

BWSW Code of Conduct

1. DEFINITIONS AND INTERPRETATION

- 1.1 The following expressions shall have the following meanings unless the context requires otherwise:

Appeal has the meaning ascribed to that term in paragraph 10.8

Board means the board of directors of BWSW;

British Rules has the meaning ascribed to that term in paragraph 7.1;

BWSW means The British Water Ski & Wakeboard Federation Limited;

CEO means the chief executive officer from time to time of BWSW;

Committee Chair means the chair of the Disciplinary Committee;

Code of Conduct means this code of conduct;

Decision means the decision including the imposition of sanctions/risk management measures of the Disciplinary Committee;

Disciplinary Committee means an ad hoc disciplinary committee convened to hear a disciplinary hearing comprising of three individuals selected by the Board, one of whom will be appointed from within the sport with the other two being independent. No member of BWSW who has had any prior involvement with, and no person with a direct interest in, the matter the subject of possible disciplinary action shall be eligible to sit on the Disciplinary Committee;

Ineligible has the meaning ascribed to that term in paragraph 11.2;

IWWF means the International Waterski & Wakeboard Federation Limited;

National Safeguarding Panel or **NSP** means the national safeguarding panel of Sport Resolutions;

Notice of Charge has the meaning ascribed to that term in paragraph 10.5;

NSP Rules means the National Safeguarding Panel Rules of Sport Resolutions in force from time to time which are incorporated into this Code of Conduct by reference;

Participant means a person taking part or otherwise involved in our sport including, without limitation, as a club, volunteer, official, athlete, competitor, coach or administrator (collectively **Participants**);

Provisional Suspension means a Participant being temporarily barred from participating in the sport so that (unless otherwise authorised by BWSW) while a Provisional Suspension exists a Participant may not compete, coach, attend, officiate or otherwise

participate or be involved in any capacity in any competition, event or activity (other than authorised education or rehabilitation programmes) that is authorised, organised, sanctioned, recognised or supported in any way by BWSW whether in the United Kingdom or overseas;

Relevant Committee means the BWSW committee of the relevant discipline (e.g. Waterski, Wakeboard, Cable, Racing, Kneeboard);

Respondent means a person who is alleged to be in breach of this Code of Conduct;

Safeguarding Regulation means the document of that name adopted and published by BWSW from time to time;

Sport Resolutions means the sports disputes resolution body of that name being a trading name of The Sports Dispute Resolution Panel Ltd - Company No. 3351039;

Sport Resolutions' Arbitration Rules means the arbitration rules of Sport Resolutions (which include an appeals arbitration procedure) in force from time to time which are incorporated into this Code of Conduct by reference;

Transgressing Participant has the meaning ascribed to that term in paragraph 9.1;

World Rules has the meaning ascribed to that term in paragraph 7.1

1.2 In this document:

- (a) where one gender is used it will include all genders;
- (b) an **adult at risk** means any person aged 18 years or over who:
 - (i) has needs for care and support (whether or not the local authority is meeting any of those needs);
 - (ii) is experiencing, or is at risk of, abuse or neglect; and
 - (iii) as a result of those needs is unable to protect themselves against abuse or neglect or the risk of it.
- (c) a **child** means anyone under the age of 18 years old;
- (d) any reference to "including" followed by a list shall be deemed to include the words "including without limitation" so that the list will not be exhaustive but illustrative only;

2. BACKGROUND AND APPLICATION OF THE CODE OF CONDUCT

- 2.1 BWSW believes that it is fundamental to the image of our sport and the concept of "fair play" that is integral in sport generally that everyone taking part or otherwise involved in

our sport conducts themselves in a manner that brings credit to the image of our sport in the eyes of others and acts with integrity.

- 2.2 It is a condition of membership of BWSW that every Participant adheres to this Code of Conduct. Clubs should draw this Code of Conduct to the attention of their members when signing up their members as “associate members” of BWSW.
- 2.3 This Code of Conduct requires each Participant to follow the rules, policies and procedures published from time to time by BWSW. It is recognised that not all rules, policies and procedures will apply to all Participants all of the time. However, it is the responsibility of each Participant to ensure that they are aware of all relevant rules, policies and procedures applicable to them and familiarise themselves with the most up to date policies which can be found on the BWSW website or obtained from the BWSW head office.
- 2.4 The rules, policies and procedures of BWSW are supplemental to the requirements of the laws of the relevant United Kingdom jurisdiction.
- 2.5 A breach of the Code of Conduct may give rise to disciplinary action (see paragraph 9 and paragraph 10) which could lead to sanctions being imposed (see paragraph 11).
- 2.6 For ease of reference, certain of the policies (but not all of them) are specifically mentioned in this Code of Conduct with click throughs to the relevant documents/policies.

