



FORT SASKATCHEWAN MINOR SPORTS ASSOCIATION

TITLE: DISPUTE RESOLUTION

POLICY #: 4150

Created: July 4, 2017	Last updated: May 29, 2018	Approved: XXXX
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Ver no.	Effective Date	Significant Changes

1.0 Purpose

To outline the circumstances upon which the dispute resolution process is initiated. A decision that is made by the Executive Committee of a Minor Sport program of the Fort Saskatchewan Minor Sports Association (FSMSA) can be appealed using the appropriate process in order to minimize any further disputes and potential formal legal proceedings.

2.0 Scope

This policy applies to all members of the Minor Sport programs under the umbrella of the FSMSA, currently including baseball, fastball, gymnastics, hockey, judo, lacrosse, ringette, soccer and any other Minor Sports that may join the FSMSA.

3.0 Terms

Appeal – A formal written request to review a decision made by the FSMSA. An appeal can only be made in accordance with the conditions outlined in this policy.

Appellant – The individual who is filing the appeal. The Appellant must be a member of the FSMSA including officials, parents, players, team officials, paid employees, volunteers, and executive board members. The Appellant can also be someone who is not currently in good standing.

Bias – A lack of neutrality that impairs the decision-maker's ability to fairly consider all perspectives and may restrict the process duty.

4.0 Policy

- 4.1 All disputes that result from a decision made by the FSMSA must be dealt with fairly, expeditiously, and affordably according to the rules and procedures outlined in this policy and the Appeal Procedure (#4150-a).
- 4.2 Appeals are intended for the purpose of reassessing a decision, not for re-deciding matters. An Appellant cannot challenge a decision unless he or she can prove any of the following conditions below to be true.
- 4.3 A decision can be considered for appeal if the decision making process did not follow the FSMSA's stated guidelines or procedures.



FORT SASKATCHEWAN MINOR SPORTS ASSOCIATION

- 4.4 A decision can be considered for appeal if the individual, group, or committee making the decision was not sufficiently empowered by the associated Minor Sport programs or FSMSA.
- 4.5 A decision can be considered for appeal if it can be proven that those responsible for making the decision did not consider important and relevant information.
- 4.6 A decision can be considered for appeal if it was influenced by bias on the part of the decision maker, or factors unrelated to the merits of the decision.
- 4.7 If the appeal meets the criteria in this document, an Appellant can formally send a written appeal to the FSMSA Office. The appeal, including rationale, must be sent by registered mail within twenty working days of the disciplinary decision advice, along with a \$200 non-refundable deposit. Appeals must be submitted individually. A group appeal will not be accepted.