



Grievance

and disciplinary policy

Complaints and Disputes

1. All concerns, allegations or reports of malpractice or abuse relating to the welfare of children or vulnerable adults will be recorded and responded to swiftly and appropriately in accordance with the Club's and BJJAGB's safeguarding policy and procedures. The Welfare Officer shall be the lead Officer for all Members in the event of any safeguarding concerns.
2. Any complaints of misconduct (improper or unprofessional conduct) regarding the behaviour of Members or Coaches shall be dealt with by the Club in accordance with its discipline and appeals process* and must be presented in writing to the Lead Welfare Officer (and where the matter relates to the Lead Welfare Officer, the complaint must be submitted to the Deputy Lead or BJJAGB). Unless exceptional circumstances apply, the Lead Welfare Officer will hear complaints within fourteen days of receiving a complaint. If the complaint is sufficiently evidenced, the Lead Welfare Officer will appoint 3 (three) Club Members (who have no direct or indirect interest/involvement in the matter) to sit on a disciplinary panel. Subject to rule 3 below, a decision of the disciplinary panel shall be final and conclusive.
3. Any appeals must be received by the Lead Welfare Officer within 7 (seven) days of receiving the written decision and, if appropriate, the appeals process will be followed.
4. Any complaints of serious misconduct (including, without limitation, theft, doping violations, fraud, physical violence, safeguarding policy breaches, serious breach of applicable health and safety, or any act or omission of the Member or Couch which in the opinion of the clubs Code of Conduct Policy, acting reasonably, brings or is likely to bring the sport or club into disrepute) regarding the behaviour of Members or Couches shall be reported and dealt with by Club/BJJAGB in accordance with its Disciplinary Procedures.
5. If a dispute arises between any Members or Couches of the Club about the validity or propriety of anything done by any Member or Couch under these Rules and the dispute cannot be resolved by agreement, the parties to the dispute must first try in good faith to settle the dispute by mediation before resorting to litigation.