



Appendix B – Discipline and Complaints Policy Scenarios

SCENARIO #1

Gymnast A is 12 years old and reported to her coach that Gymnast B pushed her during a practice. Following a discussion with Gymnast A, the coach learns that Gymnast B has been consistently bullying Gymnast A for most of the season.

RESOLUTION

The coach should have a discussion with the training group and with Gymnast A and Gymnast B independently (with a parent or guardian present) expressing their concern relating to the alleged inappropriate conduct and expected conduct standards. The coach should also be very descriptive, without opinion, on the options available to Gymnast A with respect to filing a formal complaint or informal mediation options.

SCENARIO #2

Gymnast A's parents become aware of the bullying and physical interactions between their child and Gymnast B. In their view, the coach did not do enough to address the incidents. The bullying still continued! The parents want to make sure their child is never harmed again – and the coach should have done more!

RESOLUTION

The parents can file a complaint with the Organization. They should review the *Code of Conduct and Ethics*. Their complaint should reference which sections of the Code the athlete allegedly violated and which sections of the Code the coach allegedly violated. The Organization appoints a Case Manager.

The Case Manager asks the Parties if they are open to using the *Dispute Resolution Policy* to attempt to resolve the dispute. If not, the Case Manager determines if this is a minor incident or a major incident. This scenario appears to be a minor incident so the Case Manager would follow Process #1 of the *Discipline and Complaints Policy*. Someone from the Organization or Member would be appointed as a Discipline Chair. The Chair can either ask all Parties (parents, Gymnast B (via her parents), and the coach) for an oral or written submission, or the Chair can decide to convene a meeting with everyone.

After hearing from everyone, the Chair makes a decision. If either Party disagrees with the decision, they can submit a 'Request for Reconsideration'. If that happens, the Case Manager begins Process #2 of the *Discipline and Complaints Policy* and appoints a neutral independent Discipline Panel. All Parties make submissions to the Panel and a formal decision is made.