

Complaints & Disciplinary Policy for Irish Quarter Horse Association Membership

Introduction

The Irish Quarter Horse Association (IQHA) is committed to maintaining high standards of conduct and ethics within its membership. This Complaints & Disciplinary Policy outlines the procedures for addressing complaints and imposing disciplinary actions when necessary. The policy applies to all IQHA members, including but not limited to, owners, trainers, riders, breeders, and any other individuals associated with the IQHA.

Scope

This policy covers complaints related to violations of the IQHA's Code of Conduct, rules, regulations, and any other misconduct that may adversely affect the reputation or integrity of the IQHA or the Quarter Horse industry in Ireland.

Reporting a Complaint

Any member who has a complaint against another member shall submit a written complaint to the IQHA Board of Directors. The complaint should include the following information:

- The name and contact details of the complainant
- The name and contact details of the accused member
- A detailed description of the alleged violation or misconduct
- Supporting evidence, if available (e.g., documents, photographs, witness statements, etc.)

Investigation Process

Upon receiving a complaint, the IQHA Board of Directors will appoint a Disciplinary Committee consisting of impartial individuals who are not directly involved in the complaint. The Disciplinary Committee will conduct a thorough investigation, which may include interviewing relevant parties and examining the evidence provided.

Disciplinary Actions

Based on the findings of the investigation, the Disciplinary Committee will determine whether disciplinary action is warranted. If it is determined that a violation or misconduct has occurred, the following disciplinary actions may be imposed:

a) Verbal Warning: A verbal warning may be issued to the accused member, notifying them of the violation and emphasizing the importance of adhering to the IQHA's rules and Code of Conduct.

b) Written Warning: A written warning may be issued, detailing the violation, the consequences of further misconduct, and the requirement for improved conduct in the future.

c) Probation: The accused member may be placed on probation for a specific period. During this time, the member's activities within the IQHA may be restricted, and any further violations may result in more severe disciplinary actions.

d) Suspension: The accused member may be suspended from participating in IQHA events, shows, or activities for a defined period. The length of the suspension will be determined based on the severity of the violation or misconduct.

e) Expulsion: In cases of serious misconduct or repeated violations, the accused member may be expelled from the IQHA, resulting in the permanent termination of their membership and revocation of all associated privileges.

Appeal Process

Any member who has been subject to disciplinary action has the right to appeal the decision. The appeal must be submitted in writing to the IQHA Board of Directors within a specified timeframe (e.g., 30 days from the date of the disciplinary action). The Board of Directors will review the appeal and may conduct further investigations if necessary. The decision of the Board of Directors regarding the appeal will be final.

Confidentiality

All complaints, investigations, and disciplinary actions will be treated with the utmost confidentiality to protect the privacy and reputation of all parties involved. However, the IQHA reserves the right to disclose information if required by law or if necessary to protect the interests of the Quarter Horse industry.

Compliance

All IQHA members are expected to comply with this Complaints & Disciplinary Policy. Failure to cooperate with investigations or abide by the disciplinary decisions may result in further disciplinary action.

Policy Review

This policy will be periodically reviewed and updated as necessary to ensure its effectiveness and alignment with the IQHA's objectives.

By accepting membership in the IQHA, members acknowledge their understanding of and agreement to abide by this.