



LONDON VOLLEYBALL ASSOCIATION

GRIEVANCE PROCEDURE

1. This grievance procedure is intended to facilitate restitution of a serious breach of the “LVA Ethics Policy”, “LVA Equality Policy” or other related policies. You should only utilise this procedure where
 - 1.1. a grievance was considered to be **highly** significant or
 - 1.2. where the complainant felt they didn’t receive satisfactory restitution from the Event Organiser, Divisional Administrator or internal Club procedure. etc. therefore felt compelled to escalate.
2. All complaints regarding the behaviour of members should be submitted in writing to the Secretary.
 - 2.1. The complaint will be heard by a Sub-Committee comprising three members of the executive committee.
 - 2.2. The Executive Sub-Committee will meet to hear complaints within 28 days of a complaint being lodged.
 - 2.3. The Executive Sub-Committee has the power to take appropriate disciplinary action including, but not limited to:
 - 2.3.1. Written warning
 - 2.3.2. Fine
 - 2.3.3. Make restitution
 - 2.3.4. Exclusion from specified activities
 - 2.3.5. Suspension of membership
 - 2.3.6. Termination of membership
 - 2.4. The outcome of the disciplinary hearing should be notified in writing to the person who lodged the complaint and the member against whom the complaint was made within 7 days of the hearing.
3. Appeals to disciplinary decisions should be submitted in writing to the Secretary within 7 days of being notified of the decision.
 - 3.1. It must explain why the decision should be reviewed by reference to one or more of the following:
 - 3.1.1. This constitution
 - 3.1.2. The process used to make the decision
 - 3.1.3. The information available to the decision maker.
 - 3.1.4. Other special factors

The complaint will be heard by the executive committee.

- 3.2. The outcome of the appeal should be notified in writing to all parties involved in the appeal within 7 days of the hearing.

Recommended sanctions

The recommended sanctions detailed below are guidelines and always subject to the discretion of the LVA Executive Committee taking into account the severity of the offence. All fines imposed by the LVA Disciplinary Panel shall be payable within 28 days after the date the fine was imposed.

Serious or multiple disobedience of the reasonable directions of a match official, participant and/or administrator

- **Minimum sanction:** one month suspension of membership and/or participation in LVA events (sanction kept 2 years on record)
- **Maximum sanction:** 12 months suspension of membership and/or participation in LVA events. (sanction kept 5 years on record)

Verbal abuse of officials, coaches, participants and/or parents.

- **Minimum Sanction:** Two match ban or one month suspension of membership and/or participation in LVA events (kept on record for 2 years)
- **Maximum Sanction:** Up to 12 months suspension of membership and/or participation in LVA events (kept on record for 2 years)

Physical abuse of officials, coaches, participants, other players and/or parents

- **Minimum Sanction** 2 match ban and/or one month suspension of membership and/or participation in LVA events (kept on record for 2 years)
- **Maximum sanction:** Unlimited suspension of membership and/or from participation in events (kept on record for 5 years).
- Incident may be reported to the police

Use of offensive or foul language

- **Minimum Sanction:** 2 match ban and/or one month suspension of membership and/or participation in LVA Events (kept on record for 2 years).
- **Maximum sanction:** Up to 12 months suspension of membership and/or participation in LVA events (kept on record for 2 years).

Unsporting conduct

- **Minimum sanction:** 2 match ban and/or one month suspension of membership and/or participation in LVA events (kept on record for 2 years).
- **Maximum sanction:** Up to 12 months suspension of membership and/or participation in LVA events (kept on record for 5 years).

Breaching the terms of any suspension imposed under the Disciplinary Regulations

- **Minimum Sanction:** 12 months suspension in addition to original suspension to be imposed consecutively (kept on record for 2 years)
- **Maximum Sanction:** 14 months suspension in addition to original suspension to be imposed consecutively (kept on record for 5 years)

Revision History

23 Apr 20: Version 0.1

2 May 20: Version 0.2 (Fab's comments)