



Appendix D – Appeal Policy Scenario

SCENARIO #1

The parents of Gymnast A disagreed with the determination from the Discipline Chair and the incident was heard via Process #2 of the *Discipline and Complaints Policy*. The Discipline Panel heard everyone's submissions and decided to suspend the coach for six (6) months.

RESOLUTION

The coach is flabbergasted! Six (6) months is a long suspension for a seemingly minor issue. The coach decides to submit an appeal. The appeal must be submitted within seven (7) Days of the Discipline Panel's decision. The Organization appoints an Appeal Manager (who must be a different person than the Case Manager who was appointed in the complaint process).

The Appeal Manager reviews the coach's appeal and determines if it was timely, within the jurisdiction of the policy, and whether it had an appropriate ground for appeal. The coach's appeal must show that it meets a ground for appeal: decision-maker had no jurisdiction, organization didn't follow procedures, decision-maker was biased, or decision was patently unreasonable.

If the Appeal Manager determines the appeal can proceed, then an Appeal Panel would be appointed (who must be a different person than anyone who was involved with the complaint process). The Appeal Panel would hear the coach's side and the submissions from the Respondent. In this example, the Respondent is **not** the parents or the athlete. The Respondent is the Organization. The Organization makes submissions explaining why the decision was proper.

After hearing from everyone, the Appeal Panel makes a decision. The Appeal Panel's decision cannot be appealed.