B.U.F.A.

BOLAND UNDERWATER FISHING ASSOCIATION

15 August 2026

Sanctions, Corrective & Disciplinary Measures

Notes: Boland has compiled a **range of sanctions**, from very light corrective action through to serious suspension, and only choose after the findings.

The main principle should be **proportionality**: punish the conduct actually proved, not a members personality, reputation, ability, or the fact that a federation or union suggested a one-year Nationals suspension eg.

First decide what the Member actually did wrong, if anything. Then decide what consequence is appropriate for that proven conduct!

Potential Corrective and Disciplinary Measures

Level	When it may be appropriate	Possible disciplinary / corrective action	Notes
0	Allegation not substantiated or there is insufficient evidence	**No disciplinary action**	No punishment should follow an allegation that has not been proven.
1	Minor misunderstanding, poor judgement or behaviour that does not justify formal discipline	**Counselling / committee discussion/Mealy Speak to him/her**	Explain what Boland expects going forward. No formal warning necessary.
2	Minor disrespect, overstepping boundaries or inappropriate conduct	**Verbal warning recorded in committee minutes**	Gives Member a clear warning without creating an unnecessarily severe sanction.

3	Proven disrespect, excessive persistence, inappropriate communication, overstepping captaincy responsibilities or interfering with officials	**Formal written warning / reprimand**	Could remain active for 12 months.
4	Where a member has unnecessarily insulted, embarrassed or disrespected an identifiable person or organisation	Required apology Verbal and/or written	The apology should relate only to the conduct found inappropriate. It should not require the member to withdraw legitimate criticism or questions. Where appropriate, a personal verbal apology should be made first, followed by a written apology. A verbal apology can convey sincerity and help rebuild the relationship, while the written apology provides a clear formal record of the apology.
5	Where Boland wants clear rules governing a Members future conduct	**Behavioural undertaking from the member**	Could include respectful communication, using proper protest channels, avoiding personal attacks and accepting final event rulings during competition.
6	Several substantiated behavioural issues or a pattern of overstepping boundaries	**12-month behavioural probation**	Further comparable misconduct during probation could result in a stronger sanction.
7	Where the problem appears to be conflict management, communication or knowing when to stop pursuing an issue	**Mentoring / designated Boland liaison to contact when there is a problem.**	At future Nationals, disputes could be channelled through another experienced Boland representative. Primarily corrective rather than punitive.

8	Where misconduct is specifically connected to taking control, leadership boundaries, communication with organisers or misuse of the captain's role	**Loss of captaincy for the next Nationals**	Member could still compete for Boland but would not captain the team for that Nationals.
9	Moderate substantiated misconduct where Boland wants a meaningful consequence without preventing Member from competing	**Reduced 2027 Boland Nationals sponsorship / participation subsidy**	Could be reduced by **R1,000 to R5,000**, or by a percentage such as 25%, 50%, 75% or 100%, depending on seriousness. Treat this as reduction of a future Boland benefit, not a cash fine.
10	Serious substantiated misconduct where Boland does not believe an actual competition suspension is necessary	**Loss of entire Boland Nationals sponsorship/subsidy**	Member could still participate at his own cost, subject to normal qualification requirements. Only appropriate if the funding is genuinely a discretionary Boland subsidy.
11	Serious or repeated misconduct, particularly deliberate disobedience, serious interference with competition administration or substantiated safety misconduct	**Actual suspension from a Boland event / Nationals participation**	Should be reserved for significant misconduct and only imposed if Boland has the authority under its governing rules.

12	Extreme misconduct	**Membership suspension or expulsion**	Highest-level sanction and should only be contemplated where Boland's constitution/rules expressly permit it and the conduct is sufficiently serious.

Factors to consider when deciding the sanction

Mitigating factors	Aggravating factors
Genuine misunderstanding	Deliberately ignoring a clear instruction
Legitimate underlying concern or question	Repeated conduct after being warned
No contemporaneous warning given	Personal attacks or deliberate humiliation
Reciprocal banter or provocation	Serious interference with officials
No actual harm caused	Proven safety-related misconduct
Cooperation with Boland's investigation	Refusal to accept responsibility where misconduct is clearly established
Acceptance that he handled something badly	Repetition after an earlier formal warning
Genuine apology	Dishonesty during the investigation
Willingness to change behaviour	Conduct damaging the integrity of the competition
Strong previous contribution to Boland and the sport	Multiple serious substantiated allegations

Approved & Adopted on: 15 August 2026

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