



REVESBY HEIGHTS JRLFC

Revesby Heights Junior Rugby League Football Club

Grievance Policy

All participants in the Revesby Heights JRLFC, including players, parents, coaches, and spectators, are expected to behave according to the clubs Code of Conduct.

All members should be aware that the Grievance Procedure IS NOT a substitute for direct conflict resolution between the parties; it is a secondary procedure to be employed only in the unlikely event that the parties cannot amicably and responsibly resolve their dispute through direct communication. Revesby Heights JRLFC Management recognises that there may be rare instances when these conflicts cannot be satisfactorily resolved directly by the parties involved. This will require the formal Grievance Procedure described below.

1. A grievance may be lodged by any member of Revesby Heights JRLFC for any suspected violation of the club's Code of Conduct, or for any suspected violation of Rugby League NSW rules, local, state or federal law.
2. A valid grievance must be in writing, using the Grievance Form and must explain the nature of the grievance, the circumstances surrounding the alleged violation, and the specific provision(s) of the Code of Conduct alleged to have been violated. The person filing the grievance must also identify all witnesses or other persons with knowledge of the alleged violation.
3. A valid grievance must be signed by a parent, coach or player and submitted to a one of Revesby Heights JRLFC representatives.
4. No grievance will be accepted from any person who fails to file the written grievance within two weeks of the incident in question.
5. No grievance will be accepted from any person who themselves have not complied with the Code of Conduct, including the rule requiring a 24-hour "cooling off" period prior to speaking to a coach about an incident in question, or has engaged in any threatening, abusive or harassing conduct, including verbal abuse.
6. No grievance will be accepted that seeks to challenge a coaching decision. For purposes of this provision, a coaching decision includes, but is not limited to, competitive team selection, playing time, position assignments, starting assignments and play strategy.
7. Details of the grievance are not to be discussed with anyone other than the individuals directly involved with resolving the grievance.
8. Upon receipt, the Club Committee will review the grievance and determine whether the grievance will be accepted or rejected. The person filing the grievance will be notified promptly.
9. If the grievance is accepted, a member of the Club Committee will thoroughly investigate the incident and attempt to resolve the grievance with the parties amicably.
10. Decisions of the Club Committee are final and will be communicated in writing to the grieving party(ies).
11. It is anticipated that the process will take between two to three weeks from the time the grievance is filed to the time a final decision is rendered by the Committee, assuming all parties are prompt and forthcoming in providing the necessary information. In the event of concern for physical safety, a more expedited process will be implemented.

All members and associated patrons who engage with Revesby Heights JRLFC must read and understand the above Grievance Policy and agree to abide by its guidelines.

Gabe
Club President

28 October 2018