

BYLAWS

CHAPTER ELEVEN. Grievance Procedures

§ 11.01 Binding Decisions.

- (1) Any decision rendered by the Association shall be binding upon all members of the Association, unless a grievance is appropriately filed.

-- Effective 4/12/2000 --

§ 11.02 Requests for Interpretations.

- (1) Requests for interpretations of rulings and/or Bylaws shall be made to the Vice-President through the proper channels. Copies of such decisions shall be made available to all members of the Association.

-- Effective 4/12/2000 --

§ 11.03 Ruling of the Deputy-Commissioner.

- (1) The ruling of the Deputy-Commissioner shall be binding. The ruling shall remain in force until an appeal is reviewed by the Executive Board.

-- Effective 4/12/2000 --

§ 11.04 Suspension.

- (1) Any member team, member region, or the Association ("suspending organization") may suspend an athlete/member for reasonable cause. The suspending organization shall provide the member with written notice of the suspension at the member's last known address. After receipt of the notice, the member may be given an opportunity for a hearing. The suspension shall include reasonable conditions to which the member must comply. Upon compliance with said conditions, the suspension shall be rescinded.

-- Effective 4/12/2000 --

- (2) The written notice of suspension shall contain, at a minimum, the following:

- (a) names and addresses of the involved parties;
-- Effective 4/12/2000 --
- (b) the factual basis upon which the suspension is issued;
-- Effective 4/12/2000 --
- (c) the grounds upon which the suspension is based;
-- Effective 4/12/2000 --
- (d) the condition of the suspension; and
-- Effective 4/12/2000 --
- (e) the remedies for rescinding the suspension.
-- Effective 4/12/2000 --

§ 11.05 Suspension Hearing Procedures.

- (1) The suspension hearing procedures shall be as follows:
 - (a) Within 15 days after receiving the notice of suspension, the member may file, by mail, a request for hearing with the Commissioner of the suspending organization. The hearing shall be held within 30

days after receipt of the request for hearing.
-- Effective 4/12/2000 --

- (b) Three disinterested and impartial deaf individuals shall be appointed as hearing officers by the Commissioner of the suspending organization to conduct the hearing. The member shall have the right to object to appointment of any one of the hearing officers based upon reasonable grounds. The two remaining hearing officers shall appoint another person for replacement.
-- Effective 4/12/2000 --
- (c) At the hearing, all parties shall be given a reasonable opportunity to present oral (signed) or written evidence, to cross-examine witnesses, and to present such factual or legal claims as desired. The burden of proof shall be upon both parties. One of the officers shall keep notes of the proceedings.
-- Effective 4/12/2000 --
- (d) At the conclusion of the hearing, the hearing officers shall render their decision in writing and state the factual basis for their decision.
-- Effective 4/12/2000 --

§ 11.06 Appeal Procedures.

- (1) The appeal procedures shall be as follows:
 - (a) At the conclusion of the hearing, hearing and within 15 days after the date of the hearing officers' decision the member or the suspending organization shall have the right to file, by mail, a written appeal with the appropriate officer of the supervising organization (i.e., member region or the Association) having jurisdiction over the suspending organization.
-- Effective 4/12/2000 --
 - (b) The written appeal shall contain, at a minimum, the following:
 - (1) names and addresses of all involved parties;
-- Effective 4/12/2000 --
 - (2) the alleged grounds for suspension;
-- Effective 4/12/2000 --
 - (3) supporting evidence or documentation forming the basis of the appeal; and
-- Effective 4/12/2000 --
 - (4) the relief sought.
-- Effective 4/12/2000 --
 - (c) Copies of all written notes, evidence, decisions, and other documents shall be forwarded to the appropriate officer of the supervising organization.
-- Effective 4/12/2000 --
 - (d) In case an appeal is filed with the Association, the Governance Committee shall act as the reviewing board.
-- Effective 4/12/2000 --

(e) All parties shall have the opportunity to be heard before the reviewing board. The reviewing board may then rule in favor of the member or the suspending organization or make any written modification of the suspension and its conditions. The reviewing board shall state the reason for its decision.

-- Effective 4/12/2000 --

(f) The member and/or the suspending organization may have the right to appeal the reviewing board's decision within 15 days to the Executive Board. All copies of the evidence and written decisions shall be provided to the Executive Board for review and a final decision.

-- Effective 4/12/2000 --

§ 11.07 Member's Participation Rights During Suspension.

(1) The member may be barred from competition in any event sanctioned by the Association during the hearing process, except when a monetary amount owed is less than \$50.00.

-- Effective 4/12/2000 --

§ 11.08 Filing of Complaints.

(1) Any other matter not concerning suspension may be filed as a complaint by any member. The complaint shall be filed with the appropriate officer of the supervising organization and the procedure for addressing the complaint shall be similar to that set out in the Appeals Procedures (Chapter 11, Section 11.06).

-- Effective 4/12/2000 --

§ 11.09 Flexibility of Procedures.

(1) The procedures are intended to be flexible, and any omission of any provision shall not affect the outcome of the final decision. Any decision made by a certified or qualified official during athletic competition shall be final.

-- Effective 4/12/2000 --