

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

Alternatively these details may be recorded by the DGBDT

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

2) The DGBDT will then review the complaint.

Following a review they:

- May decide (at their discretion) to uphold or dismiss the complaint without holding a hearing
- Will request that all parties of the complaint submit written evidence regarding the incident(s)
- 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. The concerned parties may be asked to attend (by phone/Skype etc.) but will most certainly be contacted with any queries/questions etc. This process will take no longer than 7 working days. The grievance panel is composed of 8 volunteers from the dodgeball community, two from each home nation. Their details are available from the GB Dodgeball Team Administrator. Should a hearing be called two representatives, not from the complainants home country, will be allocated to the case. Together with the DGBDT they will form the three person panel.
- Will have the power to impose any one or more of the following sanctions on any person found to be in breach of the code of conduct
 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 disciplinary panel to the GB Dodgeball Board (including a decision not to hold a hearing) by writing to the Gb Dodgeball Board within one week of the DGBDT's 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 GB Dodgeball, who will act as the DGBDT in this case.

The final decision is full and binding

Geoff Woodall
Director Great Britain Dodgeball Team
2 April 2019