

Disciplinary Actions Appeals and Due Process

Members found in violation of any of the following rules are subject to whatever disciplinary action is deemed appropriate by the authorized person, persons, Boards, or committees of the Great Lakes Region and/or USA Volleyball.

Section A Sanctions

A proposed sanction may be issued by the Commissioner/CEO, Director of Region Services, or by majority vote of the Board of Directors. A sanction may be based upon, but not limited to, a violation of any of the following:

1. Illegal transport, illegal possession, or illegal use of drugs or other substances banned by the Great Lakes Region and/or USAV;
2. Use of a recognized identification card by anyone other than the individual described on the card;
3. Physical damage to a facility or theft of items from a facility, room, dormitory, residence, hotel or another person; (Restitution may be a part of any penalty imposed.)
4. Possession of fireworks, ammunition, firearms, other weapons or any item or material which by commonly accepted practices and principles would be a hazard or harmful to other persons.
5. Any action considered to be an offense under Federal, State or local laws;
6. Violation of specific policies, regulations and/or procedures of the Great Lakes Region, USAV or the facility used in conjunction with a sanctioned event; (It is the responsibility of the individual to be familiar with applicable specific policies, regulations and procedures.)
7. Conduct which is inappropriate as determined by comparison to normally accepted behavior;
8. Physical or verbal intimidation of any individual;
9. Violation of eligibility rules per USAV and/or Great Lakes Region policy;
10. Illegal recruiting;
11. Violation of the USAV "Age Falsification" policy; or
12. Any acts that may be deemed contrary to fundamental objectives, integrity or the best interests of the Great Lakes Region or USAV.

Section B Sanction Procedure

Due Process allows an individual to present evidence to dispute charges and /or sanctions.

Any action considered to be an offense under Federal, State or local laws must be reported immediately to the police. The Region Commissioner must be notified, of these illegal actions within twenty-four (24) hours of knowledge of the situation. The Region Commissioner will immediately suspend the individual involved in this type of situation.

All other alleged violations of GLR's SafeSport Guidelines, Disciplinary Procedures and/or Guidelines Policy are to be reported in writing to the Region Commissioner within fourteen (14) business days of witness knowledge of the alleged violation. When a junior club is involved all allegations must go to the alleged violator and the Region. Please send the email to Violations@glrvb.com and copy Club Director.

Per BOD Vote on 6/14/2019:

Executive committee motion to change procedures for the Alleged Violation Reports. Passed 7-0-1

Violation Report Amendment:

1. ***The person witnessing the alleged violation must submit the Alleged Violation report within fourteen (14) business days of knowledge of the violation to Violations@glrvb.com and Commissioner@glrvb.com***
2. ***For each Alleged Allegation submitted there will be a \$500.00 filing fee. For each appeal submitted there will be a \$500.00 filing fee.***

Upon Submission of an Alleged Allegation or Appeal, a \$500.00 check made payable to Great Lakes Region Volleyball must be received within the same time frame(s) listed in the by-laws. i.e. if you submit the alleged violation report via email, the check must be received within the same fourteen (14) business day window. The window for appeals is fourteen (14) business days from notification of the sanction. If

the Alleged Violation results in any form of sanction, the check will be shredded or returned to you. If the Alleged Violation has no merit or results in no action taken, the check will be deposited and a donation made in the same amount to Special Olympics of Illinois. If the check is returned NSF, the club and/or individual will be immediately suspended and the amount increased to \$1000.00 payable by Cashier or Bank Check only. The club and/or individual will remain "Not in Good Standing" until the \$1000.00 check clears the bank.

Previous violations within a 6-month period may result in stronger sanctions.

All allegations must be submitted in writing and must include a clear and complete statement of the allegation; all appropriate information including the name(s), address, and phone number(s) of the involved individual(s); the action being requested; and the signature and date of the individual filing the allegation.

If the allegation is properly submitted, the Commissioner shall contact the Hearing Officer within forty-eight (48) hours.

The Hearing Officer or his delegate notifies the individual, team or club that is named in the allegation.

This committee has a minimum of thirty (30) business days to set up a hearing date. A hearing shall be held for the purpose of determining the facts surrounding the allegation. Such a hearing may be conducted in person, by telephone, by mail or by electronic mail.

A written statement of the decision from the Hearing Officer will be sent to the Region Commissioner within fourteen (14) business days following the investigation.

The Region Commissioner will inform those involved of the decision from the Disciplinary Hearing Panel possible outcomes could include sanctions ranging from warning to expulsion or a dismissal of the case due to insufficient evidence.

Section C Appeals Process

A sanctioned member has fourteen (14) business days to appeal. This is done through a written communication (facsimile, email, or by US Postal Service) to the chair of the Great Lakes Region Appeals Committee. If the sanction is appealed, the sanction will be held in abeyance until the Due Process hearing unless the complaint is of a criminal nature.

Within thirty (30) business days of receiving the appeal, the Appeals Committee will schedule a hearing.

Any decision by the Appeals Committee is binding; the member may contact the Region Commissioner, again in writing, within fourteen (14) business days and request a full Board of Directors hearing. Such a hearing, if scheduled will determine if the member was given adequate due process and the decision was made with fundamental fairness.

Within thirty (30) business days the full Board of Directors may schedule a hearing. The decision of the Great Lakes Region Board of Directors will be final.

Alleged Violation Report (Except for SafeSport Allegations)

This Report is to be completed by the person who witnessed the alleged violation. This completed report must be submitted to the Regional Commissioner/CEO by fax, email to violations@glrvb.com, or mail within fourteen (14) business days of knowledge of the violation.

