

Sample Conflict Resolution Policy For Clubs

This information is being provided as a sample for your club to develop a conflict resolution policy and/or procedure. Please consult your board or attorney for a policy that best works for your club. We highly suggest you have your own legal counsel review all policies you put in place, as you are liable for the decisions your business makes, and Badger Region Volleyball Association is unable to provide you with any legal advice on whether your policies are sufficient or legally permissible. Badger Region will not review a policy that you have developed, we just need to know that you have one in place.

Conflict Resolution Procedure

The following guidelines have been established to protect the players, coaches and parents from uncomfortable and inappropriate situations when it comes to the professional discussion and handling of grievances. The coaches within Club Badger Region have been instructed to adhere to these guidelines to better maintain the club/player/parent relationship.

The procedure to discuss concerns about policies and actions are as follows:

1. The athlete should speak with the coach regarding the matter
2. If the matter remains unresolved and there is a legitimate concern, the parent AND athlete should request to meet with the coach. Coaches will ONLY meet with parents when the athlete is present, and not at a tournament.
 - a. Please do not confront a coach before, during or after an event. Arrange to meet with your coach at a convenient time for all parties, including before or after practice.
 - b. If a parent approaches a coach during a tournament, we have instructed our coaches to refuse to discuss the situation, to refer the parent to a club director, and walk away.
 - c. We also instruct our coaches not to get involved in a texting conversation.
3. If the matter still remains unresolved, the parent can request a meeting with the club director, along with the coach and the player. **THE PLAYER MUST BE PRESENT AT THE MEETING.**

It is important that players and parents alike understand that conversation with a coach is allowed and encouraged at any time throughout the season as long as it is civil and polite. However, when problems arise, we will all need to be rational and calm before discussion occurs.

ADDITIONAL POLICY OPTIONS/EXAMPLES

- Club Badger Region will not acknowledge or act upon any negative emails. While convenient for conveying details, email can also leave room for interpretation of feelings and misunderstandings. To initiate the grievance process, please contact the coach by phone or schedule an in-person meeting.
- Club Badger Region will require 24 hours from the time of the incident before a meeting is able to be scheduled. Please conduct all scheduling through email.

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- All problems or questions should wait until after the tournament or practice is concluded. At this time, our coaches would be more than happy to discuss any concerns you may have. The athlete must be included in this conversation. No conversations will be held without the athlete in attendance, to make sure that everyone is getting and giving the same message.

Additional Information that may be helpful

Reporting Inappropriate Behavior of Club Staff

Club Badger Region vigilantly maintains a policy that places the safety of the young athletes entrusted to our care and instruction as our highest priority. We watch team activities and interactions closely to try to prevent miscommunications that cause discomfort to any of the athletes or parents. If you see behavior of Club Badger Region employee that you believe to be inappropriate, report it immediately to the club director. All complaints will be investigated. Any employee found to be in violation of policy would be subject to discipline, which may include dismissal. There will be no retaliation against any complainants and/or witnesses who participate in an investigation. If you have any questions regarding the Club Badger Region policies or procedures, please do not hesitate to contact the club director.

Club Communication Policy & Guidelines

Parenting and coaching are important and complimentary vocations and by working together we are able to better provide benefits to the player. Since he/she is beginning to move into the adult world, one of our goals is to make them responsible for their own actions.

- Examples of Communication Coaches Expect From Parents
 - Advanced notification of any schedule conflicts. Preferably an email or phone call.
 - Specific concern in regard to a coach's philosophy and/or expectation.

Since our goal as a program is to move each athlete forward in their development as a player and a person, it is our request that you encourage your child to discuss any of the issues first with their coach. If your child is unclear of the resolution, please feel free to contact the coach with your child present.

- Examples of Appropriate Concerns to Discuss With Coaches
 - The treatment of your child – both mentally and physically
 - Ways to help your child improve
 - Concerns about your child's behavior

Our coaches are professionals who make tough decisions based on what they believe to be the best for the team and athletes involved. Certain things can and should be discussed with coaches. Other things, such as those in the following section, must be left to the discretion of the coach and will not be discussed, either in person or via phone or email:

- Examples of Issues Not Appropriate To Discuss With Coaches
 - Team Strategy
 - Play Calling

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- Other Athletes or Coaches
- Playing Time (unless framed such as “what can my child do to earn more playing time?”)

Situations may arise that may require a conference between the coach and a parent. These are to be encouraged, and it's important that both parents/guardians of the player have a clear understanding of the other's perspective. Please see above for the Club Badger Region Conflict Resolution procedure.