3. POSITIVE IMAGE OF THE SPORT/UNSPORTSMANLIKE BEHAVIOUR

- 3.1 Participants should conduct themselves at all times in accordance with generally accepted norms of good sporting and social behaviour so as to bring credit to the image of the sport in the eyes of the public (including funding bodies, media and sponsors).
- 3.2 BWSW expects the highest levels of conduct from all Participants to ensure that the sport is free from all forms of improper practices including requesting, accepting or agreeing to accept an advantage (whether financial or otherwise) in exchange for performing an activity. A breach of the Bribery Act 2010 will constitute a breach of this Code of Conduct.
- 3.3 The integrity of the sport is in large part dependant on officials acting (and been seen to act) fairly and impartially, accordingly officials must at all times:
 - (a) be in possession of, be familiar with and follow scrupulously and conscientiously the World Rules and any applicable British Rules;
 - (b) act and make decisions impartially and fairly without discrimination in accordance with the principles of natural justice;
 - (c) comply with decisions of the chief judge/ jury panel (regardless of whether they agree with such decisions);
 - (d) make no comment (in private or public) on matters which are or have been the subject of discussion within the jury panel.

3.4 Any transgression of the principles referred to in this paragraph 3, including the following is not acceptable behaviour and is a breach of this Code of Conduct (Participants may be held responsible for their family members behaviour):

- (a) verbal abuse, insulting or offensive words or behaviour;
- (b) abuse of equipment;
- (c) disputing decisions made by officials (outside a legitimate challenge under the relevant rules);
- (d) violence or injury to others;
- (e) violations of the Safeguarding Regulation and associated safeguarding policies and procedures;
- (f) mis -use of drugs or alcohol
- (g) violations of anti-doping policies;
- (h) vandalism;
- (i) theft.

4. SAFEGUARDING/ SAFE SPORT

4.1 It is fundamental that everyone who engages in any way with our sport, particularly those under 18, are able to do so in an environment which is free from abuse or harm (or the risk of abuse or harm). Adherence by Participants to the Safeguarding Regulation and the BWSW safeguarding policies and procedures is vital to protect all involved in the sport and a breach of the Safeguarding Regulation and /or those policies is a breach of this Code of Conduct.

4.2 [BWSW Safeguarding/Safe Sport online resources](#)

4.3 When athletes, coaches and athlete support personnel as well as officials and others involved, attend international events under IWWF/E&A auspices they will also be subject to the IWWF Safeguarding Regulations which can be found at [Safe Sport – International waterski and wakeboard Federation \(iwwf.sport\)](#)

5. ANTI – DOPING

5.1 The BWSW Anti-Doping Policy incorporates the UKAD Anti-Doping Rules by reference into this Code of Conduct. The UKAD Anti-Doping Rules are themselves based on the World Anti-Doping Code, which governs anti-doping internationally. All athletes, coaches and athlete support personnel must abide by the BWSW Anti-Doping Policy, a breach of which is a breach of this Code of Conduct.

5.2 [BWSW Anti-Doping online resources](#)

- 5.3 When athletes, coaches and athlete support personnel attend international events under IWWF/E&A auspices they will be subject to the IWWF Anti -Doping policies which can be found at [Anti Doping – International waterski and wakeboard Federation \(iwwf.sport\)](https://www.iwwf.sport/anti-doping)

6. EQUALITY AND DIVERSITY

- 6.1 BWSW is committed to the principles of equality of opportunity and is against discrimination on any basis (including Protected Characteristics as defined in our policy). All Participants are required to comply with the Equality, Diversity and Inclusion Policy and the Diversity and Inclusion Action Plan. A breach of these documents is a breach of this Code of Conduct.