Date of Alleged Violation: _____ Time: _____

Name of the Alleged Violator: _____

Location of Alleged Violation: _____

Please provide a brief description of the alleged violation. Use the back of this form if more space is needed: _____

Is there a witness who is willing to testify and/or provide written testimony? _____

Signature of person making report: _____

Printed name: _____

Date: _____ Time: _____

Telephone: _____ Email Address: _____

Alleged Allegation Procedures (Except for SafeSport Allegations)

Any action considered to be an offense under Federal, State or local laws must be reported immediately to the police. The Region Commissioner must be notified, of these illegal actions within twenty-four (24) hours of knowledge of the situation. The Region Commissioner will immediately suspend the individual involved in this type of situation.

Any other alleged violations are to be reported in writing, using the Report of Alleged Violations form, to the Region Commissioner/CEO within fourteen (14) business days of witness knowledge of the violation.

If the report of the alleged violation is properly filed, the Region Commissioner/CEO will inform the Hearing Officer of the situation within forty eight (48) hours of the submission of the Investigation Report. The Hearing Officer or his delegate gathers information and notifies the individual, team or club that is named in the allegation.

This committee has a minimum of thirty (30) business days to investigate the allegations. A hearing shall be held for the purpose of determining the facts surrounding the allegation. Such a hearing may be conducted in person, by telephone, by mail or by electronic mail.

A written statement of the decision from the Hearing Officer will be sent to the Region Commissioner within fourteen (14) business days following the investigation. The Region Commissioner will inform those involved of the decision from the Disciplinary Hearing Panel. Possible outcomes could include sanctions ranging from warning to expulsion or a dismissal of the case due to insufficient evidence.

Appeals Process

A sanctioned member has fourteen (14) business days to appeal. This is done through a written communication (facsimile, email, or by US Postal Service) to the chair of the Great Lakes Region Due Process Committee. If the sanction is appealed, the sanction will be held in abeyance until the Due Process hearing unless the complaint is of a criminal nature. E-mail appeal request to appeals@glrvb.com

Within thirty (30) business days of receiving the appeal, the Appeal Committee will schedule a hearing.

Any decision by the Appeals Committee is binding; the member may contact the Region Commissioner/CEO, again in writing, within fourteen (14) business days and request a full Board of Directors hearing. Such a hearing, if scheduled will determine if the member was given adequate due process and the decision was made with fundamental fairness.

Within thirty (30) business days the full Board of Directors may schedule a hearing. The decision of the Great Lakes Region Board of Directors will be final.

Member chooses **not** to appeal.

Decision Final

Alleged SafeSport Violation Report

This Report is to be completed by the person FIRST informed of an alleged violation. This completed report must be submitted to the Regional Commissioner/CEO by fax, email, or mail within one hundred and twenty (120) days of knowledge of the violation. If the alleged SafeSport violation is reported to another entity (USA Volleyball, USOC SafeSport Center or the local authorities) the time frame for Great Lakes Region's reporting is suspended. Examples of possible SafeSport allegations include but are not limited to: Bullying, emotional misconduct (verbal acts, physical acts, acts that deny attention or support, exclusions, criminal conduct), harassment (discrimination, stalking voyeurism, spying) hazing (contact acts, non-contact acts, criminal contact, exclusion), power imbalance, sexual misconduct (including exposing genitals or inducing another to expose his/her genitals without consent, taking pictures or video of audio recordings, disseminating or threatening to disseminate), and/or retaliation against a person for making a report.

Date of Alleged Violation: _____ Time: _____

Name of the Alleged Violator: _____

Location of Alleged Violation: _____

Please provide a brief description of the alleged violation. Use the back of this form if more space is needed: _____

Is there a witness who is willing to testify and/or provide written testimony? _____

Signature of person making report: _____

Printed name: _____

Date: _____ Time: _____

Telephone: _____ Email Address: _____

In accordance with the Great Lakes Region alleged Sanction Procedure, alleged SafeSport Violation time frames are determined on a case by case basis.

Alleged SafeSport Allegation Procedures

Any action considered to be an offense under Federal, State or local laws must be reported immediately to the police and Safe Sport. The Region Commissioner must be notified, of these illegal actions within twenty-four (24) hours of knowledge of the situation, or ASAP. The Region Commissioner will immediately suspend the individual involved in this

Any other alleged violations are to be reported in writing, using the Report of Alleged Violations form, to the Region Commissioner/CEO within 120 days of knowledge of the violation.

Alleged SafeSport Violation time frames are determined on a case by case basis to further investigate the alleged violation and report back to the Region Commissioner/CEO in writing.

If the report of the alleged violation is properly filed, the Region Commissioner/CEO will inform the Hearing Officer of the situation within forty eight (48) hours of the submission of the Investigation Report. The Hearing Officer or his delegate gathers information and notifies the individual, team or club that is named in the allegation.

This committee has a minimum of thirty (30) business days to investigate the allegations. A hearing shall be held for the purpose of determining the facts surrounding the allegation. Such a hearing may be conducted in person, by telephone, by mail or by electronic mail.

A written statement of the decision from the Hearing Officer will be sent to the Region Commissioner within fourteen (14) business days following the investigation. The Region Commissioner will inform those involved of the decision from the Disciplinary Hearing Panel Possible outcomes could include sanctions ranging from warning to expulsion or a dismissal of the case due to insufficient evidence.

Appeals Process

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Within thirty (30) business days of receiving the appeal, the Appeal Committee will schedule a hearing.

Any decision by the Appeals Committee is binding; the member may contact the Region Commissioner/CEO, again in writing, within fourteen (14) business days and request a full Board of Directors hearing. Such a hearing, if scheduled will determine if the member was given adequate due process and the decision was made with fundamental fairness.

Within thirty (30) business days the full Board of Directors may schedule a hearing. The decision of the Great Lakes Region Board of Directors will be final.

Member chooses **not** to appeal.

Decision Final