



Grievance Procedure

Our goal is to provide a positive experience to all members of our association. However, we realize that from time to time an issue may arise within our organization that requires attention. We have designed our “Grievance Policy” to provide a process in which an individual can present an issue for review. Grievances will be based on the conduct of any members of the Association during league related activities.

In an effort to resolve grievances in a reasonable and effective manner, we request your cooperation in complying with the Grievance Policy. Any grievance should be presented on an individual basis; group (pack mentality) methods will not be tolerated.

- **Grievance Defined**

- a. Any complaint against Association members’ actions or personnel including it’s coaches, youth participants, parents, officials, or fans or Board Representatives.
- b. Any confrontation on the playing area, or an adjacent area, between Association members’ personnel, coaches, youth participants, parents, officials, or fans.

The object is to resolve issues at the most immediate level.

Listed below are the steps that can be taken in the event that an issue can not be resolved and needs to be escalated.

- a. *The “Rules & Ethics” Committee will not hear complaints about the Constitution or Bylaws on Policies and Procedures.*
- b. It is the responsibility of all Association representatives to report any grievance to a “Rules & Ethics” Committee member in writing within 48 hours of occurrence. No grievance will be heard if filed outside of the time limits.
- c. The “Rules & Ethics” committee will only review cases that are submitted on the official “PPW Grievance Form”.
- d. The Committee may request additional information deemed necessary in rendering a decision.
- e. The “Rules & Ethics” Committee will convene in person and take the matter into consideration within 72 hours of receiving the written complaint.
- f. The “Rules & Ethics” Committee will hear both parties facts regarding the grievance.
- g. The “Rules & Ethics” Committee has the right to not accept or reject any formal written complaint based on merit.
- h. “Rules & Ethics” Committee will submit their findings and recommendations to Board for review.
- i. A decision will be rendered within 7 days of the date of the written complaint.
- j. Board of Directors decisions are final. Complaints and decisions are then retained on file and may be used in the disposition of other complaints or future inquiry.