- 6.2 [BWSW equality and diversity online resources](#)

7. COMPETITIONS

- 7.1 Competitions organised and run under the auspices of, or sanctioned/approved by, BWSW shall be governed by the rules published by the IWWF in respect of the relevant discipline (**World Rules**) (or where applicable) as amended and published annually by BWSW (**British Rules**).
- 7.2 The organising club of, and each competitor at, a competition will be bound by the World Rules as amended by the British Rules as well as this Code of Conduct.
- 7.3 By signing up/ applying to participate in a competition, each competitor:
- (a) where required by the relevant discipline, must hold a valid BWSW competition licence and an IWWF competition licence;
 - (b) shall not withdraw from the competition without the consent of the organising club unless ill health or injury prevents them from competing;
 - (c) shall pay the entry fee regardless of whether they compete unless agreed otherwise with the organising club.

8. BRITISH SQUAD AND REPRESENTING GREAT BRITAIN AT INTERNATIONAL EVENTS

- 8.1 Any person who is selected as a member of the British squad (a pool of athletes from which the British Team and/or individual participation at international events is selected) is required to comply with the relevant disciplines' squad contract provided at time of selection.
- 8.2 Any person selected by BWSW to represent Great Britain at an international event is required to comply with the relevant disciplines' requirements set out in the relevant squad contract as may be supplemented by additional requirements at the time of selection as a condition of representing Great Britain.

- 8.3 A breach of the squad contract and any supplementary requirements is a breach of this Code of Conduct.

9. DISCIPLINARY ACTION AT A COMPETITION

- 9.1 A chief judge who believes that a Participant at a competition has acted in a manner that breaches the Code of Conduct (**Transgressing Participant**) has the immediate authority to disqualify the Transgressing Participant from participating further and/or being present at the competition site.
- 9.2 Before making a decision to disqualify the Transgressing Participant, the chief judge shall
- (a) inform the Transgressing Participant of the behaviour which the chief judge believes has breached the Code of Conduct and allow the Transgressing Participant to make representations about the alleged breach/ his conduct (provided that the Transgressing Participant makes such representations in a civil and non- abusive manner); and
 - (b) discuss the matter including the Transgressing Participant's representations with the jury panel and consider their views (provided always that the principles of natural justice are followed and any decision is made purely on the basis of the conduct of the Transgressing Participant at the competition on that day).
- 9.3 Any decision/action taken by the chief judge shall have effect only at the competition at which the offending behaviour occurred and shall be limited to that competition. The Transgressing Participant shall not have a right of appeal against the chief judge's decision.
- 9.4 The chief judge shall make a written report to the chairman of the Relevant Committee within 14 days of the end of the competition. If the incident took place at a competition outside of the UK and a BWSW team captain/manager was present, the BWSW team captain/manager shall make a written report within the same time period.
- 9.5 Save in wholly exceptional circumstances, taking into account the principles of natural justice, no further action shall be taken against the Transgressing Participant for the behaviour for which they were disciplined at a competition.

10. DISCIPLINARY ACTION

10.1 Anti- Doping Policy /Safeguarding Regulation /Safe Sport Policies

- (a) Any allegation of a violation of the BWSW Anti- Doping Policy shall be dealt with in accordance with the separate procedures set out in that policy rather than under the procedures set out in paragraph 10.2 to paragraph 10.8 save where the BWSW Anti-Doping Policy specifically requires that a matter is dealt with by BWSW's own disciplinary procedures.

- (b) All Safeguarding complaints/issues/ allegations shall be dealt with in accordance with the separate procedures set out in the Safeguarding Regulation rather than under the procedures set out in paragraph 10.2 to paragraph 10.8 save where the Safeguarding Regulation specifically requires (in cases not involving a child or adult at risk) that a matter is dealt with by BWSW's own disciplinary procedures.

10.2 Investigation on receipt of allegation of breach of the Code of Conduct

- (a) Where an allegation of a breach of the Code of Conduct is made about a Participant (the **Respondent**), subject to paragraph 10, the matter shall, in the first instance, be referred by the Board to the CEO (unless he is the subject of the allegation) or to such other person it may determine to investigate whether there is a prima facie issue to be dealt with. If any allegation requiring investigation is by against any member of the Boar, such person shall not participate in any Board decision in relation to the matter.
- (b) In relation to an investigation, the Board may:
 - (i) appoint a person within BWSW to investigate the matter and/or
 - (ii) appoint another person or others from outside BWSW, including an independent expert (or experts), to assist in relation to the investigation or investigate the matter on BWSW's behalf.
- (c) In relation to any investigation commenced under this Code of Conduct, BWSW (or its appointee) may require the Respondent (and request other persons) to:
 - (i) attend to answer and provide information and/or answer questions by way of interview;
 - (ii) produce documents, information or other material in whatever form held;
 - (iii) cooperate in any other manner that might be necessary or desirable for the purposes of the investigation.

