



Grievance Policy

A grievance can be between a member and another member, a member and a committee member, a member and a representative of the association or a committee member and a representative of the association.

The Principal Coach is to manage all grievances on behalf of the Horsham Calisthenics College.

When a dispute arises, it is to come to the attention of the Principal Coach.

Parties must attempt to resolve the dispute

The Principal Coach will instruct all parties involved to attempt to resolve the dispute between themselves within 14 days of the dispute coming to the attention of each party and the Principal Coach.

Appointment of a Mediator

If the parties are unable to resolve their dispute within 14 days, the Principal Coach will act as the mediator to attempt to resolve the dispute between any of the following parties:

A member, a committee member and a representative of the association.

Where a grievance involves the Principal Coach, a person employed by Calisthenics Victoria Incorporated will be appointed as a mediator.

The mediator is not required to determine the dispute, they are just required to ensure that both parties have the opportunity to be heard.

Unable to resolve the Dispute after Mediation

If the parties are unable to resolve their dispute, the Executive Committee will consider the grievance and seek guidance from Calisthenics Victoria Incorporated, to put actions in place to resolve the dispute, in the best interest of the Horsham Calisthenics College.

Representative of the Association can be coaches, assistant coaches and cadets.



**Horsham Calisthenics
College**

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