

To move forward with submitting a grievance to the RAHA Board of Directors, please send a written description of the conflict to [Mike Staloch, Vice-President / Grievance Committee Chair](#). This document should contain the following:

1. The nature of the conflict. Define what occurred and what rule was broken.
2. Actions or conversations that have taken place to resolve the conflict.
3. What you would like to achieve as a resolution to the conflict

Upon receiving this document, the RAHA Grievance Committee will schedule a meeting to hear the dispute within 30 days and will render its decision within 5 days of the hearing.

The grievance document should be sent to Mike Staloch. It can be sent via email to: [mikes@rosemounthockey.org](mailto:mikes@rosemounthockey.org)

## ROSEMOUNT AREA HOCKEY ASSOCIATION HANDBOOK

### 3.0 GRIEVANCE PROCEDURE

The Board of Directors of RAHA sincerely intend to guide this organization toward the successful completion of the goal of making hockey a meaningful, enjoyable and learning experience for all of our players. In the process of doing this, it is realistic to assume that because of the nature of what we are doing and the number of people we are working with, some conflicts will arise. The Board of Directors wants to address each of these and arrive at an acceptable conclusion in the most efficient and effective way possible.

The first and most important step in conflict resolution is at the team level. The manager of each team is the primary contact person and the Board urges all members to make every effort to resolve conflicts through positive communications with the team manager, coach and Ace Coordinator, if necessary, after a 24-hour waiting period.

If conflict resolution is not possible at the team level, the next step in the grievance process is to submit to the Board in writing a detailed description of the conflict. This statement should include the nature of the conflict, what action or conversations have taken place to resolve the conflict and what you would like to achieve as a resolution to the conflict.

This document should be directed to the Vice-President of RAHA who is the Chairperson of the Grievance Committee. The other members of the committee consist of the President, Secretary/Treasurer, and additional members as determined by the Board.

The committee will schedule and meet with you after reviewing the grievance. The chairperson of the committee reserves the right to schedule the meeting, time and place. The chairperson also reserves the right to CLOSE the meeting to only those involved in the grievance. Other Board members may be present but do not have to vote in the proceedings.

Each committee member has one vote. Final ruling on each grievance must be held final and be accepted by all parties. The chairperson will then report the findings of the meeting to the full Board at the next scheduled board meeting.