

Kamikaze Pro - Disciplinary Policy



1. Introduction

This procedure is designed to help and encourage all wrestlers to achieve and maintain standards of conduct, attendance and performance. The Kamikaze Pro - Code of Conduct applies to wrestlers, students, management and event staff. The aim is to ensure consistent and fair treatment for everyone.

2. Misconduct

- Being disrespectful or rude to wrestlers, management, fans, venue and event staff.
- Offending audience members with personal insults.
- Not informing management of any injuries prior to performing.
- Time management issues.
- Smoking near the venue.
- Not cleaning up after yourself in the changing room or venue.
- Trying to enter backstage without prior permission.

Examples of the above, will result in a written warning to improve behaviour immediately. Any further misconduct will result in a removal from Kamikaze Pro events.

3. Gross Misconduct

- Being under the influence of alcohol or substances detrimental to performing prior to wrestling.
- Any examples of bullying, threatening, harassing or making grossly inappropriate comments.
- Theft, intentional damage of property or fraud of any kind.

- Putting your opponent, the referee, audience members, venue or event staff in serious danger in any way.
- Violent conduct, assault or dealing with in-ring issues in an unprofessional manner.

Any examples of the above, will result in an investigation and disciplinary action.

4. Disciplinary procedure

We will investigate any disciplinary matters fairly and immediately.

- Informal action will be considered in the first instance, where appropriate, to resolve problems.
- While investigations are underway, temporary suspensions will be issued to talent until we come to a resolution.
- No disciplinary action will be taken against any talent until the case has been fully investigated.
- The talent will be advised of the nature of the complaint against him or her and will be given the opportunity to state his or her case before any decision is made.
- Talent will be provided, where appropriate, with written copies of evidence and relevant witness statements in advance of a disciplinary decision.
- At all stages of the procedure the talent will have the right to be accompanied.

We have a zero tolerance policy in place for racism, homophobia, transphobia, ableism, sexism, domestic abuse and any behaviour considered discriminatory. Anyone in breach of any of this, will no longer work with Kamikaze Pro.

5. Outcomes

Should you be found guilty of gross misconduct, you will be removed from our shows and/or training school immediately.

If your behaviour has been found to be of an illegal nature. We reserve the right to contact local police enforcement.

6. Evaluation and Review

We will regularly assess the implementation and effectiveness of this policy and procedure which will be reviewed annually or whenever there are changes in legislation, new or revised government or statutory guidance, or to take account of any learning following a safeguarding concern.

The most current version of this Policy and procedure will always be available to view or download from our website.

<https://kamikazepro.co.uk/safeguarding/>

7. Contact details

Head of Safeguarding - Sarah Timmis

DSL - Natalie Atkinson

safeguarding@kamikazepro.co.uk

NSPCC Helpline 0808 800 5000

Last Review date: 04.02.2023