DISCIPLINE & COMPLAINTS I HAVE A COMPLAINT **PROCESS** Complaint relates to by-laws, rules, Complaint relates to maltreatment, policies, or activities misconduct, discrimination, violence, **CONTACT:** bullying or harassment reporting@volleyballbc.org OR **CONTACT: ITP Sport and Recreation** egibbons@volleyballbc.org (CEO) Tel: 1-866-921-6714 Website: www.integritycounts.ca INTAKE **STAFF TRIAGE INTAKE** RECOMMENDATION (MAJOR OR MINOR **TRIAGE INFRACTION) DISCIPLINE CHAIR DECISION: Assesses validity and Complaint is** determines minor or dismissed. major infraction **MINOR INFRACTION MAJOR INFRACTION DECISION: INDEPENDENT CASE** Sanction applied if **MANAGER** appropriate. ALTERNATIVE **INVESTIGATION DISPUTE RESOLUTION DISCIPLINE PANEL Hears and reviews** evidence & applies sanctions

DECISION (& SANCTIONS IF APPROPRIATE)