

Grievance Policy

All grievances discussed between the board must stay within the board. The board and involved parties are prohibited from speaking to anyone in the HCYA basketball organization about any grievances unless communication is necessary with either a) the grievant and/or b) with whom the grievance is specified.

HCYA strictly prohibits retaliation against any individual who raises a grievance in good faith or participates in the grievance process. Retaliation includes libel, slander, or any alternate attempt of defamation of character.

To protect coaches: parents and players may not approach or contact a coach about a grievance until 24 hours after a game has passed or 8 hours after a practice. If it is urgent, a grievance must be written out and sent to the board for review.

- Grievances regarding an individual or multiple individuals violating our code of conduct policies must be written down and submitted to the board within 5 days of violation OR last attempt at resolution.
- Concerns, worries, or questions about playing time must be communicated directly from THE PLAYER (with the exception of 10U) to their coach at least 24 hours after a game or 8 hours after a practice. Any parents who violate this rule are subject to disciplinary action as determined by the board.
- ALL conversations between a coach and a parent regarding grievances need to be scheduled at a set time. The parent is solely responsible for initiating the scheduling of a meeting.
- Resolve of conflict between coaches, parents, or players must be attempted before coming to the board. HCYA is also able to provide a third-party mediator from the board of directors as an informal resolution if escalation to a written grievance is not necessary.
- Should the situation be urgent or in major violation of our code of conduct policies, a written grievance is necessary and the informal grievance process does not apply.

WRITTEN GRIEVANCE SUBMISSION LINK: <https://forms.wix.com/r/7103539550323998854>