10.3 If the matter giving rise to an allegation of a breach of the Code of Conduct is

- (a) being investigated by any statutory authority, including the police;
- (b) being dealt with under a different/alternative disciplinary procedure (e.g employment contract in the case of an employee of BWSW); or
- (c) the subject of legal proceedings, legal proceedings have been threatened or the Board believes that there is a reasonable likelihood that legal proceedings will be commenced

the Board may decide no further action will be taken until the outcome under (a) – (c) is established at which point a decision will be taken as to whether or not it is appropriate to take any disciplinary action.

10.4 Provisional Suspension

- (a) At any point in time, BWSW may impose a Provisional Suspension for such duration, and on such terms and conditions as it considers appropriate, pending final determination of the matter provided that it is reasonable and proportionate to do so taking into account
 - (i) the prospect of any charge(s) made (or that might be made) in a Notice of Charge for breach of this Code of Conduct being upheld;
 - (ii) the seriousness of the allegations/matters involved;
 - (iii) whether a Provisional Suspension is necessary or desirable to allow the conduct of any investigation by BWSW, the police or any other relevant authority to proceed unimpeded; and
 - (iv) any other circumstances that might be relevant to the individual case.
- (b) If BWSW issues a Provisional Suspension, the Respondent will be promptly notified in writing
 - (i) of the duration and scope of the Provisional Suspension (i.e. which activities the Respondent is prohibited from undertaking);
 - (ii) that the Respondent may appeal against a Provisional Suspension (although the Provisional Suspension shall remain in force until the outcome of any appeal process); and
 - (iii) unless impracticable for any reason (such as prejudice to an investigation or because of the risk of harm to any person) set out the reasons why the Provisional Suspension has been imposed.
- (c) Any appeal (other than in cases involving a child or adult at risk where the procedure set out in the Safeguarding Regulation shall apply) shall be made within 21 days of the date of the Provisional Suspension, to a sole arbitrator appointed in accordance with the Sport Resolutions Arbitration Rules. The appeal against the Provisional Suspension shall be governed by the Arbitration Act 1996 and Sport Resolutions Arbitration Rules, which rules are deemed to be incorporated by reference into this paragraph. The decision of the arbitrator shall be final and binding on all concerned.

10.5 Notice of Charge

- (a) If, as the result of an investigation commenced under paragraph 10.2, BWSW concludes that the Respondent under investigation has a case to answer for a breach of this Code of Conduct, BWSW will send a written notice of charge ("**Notice of Charge**") to the Respondent:
 - (i) confirming that disciplinary action is being taken against the Respondent;

- (ii) detailing the facts and evidence on which the charge(s) is (are) based;
 - (iii) setting out the sanction(s) and/or risk management measure(s) that BWSW considers appropriate in the event that the charge(s) is (are) admitted or upheld; and
 - (iv) requiring the Respondent's written response to the charge(s) within 21 (twenty-one) days.
- (b) A Respondent may respond to a Notice of Charge in one of the following ways:
 - (i) admit the charge(s) and accede to the sanction and/or risk management measure(s) specified in the Notice of Charge;
 - (ii) admit the charge(s), but indicate an intention to dispute and/or seek to mitigate the proposed sanction and/or risk management measure(s) specified in the Notice of Charge by way of a hearing; or
 - (iii) deny the charge(s) and to have the charge(s) and (if the charge(s) is (are) upheld) any appropriate sanction and/or risk management measure(s) determined at a hearing.
- (c) If a Notice of Charge is sent to a Respondent who was under the age of 18 years when the relevant breach of this Code of Conduct is alleged to have occurred, BWSW may send a copy of the Notice of Charge to the Respondent's parent/legal guardian/carer.
- (d) Following receipt of a response to a Notice of Charge where the Respondent indicates that he/she wants the matter to be determined at a hearing, the Board shall, as soon as is reasonably practicable, convene a Disciplinary Committee to determine the matters set out in the Notice of Charge at a hearing.
- (e) If no response to the Notice of Charge is received from the Respondent within 21 (twenty-one) days, or by any extended timeline that BWSW deems appropriate, the Respondent will be deemed to have:
 - (i) admitted the charge(s) as specified in the Notice of Charge;
 - (ii) waived his/her entitlement to a hearing; and
 - (iii) acceded to the sanction and/or risk management measure(s) specified in the Notice of Charge.

