

## Stamford Bombers Baseball Club Grievance Policy

**Purpose:** The Stamford Bombers Baseball Club is committed to providing a fair and supportive environment for all participants. In the event that a concern or dispute arises, this Grievance Policy outlines the process for addressing and resolving grievances in a timely and equitable manner.

**Scope:** This policy applies to all players, coaches, parents, volunteers, and officials associated with the Stamford Bombers Baseball Club.

### Definitions:

1. **Grievance:** Any concern, complaint, or dispute related to the operations, decisions, or actions within the Stamford Bombers Baseball Club.
2. **Party:** The individual or group bringing forth the grievance.
3. **Respondent:** The individual or group against whom the grievance is brought.
4. **Mediation:** A voluntary process in which an impartial third party assists the parties in resolving their dispute.

### Procedure:

#### 1. Informal Resolution:

- Parties are encouraged to first attempt to resolve grievances informally, through direct communication and discussion.
- If the grievance involves a specific incident (e.g., game-related issue), it should be addressed promptly following the incident.
- Parties may seek assistance from a club official or mediator if they are unable to resolve the grievance informally.

#### 2. Formal Grievance Procedure:

- If the grievance cannot be resolved informally, the party bringing forth the grievance may submit a formal complaint to the club's President – [stamfordbomberspresident@gmail.com](mailto:stamfordbomberspresident@gmail.com)
- The formal complaint should include:
  - Description of the grievance
  - Relevant facts and evidence, including Parties involved.
  - Desired outcome or resolution
- The Grievance Committee shall consist of [3] impartial individuals appointed by the league's governing body.
- Upon receipt of the formal complaint, the Grievance Committee will promptly investigate the matter, including gathering information from all relevant parties.
- The Grievance Committee may conduct interviews, review documentation, and take any other steps deemed necessary to reach a fair resolution.
- The Grievance Committee will render a decision within two weeks of receiving the formal complaint.

### **3. Appeals Process:**

- Either party may appeal the decision of the Grievance Committee within five days of receiving the decision.
- Appeals must be submitted in writing to the league's governing body.
- The governing body will review the appeal and may conduct further investigation if necessary.
- The decision of the governing body shall be final and binding.

**Confidentiality:** All parties involved in the grievance process, including members of the Grievance Committee, shall maintain strict confidentiality regarding the details of the grievance.

**Non-Retaliation:** The Stamford Bombers Baseball Club prohibits retaliation against any individual who brings forth a grievance or participates in the grievance process. Any such retaliation will be subject to disciplinary action.

**Amendment:** This Grievance Policy may be amended or revised by the league's governing body as necessary to ensure fairness and effectiveness.

**Conclusion:** The Stamford Bombers Baseball Club is committed to addressing grievances in a prompt, fair, and respectful manner. We encourage open communication and constructive dialogue to maintain a positive and supportive environment for all participants.