have the capacity to assess risks & have an awareness of how to maintain personal safety. The use of a prohibited substance may impede this. In conjunction with the WDMCC Anti-Doping Policy, the Club will take appropriate action for anyone who is considered to have taken a prohibited substance where an individual’s judgement is also considered to be impaired.

- **Reckless / Obstructive Behaviours**

Deliberate reckless or obstructive behaviour will not be tolerated. The introduction of rules, such as no riding in the paddock, are there for everyone’s safety & the Club ask that these are respected & followed.

- **Anti-Social Behaviours**

Anti-social behaviours (including excessive noise, rubbish left outside of designated areas, dog fouling, the lighting of fires and use of fireworks) all have an impact on individuals being able to enjoy events, & could compromise their safety, therefore will not be tolerated.

## 7. Responding to concerns or allegations

### 7:1 Reporting:

All incidents of unacceptable behaviour will be reported to WDMCC Committee. This may be via the Secretary of the meeting for an event, or by emailing the Club Secretary [wdmcc.clubsec@gmail.com](mailto:wdmcc.clubsec@gmail.com)

### 7:2 Sharing Information:

Depending on the circumstances it may be necessary for WDMCC to share information to other parties. For example, a riding incident subsequently leading to unacceptable behaviour in the paddock may be reported to the ACU.

The individual will be told what information is being shared with and the reason why. The only exception being where there is a safeguarding concern which will then be responded to in accordance with the ACU Child/Vulnerable Adult Safeguarding Policy.

### 7:3 Consequences & Actions:

The Club reserves the right to refuse permission for an individual to enter its main site at Blaxhall, or another location where an event is taking place.

The Club reserves the right to request an individual leaves its main site at Blaxhall, or another location where an event is taking place.

An official of a meeting may take action according to the Standing Regulations for their respective discipline. Depending on the circumstances, the Secretary may decide further consequences from the Club should be considered. In this situation they will bring the matter to the attention of the Committee.

WDMCC has the right to make decisions and take actions as appropriate that are stand alone of any other disciplinary proceedings being undertaken by the Eastern Centre and/or the ACU. Therefore, for example, a rider may have their licence reinstated by the ACU but should the nature of concern be considered by WDMCC to require further sanctions they have the right to implement these.

In deciding whether any action is required as a consequence of an individual's behaviour, it should be noted that the National Sporting Code allows organisers of competitions to refuse entry.

WDMCC Committee will consider the nature and severity of the reported behaviour, including whether it appears an isolated incident or part of a series of concerns.

The Committee will decide whether or not sanctions are required which may include one or more of the following:

- Verbal warning (with written confirmation this has been given);
- Written warning;
- Withdrawal of Club membership;
- Refusal for entry to events held by the Club;
- Refusal for entry to its main site at Blaxhall or another location at which an event is being held;
- Referral to the Centre and/or ACU for further investigation;
- Referral to a statutory body, e.g. police, for further advice or investigation.

In the case of withdrawal of Club membership and refusal for entry to events or locations, this will be for a designated period of time after which the Committee will review the decision.

Where the Club wish to refuse entry to events that are part of a Championship series, the Committee will approach the body that is responsible for that Championship to gain their permission.

An individual will be informed of any decisions in writing, preferably by email. They will be advised of the reasons for the decision/s made &, where applicable, the timeframe for any sanctions.

The Club will maintain a register of those who have had sanctions imposed so that they are reviewed within timeframe and an updated decision shared with the individual.

## **7:4 Appeals**

An individual may appeal a decision made by the WDMCC committee by notifying the Club Secretary by email [wdmcc.clubsec@gmail.com](mailto:wdmcc.clubsec@gmail.com) of the reasons for their appeal. The Directors of WDMCC will consider the appeal and inform the participant whether the decision is upheld or revoked.

## **8. References & Further Information**

National Sporting Code Fourth Edition Revision 14: January 2025 [Microsoft Word - National Sporting Code.docx](#)

Equality Act 2010

ACU Equal Opportunities/Sports Equality Policy Statement [Equal Opportunities](#)

ACU Whistle Blowing Policy [Whistle Blowing Policy](#)

WDMCC Anti-Doping Policy

[https://www.woodbridgemcc.co.uk/files/uqd/8e82e1\\_878fb6c2389747d6aafc7e94294ad5bf.pdf](https://www.woodbridgemcc.co.uk/files/uqd/8e82e1_878fb6c2389747d6aafc7e94294ad5bf.pdf)