

PEAK RIDERS

Disciplinary Procedure



- 1 The procedures established under these Agreements for the resolution of grievances apply also to any disputes arising out of disciplinary action taken by the Chapter.
- 2 When a breach of discipline occurs by a member which does not warrant removal from the Peak Riders Chapter without notice (see below) the following procedure will apply:
 - Stage 1 a first written or email warning, which will be recorded; with a copy sent to the individual and dealer, will be issued following a breach.
 - Stage 2 a second written or email warning, which will be recorded; with a copy sent to the individual and dealer, will be issued following another breach.
 - Stage 3 a third written or email warning, which will be recorded; with a copy sent to the individual and dealer, will be issued following a third breach and the individual will be denied access to the Members Area of the web site and or dismissed from the Chapter and details sent to HOG (Harley Owners Group) for their records.

It should be noted that in aggravated cases any of the above warnings, save stage 3, may be omitted from the sequence at the discretion of the Chapter Director.
- 3 To avoid doubt, it is hereby stated that only HOG, a director of HarleyWorld and Primary Officers are empowered to recommend dismissal, and, if necessary, where there is reason to believe that a member may be guilty of gross misconduct, to suspend their membership pending investigation. Only HOG, the Chapter Director and the HarleyWorld Director has the authority to dismiss a member from the Chapter.
- 4 Warnings will be retained by the Peak Riders Chapter.
- 5 The following are examples of actions which would almost certainly render a member liable to summary dismissal for gross misconduct (Stage 3 above without prior notices) after due enquiry has been made. The list is not intended to be exhaustive.
 - (a) Fighting or assaulting any other person (excluding self defence).
 - (b) Stealing property belonging to others.
 - (c) Knowingly falsifying with intent to defraud any documents.
 - (d) Committing an act of gross indecency.
 - (e) Being under the influence of alcohol or non-medically prescribed drugs.
 - (f) Contravening Laws, Safety Regulations and dangerous use of motorcycles.
 - (g) Direct action against another person or persons such as to seriously offend another person or persons or to incite racial hatred and / or detract from the chapters good name and reputation.
 - (h) Flagrant breach of any Rules relating to the premises at which work is being carried out, as laid down by the dealer or occupier of the premises, including the dealer or occupier's safety regulations.
 - (i) Refusal to comply with a properly authorised instruction.
 - (j) Negligence, such as to endanger life or cause major damage to property.
 - (k) Actions that offend common decency.
 - (l) Unauthorised accessing of information held on computers.
 - (m) Defacing or vandalising any property.
 - (n) Falsifying their HOG (Harley Owners Group) membership status.
- 5 The Chapter Directors decision will be final.
- 6 Should you be dissatisfied with the disciplinary decision by the chapter any further action over and above this procedure including legal action against the originator(s) will have to be taken against the originator(s) by the aggrieved party privately outside of the Chapter and Harley Owners Group.



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