

Grievance Procedures

Categories of Complaints:

1. 1. Conduct of an Athlete
2. 2. Conduct of an Assistant Coach
3. 3. Conduct of a Lead Coach
4. 4. Conduct of the Head Coach
5. 5. Conduct of a Parent/Guardian
6. 6. Conduct of a Board Member

Registering a Grievance:

1. Should a parent feel an athlete's conduct is inappropriate or violates the Athlete Code of Conduct, the parent should discuss these concerns with the coach responsible for that athlete. This complaint should be made in person or in writing. If the conduct warrants a Safe Sport report,

- A Safe Sport report will be submitted by MVN Administration

2. Should a parent or athlete feel an Assistant Coach's conduct is inappropriate or in violation of team policies or procedures, the parent should notify the Lead Coach of this violation. This complaint should be made in person or in writing. If the conduct warrants a Safe Sport report,

- A Safe Sport report will be submitted by MVN Administration

3. Should a parent or athlete feel a Lead Coach's conduct is inappropriate or in violation of team policies or procedures, the parent/athlete should notify the Head Coach of this violation. This complaint should be made in person or in writing. If the conduct warrants a Safe Sport report,

- A Safe Sport report will be submitted by MVN Administration

4. Should a parent or swimmer feel the Head Coach's conduct is inappropriate or violates team policies or procedures, the parent/athlete should notify the Executive Director as well as the Team Operations Director. This complaint should be made in person or in writing. If the conduct warrants a Safe Sport report,

- A Safe Sport report will be submitted by MVN Administration

5. Should any person feel a parent/guardian is acting in a manner which violates team policies or procedures, the parent/athlete should notify the Lead Coach of this violation. The complaint should be made in person or in writing. If the conduct warrants a Safe Sport report,

- A Safe Sport report will be submitted by MVN Administration

6. Should any person feel a Board Member is acting in an inappropriate manner which violates team policies or procedures, the parent/athlete should notify the Executive Director and Team Operations Director of the violation. The complaint should be made in person or in writing. If the conduct warrants a Safe Sport report,

- A Safe Sport report will be submitted by MVN Administration

Grievance Procedure:

After an initial review by both the Executive Director and the Team Operation's Director, Safe Sport may be contacted and any disciplinary action will be the responsibility of the Executive Director as directed by Safe Sport. Any interim disciplinary action (while the complaint is being investigated by Safe Sport), will be issued as soon as reasonably possible, in conjunction with Safe Sport protocols.

If the parent/athlete registering the complaint feels the interim disciplinary action is insufficient or unsatisfactory, the parent/athlete may write to the Executive Director for additional clarification. The secondary complaint review must be in writing within 7 days of the initial complaint. A decision, interim disciplinary action, or clarification of the interim disciplinary action, once Safe Sport has been notified, will be overseen by the Executive Director as soon as reasonably possible.

Disciplinary actions of Safe Sport, pertaining to the complaint, are final.