

# TEMPO VOLLEYBALL CLUB

## Participant-Athlete Grievance Procedure

### GENERAL POLICY

The Tempo Volleyball Club (the “Club”), a member of the Ohio Valley Region volleyball association is committed to protecting the health, safety, welfare and fair treatment of its participants-athletes. As such, conduct such as hazing, sexual harassment and discrimination on the basis of race, color, creed, religion, national origin, sex, sexual orientation, age, marital status or disability is strictly prohibited. The failure to abide by these guidelines will result in an immediate expulsion from the Club. If a participant-athlete feels that they have been discriminated against or treated unfairly or inappropriately by a fellow participant-athlete, a Club coach or a Club staff member, the procedures for making a complaint are outlined below.

When a participant-athlete wishes to submit a complaint or grievance regarding another participant-athlete, a coach, or a Club staff member, the circumstances involved in the grievance vary greatly. Depending on the nature and sensitivity of the particular grievance, the student-athlete may or may not feel comfortable initiating the grievance process directly with a Club coach. In some cases, the participant-athlete may feel more comfortable initiating the process with another coach, the Club President, or with the Ohio Valley Region, Inc’s disciplinary board.

The Club encourages its participants-athletes to speak up whenever they feel that they have been treated unfairly. As a general rule, the participant-athlete should initiate the grievance process in accordance with the "steps" described below. However, the participant-athlete may initiate the process with any coach or Club staff member with whom the participant-athlete feels most comfortable. When a coach or other Club staff member receives a complaint/grievance from a participant-athlete, it is their responsibility to ensure that the grievance is treated seriously and as confidentially as possible under the circumstances

*[Note: Some complaints (e.g., sexual harassment) must be reported to the Club President or other authorities as a matter of law].*

### Club Contact Information

Name	Title	Phone	Email
Amanda Hubbard	President	585-307-9679	ahubbard2@capital.edu
Koryne VanScoy	Officer	740-974-4667	kraylvanscoy@capital.edu
Bailey Dangler	Officer	419-969-0400	Bdangler2@capital.edu

## GRIEVANCE PROCEDURE

Retaliation for reporting a grievance or participating in the complaint process is strictly prohibited. Such retaliation against any person is a serious violation of this policy and may result in expulsion from the Club.

As a general policy, a participant-athlete should follow the guidelines below when initiating a Grievance:

**Step 1:** Whenever possible, a participant-athlete should attempt to resolve the issue directly with the other person(s) involved.

[Note: All complaints regarding sexual harassment should be reported directly to the Club President].

**Step 2:** If the participant-athlete cannot reach a satisfactory resolution of the issue through direct interaction, or if the participant-athlete is uncomfortable making direct contact with the other person(s) for any reason, the participant-athlete should report the grievance to any Club coach or the Club President.

If the grievance involves a personality issue (e.g., problems with a Club coach or Club staff member), the participant-athlete may initiate the grievance process with any other Club Coach, or the Club President.

**Step 3:** If a grievance is brought to the attention of a Club coach, the Club coach is responsible to attempt to resolve the issue on behalf of the complainant. However, for transparency and to protect the participant-athlete, the Club coach is required to inform the Club President that a grievance has been raised. The Club President may intervene to attempt to resolve the matter expeditiously on behalf of the participant-athlete.

**Step 4:** If resolution cannot be reached by these internal mechanisms, or if these internal mechanisms are not appropriate, the participant-athlete (or anyone involved in the particular grievance matter) may file a grievance with the Ohio Valley Region, Inc., governance board. The Ohio Valley Region, Inc., can be reached at <https://www.ovr.org>.