

## **LMSC GRIEVANCE POLICY**

The LMSC encourages the resolution of soccer team issues (conflicts, grievances and discipline) to occur within each team. The LMSC is structured with intramural and travel teams. It is the intent of the LMSC Board of Directors to keep these matters confidential, involving only those directly involved with the grievance. The LMSC has enjoyed a history of the soccer community achieving success in the resolution of disputes by the parents, players and coaches without intervention by the LMSC. However, there are a number of situations that are not conducive to resolution without the participation of the LMSC officials. In the case that this cannot be accomplished, the following steps should be taken:

**Intramural Team Dispute:** Any grievance involving an LMSC intramural team player, parent and/or coach should be brought to the attention of the head coach for that team. If that approach is not feasible, then contact should be initiated with the Division Commissioner for that gender and age group intramural team. This can be accomplished by email to [soccer@lmsc.net](mailto:soccer@lmsc.net) with instructions to forward to the particular Division Commissioner. All grievances are treated in confidence. Upon completion of the investigation, the Division Commissioner may first attempt to facilitate a resolution between the parties. If this is not appropriate or in the best interest of the involved parties then the issue may be submitted to the LMSC Board of Directors for their review and consideration. It is understood that the decision of the Board is deemed final and cannot be appealed.

**Travel Team Dispute:** Any grievance involving an LMSC travel team player, parent and/or coach should be brought to the attention of the head coach for that team. If that approach is not feasible, then contact should be initiated with the Travel Team Coordinator, Grant Myers at [grantmyers@comcast.net](mailto:grantmyers@comcast.net) . A grievance may instead be brought to the attention of club President Biff Sturla at [soccer@lmsc.net](mailto:soccer@lmsc.net) . All grievances are treated in confidence. Upon completion of the investigation, the Travel Team Coordinator may first attempt to facilitate a resolution between the parties. If this is not appropriate or in the best interest of the involved parties then the issue may be submitted to the LMSC Board for their review and consideration. It is understood that the decision of the Board is deemed final and cannot be appealed.

**Grievance Reports** should include the following:

- Name of Team/Age group
- Name of Coach and Team Manager
- Name of Player
- Complete description of the issue. Include as much detail as needed, including date/time/location if relevant.
- Name of person filing complaint and date of the complaint.

**General Protocol** The LMSC does not permit parents to accost coaches after the game. It is recognized universally on the youth soccer and youth sport that a “cooling

off" period is in everyone interest after a game has ended. The LMSC prohibits parents from approaching coaches after the game. Use common sense in your approach to coaches , other parents, and players.