

<p style="text-align: center;">Current Bye-Law</p> <p>A (General) (6) Discipline and Complaints</p>	<p style="text-align: center;">Proposed Bye-Law</p>
<p>The employment, dismissal and allocation of duties for all Club employees are solely at the discretion of the Committee.</p> <p>Members are, in no circumstances, permitted to reprimand Club servants, or to give them any instructions beyond normal requests concerning hospitality services and services concerning horses owned or leased or ridden by the member.</p> <p>The staff of the Club has no power whatever to deviate from the Club's Constitution, Bye-laws, and Standard Procedure Instructions. Members must, in no circumstances, request them to do so. Sole discretion lies with the Committee to whom any request or complaint must be submitted in writing to the Honorary Secretary, in accordance with the Constitution.</p> <p>Queries and complaints concerning stable management should be directed in the first instance to the Honorary Secretary. Members should at all times be courteous to all staff.</p>	<p>The employment, dismissal and allocation of duties for all Club employees are solely at the discretion of the Committee.</p> <p>Members are, in no circumstances, permitted to reprimand Club employees, or to give them any instructions beyond normal requests concerning hospitality services and services concerning horses owned or leased or ridden by the member.</p> <p><i>Under no circumstances should Members use any threatening, abusive or insulting words or behaviour against any Club employee or Club Committee member. Such conduct shall be dealt with disciplinary action which could result in a one (1) up to (12) weeks suspension from the Club.</i></p> <p><i>With regards to any disputes between members and Club employees or Club Committee members, the Club will set up a Mediation Council to resolve disputes internally in order to prevent such issues from going to court. Applications for mediation shall be addressed to the Honorary Secretary. Members who fail to apply for mediation before filing civil suits against the Club employee, Club Committee member or the Club may be deemed in breach of Rule 23 and face suspension or expulsion.</i></p> <p>The staff of the Club has no power to deviate from the Club's Constitution, Bye-laws, <i>Rules</i> and Standard Procedure Instructions. Members must, in no circumstances, request them to do so. Sole discretion lies with the Committee to whom any request or complaint must be submitted in writing to the Honorary Secretary, in accordance with the Constitution.</p> <p>Queries and complaints concerning stable management should be directed in the first instance to the Honorary Secretary. Members should at all times be courteous to all Club employees.</p>