10.6 Procedure where the Board convenes a Disciplinary Committee

- (a) As soon as practicable after the appointment of a Disciplinary Committee, the chair of such committee ("**Committee Chair**") shall issue directions in relation to the procedure and timetable to be followed in the hearing. Where the Committee Chair

deems appropriate, he shall hold a directions' hearing prior to issuing such directions. In particular, the directions shall:

- (i) fix the date, time and venue of the hearing, giving sufficient notice to allow the parties to prepare and attend;
- (ii) establish a schedule for the exchange of written submissions and evidence in advance of the hearing, including confirmation by BWSW of the details of its prima facie case, confirmation by the Respondent of the details of their defence and/or mitigation, and provision for BWSW to reply to the Respondent's defence and/or mitigation; and
- (iii) make such order as he deems appropriate in relation to the manner and form in which any witness or expert evidence should be produced, provided that:
 - (A) a party intending to rely upon the evidence of a witness or expert shall serve a statement or report setting out the proposed evidence of such witness or expert at a date in advance of the hearing that is specified by the Committee Chair; and
 - (B) the Disciplinary Committee shall have the power to allow, refuse or limit the evidence or appearance at the hearing of any witness or expert; and
- (b) make such order as he shall deem appropriate in relation to the disclosure of relevant documents and/or other materials in the possession or control of either party.
- (c) Where the Disciplinary Committee determines, of its own motion or at the request of the parties, to hold a directions hearing, the hearing may be held in person or by telephone or video link. The non-attendance of a party or their representative(s) at the directions hearing, after proper notice of the hearing has been provided, shall not prevent the Committee Chair from proceeding with the meeting in such party's absence, whether or not any written submissions are made by or on behalf of that party.
- (d) The Disciplinary Committee shall have all powers necessary to conduct a fair hearing including (without limitation) the power, whether on the application of a party or of its own motion:
 - (i) to appoint an expert to assist or advise the Disciplinary Committee on a specific issue or issues, such expert to be and remain impartial and independent of the parties, and the costs of such expert to be borne by the parties or in such manner as directed by the Disciplinary Committee;
 - (ii) to expedite or to adjourn, postpone or suspend its proceedings, upon such terms as it shall determine, where fairness so requires;

- (iii) to extend or abbreviate any time limit;
 - (iv) to conduct such enquiries as appear necessary or expedient in order to ascertain the facts;
 - (v) to order any party to make any property, document or other material in its possession or under its control available for inspection by the Disciplinary Committee and/or any other party;
 - (vi) to award interim relief or other conservatory measures on a provisional basis subject to final determination; and
 - (vii) to rule on its own jurisdiction.
- (e) The Committee Chair may make procedural rulings on their own.
- (f) The procedure to be followed at the hearing shall be at the discretion of the Committee Chair, provided always that the hearing is conducted in a fair manner in accordance with the principles of natural justice with a reasonable opportunity provided for each party to present evidence (including the right to call and to question witnesses), address the Disciplinary Committee and present their case as to both liability and any sanctions and/or risk management measures.
- (g) At the beginning of the hearing the Committee Chair shall explain the order of the proceedings that the Disciplinary Committee proposes to adopt.
- (h) The Disciplinary Committee shall have discretion as to whether to receive evidence from witnesses in person, by telephone, by video link or in writing, and shall have the right to question a witness and control the questioning of witnesses by a party.
- (i) Unless the Disciplinary Committee orders that parties may make submissions in writing only, the parties should attend hearings in person, along with any representative(s). The non-attendance of any party or his representative at the hearing, after notice of the hearing has been provided, shall not prevent the Disciplinary Committee from proceeding with the hearing in that party's absence, whether or not written submissions have been made by or on behalf of that party. Where the Disciplinary Committee has ordered that parties may make submissions in writing only, the failure by any party to submit submissions in writing was ordered shall not prevent the Disciplinary Committee from proceeding and making a decision.
- (j) The disciplinary procedure set out in this Code of Conduct shall be subject to the laws of England and Wales.

