



**DISCIPLINARY ACTION & DUE PROCESS POLICY
OF
Hoosier Regional Volleyball Association (HORVA)**

I DISCIPLINARY ACTION and DUE PROCESS

1) DISCIPLINARY ACTION PROCEDURES

It is the responsibility of the Hoosier Region Board of Directors to administer volleyball in the Hoosier Region (GPR) under the auspices of USA Volleyball (USAV). It is the policy of the Hoosier Region to develop reasonable means of resolving alleged violations (or grievance) of Region or USAV codes or policies which include without limitation: codes and policies established by the Region Board of Directors ("Board") or a Region Division and either published in the Region Handbook or otherwise published (paper or web site) and available to Region dues paying members; the USAV Code of Conduct; if applicable, USAV Coaches' Code of Conduct; and USAV or Region tournament entry forms or booklets.

These policies and procedures have been created to protect the rights, privileges and safety of the dues paying members of the Hoosier Region while preserving the integrity of the Hoosier Region and its activities objectively and fairly. The Region exists to foster volleyball and serve its members. It is not a judicial entity.

2) SANCTIONS

Each dues paying member is assured the opportunity to discretely file a complaint for the violation of these codes, rules, or regulations. If the member has made an orderly presentation, a review of their concerns or grievances should be made in a timely manner. The individual(s) who is the subject of the alleged grievance will also be given the opportunity to present their side of the issue or concern.

The Hoosier dues paying member who feels that a region rule, or policy has been violated, the member shall contact the Regional Commissioner by written letter (e-mail is acceptable). The Regional Commissioner will contact all parties involved and will conduct meetings necessary to gather information and bring resolution to the matter. The Regional Commissioner will advise all parties in writing within ten days of the final meeting of his/her findings, any recommendations or sanctions and a statement of the appeals process.

3) APPEAL PROCESS

If a dues paying member is dissatisfied with a sanction imposed upon them by the Regional Commissioner, a written appeal may be filed. Such appeal shall be directed to the President of the Board of Directors (BOD) and shall set forth the basis for the appeal. The dues paying member must notify the President of the BOD with the intent to appeal within ten days following the issuance of the written notification from the Commissioner imposing the sanction.

An appeal hearing shall be conducted by the entire Region Board. The BOD President shall act as the Chairman of the appeal. An appeal hearing shall occur within twenty days after the notice of intent to appeal has been mailed unless the Region member and BOD agree otherwise.

Notification of the time, date and location of the appeal hearing shall be sent to the Region member by certified mail. Any previous decisions and sanctions shall remain in effect until the appeal hearing. A quorum of the Region Board members must be physically present to constitute a valid appeal hearing. Appeal hearings may be recorded. The judgment of the appeal board shall be final.

Conflicts of interest: The actual or appearance of a conflict of interest by any individual involved in any level must result in that individual resigning from the appeal process or being replaced for purposes of the relevant matter by appointee of the Commissioner or objective designee.

4) DUE PROCESS

In accordance with the USAV Bylaws, a party who has exhausted Region due process may appeal the Region's decision to the USAV Ethics and Eligibility Committee for a determination of whether the party received adequate due process. If relevant, an appealing party might be required to submit an appeal to an intermediate adjudicating authority of a USAV Commission, Division, or other substructure (e.g., a matter involving an official's eligibility to officiate at non-Region USAV events might be subject to due process of the Officials' Commission before it can be considered by the USAV Ethics and Eligibility Committee).

If an individual moves into the Hoosier Region, or a club/team attempts to register in the Region, who currently is subject to the sanctions of another Region, the Hoosier Region shall respect and observe the other Regions sanctions for the balance of the term regardless of whether such the appeal due process was exercised.

The region recognizes and adopts (for purposes of RVA activities and privileges) any penalties imposed by the USA Volleyball Ethics & Eligibility Committee.