



Disciplinary Decision Sample

IN THE MATTER OF SWIM IRELAND DISCIPLINARY ACTION

Respondent

(insert name of Respondent Mark D'Arcy here):

Disciplinary action was initiated having received a disciplinary report identifying Mark D'Arcy in respect of alleged breaches of code of conduct, alleged to have occurred at swimming pool on 1st March 2020, in breach of rule Complaints and Disciplinary Procedures PART A 2 (a), (c) and (q).

The matter having been considered by the Complaints and Disciplinary Committee on a document only basis on 5th March 2020.

On assessment of the evidence and submissions presented to the Complaints and Disciplinary, the Committee find that the alleged offence as per Rule PART A 2 (a), (c) and (q). was committed by the Respondent in breach of Rule PART A 2 (a), (c) and (q)..

Having considered all aggravating and mitigating circumstances, the Complaints and Disciplinary Committee **HEREBY DETERMINES** by majority to impose a Sanction on the Respondent.

Specifically, the Complaints and Disciplinary Committee imposes the following Sanctions: written warning for 6 months in line with Swim Ireland's Complaints and Disciplinary Procedures.

The Respondent is advised of their right of appeal to Swim Ireland Complaints and Disciplinary Committee within 14 days from the date of this Decision.

Dated 5th March 2020

Signed

Niall McCarthy

Mary Moran

John James