

DISCIPLINARY POLICY



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- You must understand and acknowledge that we at NEBULA Wrestling retain the right of dismissal. This is affectively a ban from entering or being around the NEBULA Wrestling performance centre.
 - You may be dismissed from NEBULA Wrestling if you do not follow our policies and any consent form you may have signed.
 - Dismissal from NEBULA Wrestling will be decided depending upon the severity of issues caused.
 - You must understand that there may be many reasons for dismissal from NEBULA Wrestling. This is subjected but not limited to bullying, unprofessional or poor behaviour, lack of respect for members of staff or trainees alike, lashing out in anger, abuse of any kind or any illegal activities.
 - Dismissal will not be given to those who are simply reporting abusive or unwarranted behaviour that they have witnessed or experienced from others. We at NEBULA Wrestling wish to create a an environment that is safe to voice concerns. Please reach out to our head of safeguarding if this retains to you.
 - Understand that there is no appeal to being dismissed from NEBULA Wrestling and our decision is final.
 - You may or may not receive a warning prior to being dismissed from NEBULA Wrestling.
 - There are no refunds for any classes or shows you may have paid to participate or attend should you be dismissed from NEBULA Wrestling.
 - You are not permitted to discipline those attending the NEBULA Wrestling performance centre unless you are a member of staff.

Please note the provisions in this policy are subject to amendment at the discretion of NEBULA Wrestling management.

Head of safeguarding: Juliette De Momigny

Head of safeguarding contact: Juliette.nebulawrestling@gmail.com