

ARTICLE VII.

Grievance and General Disciplinary Process

A. GRIEVANCE POLICY & PROCESS

It is the belief of the club that most disputes are minor and the best manner in which to resolve a dispute is for the parties to meet, discuss, and resolve the dispute. This is true whether the dispute involves a coach, player, parent, or a member of the Board of Directors. If individuals cannot resolve their differences then the following grievance process can be initiated:

1. Promptly file a written grievance with the club Secretary. The Disciplinary & Grievance Committee, which is comprised of the Executive Committee and the appropriate Director(s) (based on the facts and circumstances of the case), will schedule a meeting with all of the involved parties within ten (10) days of receiving a written complaint in an effort to resolve the dispute. The parties may introduce relevant evidence and testimony in support of their position. The Disciplinary & Grievance Committee will conduct the meeting and issue a decision within five (5) days of the hearing unless the committee requires additional time to reach a decision.
2. The Board of Directors will consider all appeals of Disciplinary & Grievance Committee decisions. The appeal must be made in writing and submitted to the Administrative Vice President. The Board of Directors will discuss, consider, and decide the appeal during the next regular meeting.
3. The final Appeal of a decision previously made by the Board of Directors in a grievance or disciplinary matter may be submitted in writing to the Club President.

B. GENERAL DISCIPLINARY POLICY & PROCESS

If the comments, actions and/or behavior of any player, parent, coach, consultant, employee, or Director constitute a violation of a Club rule or adversely affect the operation or standing of the club, he or she shall be required to appear before the Club Disciplinary & Grievance Committee. The Club's general Disciplinary process entails the procedural steps listed above for grievances except the Secretary will initiate the meeting. The Disciplinary & Grievance Committee can impose sanctions it deems appropriate based on the facts and circumstances as evidenced during the meeting. Any sanction entailing expulsion, will be brought to the Board of Directors for final confirmation. The process and sanctions prescribed with specific rules and policies (e.g. the Zero Tolerance Drug Policy) supercede the general Disciplinary process and penalties to the extent the provisions conflict with one another. Alleged misconduct involving severe verbal abuse, physical assault or racial, sexual or ethnic harassment of others is considered so serious that the President may suspend a parent, player, coach, consultant, employee or Director pending a hearing under the general Disciplinary or other prescribed process.