

## Yale Figure Skating Club Conflict Resolution

### 1. Statement from Bylaws on Conflict Resolution

If any member of the club has a complaint against another member of the Club for an infraction of any Bylaw, rule, policy or procedure of the Club, other than skating rules, they may file a complaint in writing to the Board of Directors of the Club. Such complaints will be investigated and resolved according to the Club's conflict resolution policy that the Club is required to adopt and have in effect in accordance with the Bylaws of USFSA.

- Approved on 7/9/16

### 2. Policy on Conflict Resolution

If any member of the Club has a complaint against another member of the Club for an infraction of any Bylaw, rule, policy or procedure of the Club, they may pursue the complaint as follows:

1. The complainant may bring a complaint informally to the Conflict Resolution Officer.
2. The informal complaint must be followed by a written complaint.
3. The Conflict Resolution Officer shall investigate by talking to all relevant parties.
4. The Conflict Resolution Officer shall respond in writing to the complainant within a week.
5. If this process does not resolve the issue, the complainant may appeal the case to the Board. In that case, the Conflict Resolution Officer will bring the written complaint and evidence from the investigation to the Board at the next regular meeting. The Board will make a decision on the issue.
6. If the complaint is still not resolved to the satisfaction of the complainant, he or she may appeal to the USFSA.

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Approved, July 9, 2016