



## THE BARC VOLUNTEER DISMISSAL GUIDELINES

*The intention is for the below statement to be added to volunteering process, on the BARC online portal it will be shown at the initial volunteering stage. It will also be added to paper availability documents.*

“The BARC hugely appreciates the commitment to motorsport shown by all its volunteers. Nonetheless all volunteers give their time accepting that service is at the sole discretion of the BARC. By offering their time all volunteers agree that the BARC may at any time, for whatever reason, decide to end the relationship with any volunteer.

In addition to the terms above, the BARC may decline further volunteering from any individual who commits any of the following:

- serious misconduct or insubordination
- being under the influence of alcohol or drugs
- theft of property or misuse of equipment or materials
- abuse or mistreatment of co-workers or competitors
- failure to abide by its policies and procedures
- failure to meet physical or mental standards of performance
- failure to perform assigned duties satisfactorily”

**Please see overleaf for Escalation diagram.**



## Escalation Diagram