10.7 **Decision**

- (a) The burden of proof shall be on BWSW and the standard of proof shall be whether the Disciplinary Committee is satisfied on the balance of probabilities that the Respondent has breached this Code of Conduct.
- (b) The following rules of proof shall be applicable:
 - (i) The Disciplinary Committee shall not be bound by rules governing the admissibility of evidence in judicial or other proceedings. Instead, facts may be established by any reliable means, including admissions and circumstantial evidence.
 - (ii) The Disciplinary Committee shall have discretion to accept any facts established by a decision of a court or professional disciplinary tribunal of competent jurisdiction that is not the subject of a pending appeal as irrebuttable evidence of those facts as against the Respondent to whom the decision pertained, unless the Respondent establishes that the decision violated principles of natural justice.
- (c) Subject to paragraph 10.6(d)(i) once the parties have completed their respective submissions, the Disciplinary Committee shall retire to determine in private whether it is satisfied on the evidence, to the required standard, of the issues which are before it for determination. The Disciplinary Committee shall make its decision unanimously or by majority. No member of the Disciplinary Committee may abstain.
- (d) Disciplinary Committee shall announce its decision in writing ("**Decision**") with reasons, as soon as possible after the conclusion of the hearing. That written decision will set out and explain:
 - (i) the Disciplinary Committee's findings as to whether a breach of this Code of Conduct has been committed; and
 - (ii) the Disciplinary Committee's findings as to what sanction(s) and/or risk management measure(s) are to be imposed (if any).
- (e) Unless appealed in accordance with paragraph 10.8, the Decision shall be the full, final and complete disposition of the matter and will be binding on all parties.

10.8 **Right to Appeal against Decision**

- (a) Any appeal shall be made within 28 days of the date of the Decision, subject to (b) below, to a tribunal of three arbitrator(s) appointed in accordance with the Sport Resolutions Arbitration Rules (the "**Appeal**") The Appeal shall be governed by the Arbitration Act 1996 and Sport Resolutions Arbitration Rules, which rules are deemed to be incorporated by reference into this paragraph. The decision of the arbitration tribunal shall be final and binding on all concerned.

- (b) If the Executive Director of Sports Resolutions determines in their sole discretion that instead of a tribunal of three arbitrators the Appeal can more effectively be dealt with by a single arbitrator, then the Appeal will be conducted by a single arbitrator under Sport Resolutions' Arbitration Rules. Where required in order to do justice (for example to cure procedural errors in the Disciplinary Hearing), the chair of the arbitration tribunal/sole arbitrator may rule that the Appeal shall take the form of a re-hearing de novo of the issues.
- (c) The arbitration tribunal/arbitrator may uphold the Decision or issue a new decision that replaces the Decision (which, in the context of sanction and/or risk management measure(s), may mean an 'increase' or 'decrease' to any sanction and/or risk management measure(s) previously imposed).

11. SANCTIONS AND RISK MANAGEMENT MEASURES

- 11.1 A Disciplinary Committee may impose such sanction and/or risk management measure(s) as it deems appropriate including the following range of sanctions and risk management measures:
 - (a) a written warning as to future conduct;
 - (b) a reprimand;
 - (c) a requirement that a Participant undertakes specific training/education;
 - (d) a requirement that a Participant be monitored in specific matters;
 - (e) a Provisional Suspension;
 - (f) retrospective disqualification and removal of results from competition, standings lists and return of medals and prizes;
 - (g) a fine in such amount as is deemed appropriate;
 - (h) making the Participant Ineligible for such duration and on such terms and conditions as the Disciplinary Committee considers appropriate (up to and including indefinitely);
- 11.2 No Participant who is declared Ineligible (unless authorised by the Disciplinary Committee/the arbitration tribunal following an Appeal) may, during the period in which he is Ineligible, compete, coach, attend, officiate or otherwise participate or be involved in any capacity in any competition, event or activity (other than authorised education or rehabilitation programmes) that is authorised, organised, sanctioned, recognised or supported in any way by BWSW whether in the United Kingdom or abroad.
- 11.3 A Disciplinary Committee may choose to suspend all or part of any sanction and/or risk management measure it has imposed.

- 11.4 A written warning as to future conduct shall be removed from the record/file of the Respondent no later than 2 years after the date on which it was issued and shall not be referred to in any subsequent disciplinary action after its removal.

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