

Mavericks Water Polo

Policy: Dispute Resolution and Discipline

Date: March 15, 2015

Review/Revision: March 15, 2015

Purpose: The club is committed to a prompt and fair resolution to all disputes that may arise between the Club, Members, Volunteers, Contractors and Employees, which may include disciplinary measures.

Dispute Resolution

1. Members who have concerns with the Club, Members, Volunteers, Contractors or Employees, that cannot be resolved directly in a frank and respectful way, are encouraged to discuss the matter with their **Lead/Coach (1)**.
2. If an issue cannot be resolved with the Lead/Coach for any reason, than it may be escalated to the **Head Coach (2)**.
3. If the Head Coach cannot resolve, then the issue may be directed, in writing, to the **Club President (3)**.
4. If the issue remains unresolved, the President will form an **Investigation Committee (4)** and will appoint a **Chair (4a)**. The Chair of the Investigation Committee shall review the concern, as per the written complaint, and discuss the matter with the complainant.
5. If the Investigation Committee concludes that a complaint does not raise an issue of misconduct, the Chair will advise the Complainant and the President that the complaint is **dismissed (5a)**.
6. If the Chair decides the complaint is valid, the Investigation Committee shall initiate **further investigation (6)** into the matter, which may include engaging other parties, including but not limited to, a person about whom the complaint was made. Upon completion of the investigation, the Committee shall make a written report to the President advising of status and/or further steps recommended.
7. Depending on the nature and of the matter, magnitude of findings, and a potential risk involved, a **Hearing Committee (7)** may be appointed by the President, with an objective to allow involved parties to be heard in person. A hearing may include examination, cross-examination, and reexamination of all involved parties and witnesses. Each party reserves the right to be represented by a legal representative – at their own expense. Hearings will be closed for the public. All parties will be informed about the date of the hearing, allowing sufficient time to plan, or eventually reschedule, the hearing.

Discipline

Where the Hearing committee finds a person guilty of misconduct, it may make one or more of the following orders, in writing:

1. That the person(s) be expelled from the organization
2. That the person(s) be suspended from the organization for a specified period
3. That the person(s) be suspended pending the satisfaction and completion of any conditions specified
4. That the respondent may participate only under conditions specified
5. Any other order that the hearing committee considers just.

In making an order, the Hearing Committee shall take into consideration:

1. The age, experience and maturity of the person(s).
2. The nature of the misconduct.
3. Previous precedent
4. Any information which, in the opinion of the committee is reliable and relevant to the determination of an appropriate order, including:
 - a) previous misconduct of the respondent, regardless of whether or not that misconduct was the subject of discipline.
 - b) the character of the respondent.

Where the Chair of the Hearing Committee believes that the person(s) whose conduct is being investigated may be guilty of a criminal offence, that person may refer the matter to an appropriate authority.

The parties may appeal the decision of the Hearing Committee to the Board.

The decision of the board is final.