



Whitman Crew Informal Dispute Resolution March 2019

Athlete concerns and disputes are best resolved informally directly between an athlete and the coach. Successful resolution of a dispute requires an open and honest exchange of information, a willingness to see a situation from a different perspective, an appreciation for the challenges and expectations of the roles of both the athlete and the coach, appropriate use of flexibility and an understanding of the competitive needs of the team.

The purpose of this policy is to provide an opportunity for Whitman Crew athletes and parents to internally resolve concern or disputes arising from the athlete's participation with Whitman Crew. Athletes and parents utilizing this process in good faith will be protected from any retaliatory actions.

The goal of the informal dispute resolution process is to exchange and review information in order to determine whether coaching decisions need to be revised or athlete behavior amended. The first step in the informal dispute resolution process is a meeting between the athlete and coach to determine if they can resolve the issue. In the event the athlete and the coach are not able to resolve the dispute, the athlete may request a follow up meeting that includes the athlete, the athlete's parent(s)/guardian(s), and the coach. The athlete also has the option to request a meeting with the President of Walt Whitman Crew to facilitate a conversation with the athlete, the athlete's parent(s)/guardian(s), and the coach. There may be circumstances where the President is able to assist the athlete and coach in finding a resolution.

In almost all situations an agreed upon resolution can be found through this informal, process of in person meetings.

If the athlete and coach can find no resolution, the athlete and/or parent(s)/guardian(s) have the right to file a formal complaint with Walt Whitman Crew. Walt Whitman Crew's formal dispute process follows US Rowing's SafeSport Complaint and Investigations Procedures.