



CATCH PRO-WRESTLING DISCIPLINARY POLICY.

Purpose Statement.

CATCH Pro-Wrestling understand that whilst professional wrestling and its workers fall under independent contractor terms, there is a recognised duty of care to protect everyone working at shows. Independent contractors and permanent staff alike are entitled to a fair and consistent disciplinary procedure.

The Principles of this procedure are as follows;

- All disciplinary matters are dealt with impartially and fairly.
- All disciplinary matters are investigated as soon as they arise.
- That temporary suspensions will be upheld whilst an investigation is underway and a decision is being made.
- That workers will be advised on the nature of the claim being made against them before disciplinary action is made.
- That all workers will be allowed to make their case before a decision is made.
- All workers have a right to be accompanied if they are subject to disciplinary action.
- All penalties will be explained to individuals if they are imposed.
- No employee will be dismissed if this is their first breach, unless in the case of gross misconduct.

Definitions.

Definition of misconduct within **CATCH Pro-Wrestling** is as follows;

Misconduct;

- Failure to comply to any of **CATCH Pro-Wrestling's** policies and procedures.
- Continuous poor time keeping.
- Rudeness or poor behaviour towards other workers or paying customers.
- Acts of negligence, such as not sticking to planned spots or following outlined rules.

- Intentional in ring harm such as stiffing, or any out dated wrestling practises, for example giving receipts.
- Threatening behaviour towards staff or paying customers.

Gross Misconduct;

- Any reckless or negligent behaviour that brings harm to workers, talent, refs, crew or fans.
- Any serious breaches of **CATCH Pro-Wrestling** policies and its codes of conduct.
- Any acts that could bring serious harm or offence to members of the **CATCH Pro-Wrestling** community, it's fans, workers, crew and staff.
- Any bullying or harassment.
- Serious breaches of confidentiality.

These definitions are not exclusive and do not indicate limitations on what counts as misconduct. **CATCH Pro-Wrestling** has the right to exercise this at their own discretion.

Criminal proceedings and convictions.

CATCH Pro-Wrestling must be informed of any criminal proceedings, summons to courts or convictions as soon as they arise.

Police enquiries, criminal conviction or proceeding may not necessarily lead to suspension, however **CATCH Pro-Wrestling** reserves the right to exercise discretion. Any enquiry, conviction or proceeding related to domestic violence and abuse, as defined in the **CATCH Pro-Wrestling safeguarding policy**, will however face immediate suspension.

Measures that will not involve disciplinary investigations, such as shortcomings with behaviour or conduct, will be dealt with informally by **CATCH Pro-Wrestling** management and the worker directly. Guidance, support and education will be provided to help bring positive and encouraging change to individuals, in a constructive manner. Refusal of support or continuation of such behaviour will lead to disciplinary actions being issued.

Any matters that require disciplinary will be investigated by **CATCH Pro-Wrestling** management. This includes any reports or findings made under the **CATCH Pro-Wrestling safeguarding policy**, where if an investigation is undertaken, procedures will be upheld if it's the best course of action to take.