



## Kansas City Blazers Grievance Procedure

The number one priority for the Kansas City Blazers is to provide a safe and supportive environment for all coaches and swimmers. The Kansas City Blazers have established the following procedure to resolve grievances regarding the conduct of swimmers, coaches, parents, and Board Officers. This procedure is intended to place primary responsibility with the Kansas City Blazers coaches to resolve disputes between swimmers and take necessary disciplinary action regarding inappropriate conduct by swimmers. This procedure also provides a timely and equitable process for the review of the coaches' disciplinary decisions, and for addressing issues regarding coaches', parents', and Board Officers' conduct. All members can be assured that concerns and complaints will be treated seriously and with an appropriate degree of courtesy and confidentiality. In return, the Blazers ask that concerns and complaints be presented with courtesy and in a calm manner.

### Where to Report

For issues dealing with sexual misconduct, sexual harassment and/or sexually explicit or inappropriate communication through social media:

- U.S. Center for SafeSport: 833-5US-SAFE (587-7233) or <https://safesport.i-sight.com/portal>

For issues dealing with physical abuse, emotional abuse, criminal charges and the use, sale or distribution of illegal drugs:

- USA Swimming Safe Sport: [safesport@usaswimming.org](mailto:safesport@usaswimming.org) or <https://fs22.formsite.com/usaswimming/form10/index.html>

For issues dealing with known or suspected child abuse:

- Kansas Protection Report Center (KPRC): 1-800-922-5330 or [Report Abuse or Neglect - Home \(ks.gov\)](#)

Issues dealing with peer-to-peer bullying, coach-athlete bullying, parent issues, violations of the Kansas City Blazers Code of Conduct and violations of the Minor Athlete Abuse Prevention Policy are handled at the club level following the procedures outlined below.

### Chain of Command

1. Lead Group Coach
2. Head Coach
3. Board President and/or JCPRD Superintendent of Recreation
4. Santa Fe Trail Blazers Association Board (SFTBA)

### Coaches' Responsibilities

1. Assessing behavior of swimmers as dictated by USA Swimming, Blazers Code of Conduct, and all published policies and procedures.



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2. Issuing disciplinary action for any swimmer that is determined to have violated all published Codes of Conduct.
3. All disciplinary action is at the coach's reasonable discretion, and will be issued with regard to the following:
  - a. Nature of the misconduct
  - b. Severity of the misconduct
  - c. Prior disciplinary actions against swimmer, parent, coach
  - d. Adverse effect of the misconduct on other swimmers, parents, coaches
  - e. Application of the Code of Conduct
  - e. Coaches are authorized to take immediate disciplinary action, if appropriate and necessary under the circumstances, to ensure the safety of all swimmers.

### **Registering a Grievance**

1. Regarding Conduct of Swimmer - Should a member feel a swimmer's conduct is inappropriate or violates the Athlete Code of Conduct, the member should discuss these concerns with the coach of the swimmer responsible for the violation. This complaint should be made in person or in writing.
2. Regarding Conduct of Parent - Should a member feel a parent's conduct is inappropriate, violates the Parent Code of Conduct, or any other Blazers policies and/or procedures, the member should discuss these concerns with the Head Coach. This complaint should be made in person or in writing. This complaint could be subject to review and discussion by the full SFTBA Board.
3. Regarding Conduct of an Assistant or Lead Group Coach - Should a member feel an assistant or lead group coach's conduct is inappropriate or in violation of any Blazers policies and/or procedures, the member should notify the Head Coach of this violation. This complaint should be made in person or in writing. This complaint could be subject to review and discussion by the coach's supervising manager at Johnson County Parks and Recreation Department (JCPRD).
4. Regarding Conduct of Head Coach - Should a member feel the Head Coach's conduct is inappropriate or violates any Blazers policies and/or procedures, the member should notify the President of the Board of Directors and/or the JCPRD Superintendent of Recreation of this violation. This complaint should be made in person or in writing. If the President is not immediately available, this complaint may be presented to any SFTBA officer, with notification made in writing to the Board President. This complaint could be subject to review and discussion by the coach's supervising manager at JCPRD.
5. Regarding Complaint of Contract Instructor - Should a member feel the Contract Instructor's conduct is inappropriate or violates any Blazers policies and/or procedures, the member should notify the Head Coach of this violation. The complaint should be made in person or in writing. This complaint could be subject to review and discussion by the full SFTBA Board.



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6. Regarding Conduct of any SFTBA Officer - Should a member feel a Board Officer's conduct is inappropriate or violates any Blazers policies and/or procedures, the member should notify the Head Coach, Board President, another Board officer and, if appropriate, the JCPRD Superintendent of Recreation of this violation. This complaint will be subject to review and discussion in executive session by the full SFTBA Board and Head Coach. Any complaint will be reviewed in accordance with SFTBA by-laws.