

Complaints and Disciplinary

This policy applies to all players, volunteers, staff members, visitors and visiting teams. In the event that any of these persons feels that they have suffered discrimination or harassment in any way, or that the policies, rules, or code of conduct have been broken they should follow the procedures laid out below.

1) A written complaint should be submitted to the Director of Great Britain Dodgeball Team(DGBDT) via e-mail to geoff@britishdodgeball.com

The complaint should include:

- Details of what occurred
- Details of when and where the occurrence took place
- Details of any witnesses
- Names of any others who have been treated in a similar way (provided that those persons consent to their names being disclosed).
- Details of any former complaints made about the incident

Further information may be requested by the DGBDT.

Any complaint must be made within 5 days of the said incident, or will become time limited and may not be considered.

2) The DGBDT will then review the complaint. This may include verbal dialogue with the parties and/or written communication. Under normal circumstances this process should be undertaken within 5 working days.

Following a review.

- The DGBDT will take appropriate advice and at their discretion, may decide to uphold or dismiss the complaint without holding a hearing. This decision will be made after taking verbal and or written evidence from both parties. Under normal circumstances this process shall take 5 working days,
- If a review is felt to be required they will request that all parties of the complaint submit further, more detailed written evidence, regarding the incident(s). The parties shall have up to 5 working days to provide such evidence.
- Should a hearing be required, two representatives from members countries, other than that of the complainant shall be asked to form a grievance panel to investigate the complaint and together with the DGBDT they will form a three person panel. The grievance panel is drawn from 8 volunteers from the dodgeball community, two from each home nation. Their details are available from the GB Dodgeball Team Administrator.
- The concerned parties may be asked to attend (by phone/skype etc.) but will most certainly be contacted with any queries/questions as required. This whole investigation process will take no longer than 14 working days under normal circumstances.
- Will have the power to impose any one or more of the following sanctions on any person or organisation found to be guilty of any breach.
 1. Warn as to future conduct
 2. Suspend from membership
 3. Remove from membership
 4. Exclude a person from Team activities and events, either temporarily or permanently
 5. Impose a fine

- Will provide all parties with written reasons for their decision to uphold or dismiss the complaint within one week of such a decision being made
- Either party may appeal a decision of the DGBDT, or Grievance panel to the British Dodgeball Board (including a decision not to hold a hearing) by writing to the British Dodgeball Board within one week of the DGBDT's/Grievance panels decision being notified to that party.

3). If the nature of the complaint is with regard to the DGBDT, the complainant has the right to report the issue to the Director of Development for British Dodgeball, who will act as the DGBDT in this case.

4). Any parties with a personal interest in a case must default themselves out of the process at the earliest time.

The final decision is full and binding with no further appeal.

As a final note we would strongly recommend that all avenues of communication are exhausted before making use of this policy.

Geoff Woodall
Director Great Britain Dodgeball Team
3 Sept 2019