



Abbotsford Minor Baseball Association

Grievance Policy

- 1.1. The purpose of this policy is to provide a positive and productive forum for parents/ guardians to express a grievance without inhibiting a coach from fulfilling his coaching responsibilities. Parents/guardians wishing to meet with a coach to discuss a grievance must follow the below guidelines:
 - 1.1.1. Parents/guardians will not approach coaches immediately after a game to air a grievance. To prevent further escalation and poor communication, parents and team officials must observe a 24 hour “cooling off” period. AMBA is firm on the observance of a 24 hour “cooling off” period. Individuals in violation of this may be brought before the Disciplinary Committee and may face suspension or expulsion from AMBA.
 - 1.1.2. Contact the head coach/team manager to arrange a meeting with the coach to discuss your grievance.

- 1.2. The following “Lines of Communication” shall be followed by members of the association who wish to have an issue resolved:
 - 1.2.1. Speak to the team manager. The team manager is the liaison between the coaching staff and the parents. In the case of no team manager, speak with the head coach.
 - 1.2.2. If this fails to satisfactorily resolve the issue, speak to the coach (if this was not done previously).
 - 1.2.3. If at this time the issue is still unsatisfactorily resolved, the issue may be forwarded to the Division Commissioner.
 - 1.2.4. If the issue is unsatisfactorily resolved it may be forwarded, in writing, to the Division Executive Director. Issues forwarded to the Executive that are not in writing may not be addressed.
 - 1.2.5. If the issue is still unsatisfactorily resolved the issue may then be forwarded in writing to the AMBA Presiden and/or the Board of Directors who, if necessary, will make a final resolution of the matter.

- 1.3. Where a team or team official has an issue that requires resolution the following “Lines of Communication” will be strictly followed:
 - 1.3.1. In the case of all Recreational/Representative teams:
 - 1.3.1.1. The Head Coach or Team Manager will discuss the matter with the Division Commissioner.
 - 1.3.1.2. If the issue is unsatisfactorily resolved the Head Coach or Team Manager may direct the issue to the Executive Director responsible for that division in writing.
 - 1.3.1.3. If the issue is still unsatisfactorily resolved, the Head Coach or Team Manager may direct the issue to the President and/or the AMBA Board of directors for final resolution.

- 1.4. Any decision by the Board of Directors on the issue will be made with regard to the policies of the AMBA (which comply with BC Minor Baseball, Baseball BC and Baseball Canada guidelines). Where the policies of AMBA do not cover the issue, reference will be made to BC Minor Baseball, Baseball BC and Baseball Canada Regulations and policies.
- 1.5. Where necessary, policies may be modified or up-dated as the Board of Directors sees fit.
- 1.6. All decisions made by the Board of Directors are considered final. There is no appeal process to this decision.
- 1.7. Any member or participant, whose conduct at a field; this includes but is not limited to games, practices or meetings, is legitimately deemed to be disruptive and not conducive to the well-being of the game or the Association, will be deemed to be in violation of these policies.
- 1.8. Possible consequences for violating these policies are as follows:
 - 1.8.1. The filing of an incident report against you.
 - 1.8.2. A hearing with the AMBA Disciplinary Committee.
 - 1.8.3. Temporary suspension from the team, field, batting cages and/or Association.
 - 1.8.4. Permanent expulsion from the team, field, batting cages and/or Association.
- 1.9. All violations of the Code of Conduct policy must be reported to the respective Division Director, or in the case of a tournament, also to the Tournament Director within 24 hours of the occurrence of the violation or upon becoming aware of the violation.
- 1.10. Any person that circumvents or disregards this Policy, may be suspended and dealt with in accordance with the AMBA Disciplinary Process.