



BARRIE ELITES VOLLEYBALL CLUB  
Grievance Procedure

Membership in the Barrie Elites Volleyball Club ceases on August 31st of each season and as such, this grievance process only comes into effect after a player has been selected to a team for a new season. The Barrie Elites reserve the right to use its sole discretion to select athletes for our teams based on many criteria such as, but not limited to, demonstrated athletic ability, sportsmanship, trainability, and a history of good citizenship. An athlete selected in one season is not guaranteed to be selected in subsequent seasons. The Barrie Elites' player selections are final and no appeal process is available to those not selected.

The following process is to be followed by all selected athletes, parents, coaches, and club volunteers who are a part of the Barrie Elites during the pursuit of resolving any conflicts within the club:

**Step 1:** The affected parties will agree on a time to meet to discuss the concern or issue and come to a mutually acceptable solution. All of our coaches should be approachable, however they are also volunteers and their acceptable meeting times maybe limited by this fact.

**Step 2:** If step 1 is not able to alleviate the concern or issue, a three-person investigative committee will be formed by the executive to hear both sides and come to a decision. Both of the affected parties will be encouraged to attend this meeting, however written statements will be accepted if one of the parties is unable or unwilling to attend. All attempts will be made to ensure that all parties are able to attend if they so wish.

**Step 3:** An appeal is available which is heard during a full executive meeting. The matter will be heard and voted upon by all available executive members with the exception of any executive member(s) who may have been a part of the investigative committee. The details of this meeting will be made available in the meeting minutes. Again, both of the affected parties will be encouraged to attend this meeting, however written statements will be accepted if one of the parties is unable or unwilling to attend. All involved parties will be given notice of the meeting time at least 48 hours prior.

The coaches and the executive reserve the right to act swiftly and without concern for this 3-step process in cases where the physical or psychological well-being of any participant(s) is jeopardized. If this is the case, an "Exceptional Suspension" is given immediately and an investigative committee is formed to determine if this Exceptional Suspension warrants a permanent suspension. As a matter of risk management, all exceptional suspensions remain in place until overturned by an investigative committee or the executive regardless of any intention to appeal.

The behaviours expressed in the OVA Code of Conduct, the Parental Code of Conduct, and the Athlete's Expectation Agreement are the guiding principles for determining what is inappropriate behaviour for the application of this procedure.

I have read, understand, and agree that, as a part of being associated with the Barrie Elites Volleyball Club, I will follow the above procedure if I have any issues with a coach, team, parent, player, or the club:

Date:

Athletes Name: _____	Athletes Signature: _____
Parent / Guardian: _____	Signature: _____
Parent / Guardian: _____	Signature: _____
Head Coach: _____	Signature: _____