



POLICY TYPE: Governance
POLICY TITLE: Grievance

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This Grievance Policy sets forth policies for addressing grievances and disciplinary actions within the American Canoe Association (ACA).

SECTION 1. DESIGNATION OF GRIEVANCES

The Grievance Committee addresses concrete and particularized grievances. The following grievances shall be within the jurisdiction of the ACA Grievance Committee:

- a. Administrative Grievance. Any grievance filed by a member of the ACA pertaining to any matter within the cognizance of ACA, including but not limited to any alleged violation of: (i) any ACA rule or regulation; (ii) any provision of the ACA's or a committee's, council's, or other subordinate body's rules, regulations, or stated practices; or (iii) alleged non-compliance by the ACA with the United States Olympic & Paralympic Committee ("USOPC") Bylaws or the Ted Stevens Olympic and Amateur Sports Act.
- b. Disciplinary Proceeding. Any grievance filed by a member of the ACA against another member of the ACA, or former member of ACA if the action occurred while the individual was an ACA member, regarding any alleged violation of the [ACA Member Code of Conduct](#), [U.S. Center for SafeSport Code](#) (except as set out below) or any other rule or regulation relating to an individual's conduct.
- c. Right to Compete. Any grievance filed by an athlete, coach, trainer, administrator or official pertaining to any alleged denial of, or alleged threat to deny, that individual's opportunity to compete in an ACA sanctioned competition.
- d. Instruction-related Grievance. Any grievance filed by a member of the ACA involving the conduct of a certified Instructor, Instructor Trainer, Instructor Trainer Educator, Paddlesports Safety Facilitator, or Community Paddlesports Leader acting in their capacity as a certified Instructor, Instructor Trainer, Instructor Trainer Educator, Paddlesports Safety Facilitator, or Community Paddlesports Leader, subject to referral to the ACA Safety Education Instruction Council ("SEIC") under Sections 10 or 11(d) herein, and/or any grievance or report submitted to the SEIC and thereafter referred by the SEIC Chair to the Grievance Committee.
- e. Any grievance or report referred to the ACA by the U.S. Center for SafeSport.

SECTION 2. JURISDICTION AND STANDING

- a. Jurisdiction. Any member of ACA, by reason of membership (including event membership), agrees to be subject to these procedures and agrees to be bound by any decision rendered pursuant to these procedures. Former ACA members whose membership was current at the time of the actions

or events giving rise to the grievance shall be subject to these procedures and shall be bound by any decision rendered pursuant to these procedures.

- b. Standing. Any member of ACA who has suffered harm as a result of any matters noted in Section 1 above shall have the right to file a grievance with the ACA. Standing for any grievance or report referred to the ACA by the U.S. Center for SafeSport shall be determined by the rules and regulations of the U.S. Center for SafeSport.
- c. The U.S. Center for SafeSport has the exclusive jurisdiction to investigate and resolve alleged SafeSport Code violations involving or related to child abuse or sexual misconduct. Any report received by the ACA of an allegation that falls within the Center's exclusive jurisdiction will be referred to the Center immediately and not later than within 24 hours of receipt.
- d. The U.S. Center for SafeSport has concurrent jurisdiction to investigate and to resolve certain other alleged SafeSport Code violations. If the Center elects to exercise its discretionary jurisdiction, the Grievance Committee shall have no power to investigate or adjudicate the grievance.

SECTION 3. MANNER OF FILING

A complainant must complete and submit an [electronic Grievance Form](#). This form is automatically transmitted to the Chair of the Grievance Committee and the Executive Director of the ACA. The grievance shall set forth in clear and concise language, preferably in numbered paragraphs:

- a. The full name of the complainant and ACA membership number. If the person filing does not have an ACA membership number, such person must include an explanation of the standing to file a grievance under this policy including a statement of harm experienced by the person filing the grievance.
- b. The alleged violation, grievance, denial or threat to deny, or failure to meet instructional standards, including a citation to each specific rule, regulation, policy, or other code that is alleged to have been violated.
- c. The remedy or relief requested. A Grievance can include multiple or alternative requested remedies or relief.
- d. Any supporting evidence and/or documentation supporting the grievance which can be uploaded via a link on the electronic Grievance Form, including a list of individuals (including contact information if known) whom the complainant believes has information concerning the alleged violation.

SECTION 4. CONFIDENTIALITY

All grievances under this policy and all procedures on those grievances shall be confidential. Aside from the Grievance Committee, the Hearing Panel to which a grievance is assigned, and relevant members of the ACA staff on a need-to-know basis, disclosure shall not extend beyond Affected Parties as defined below in Section 11(b), and potential witnesses contacted to participate in a hearing, unless information is requested by law enforcement, a child protective services organization, or another authority that has the power to compel disclosure. In addition, information may be disclosed as required for the purposes of reporting to or being audited by the USOPC or the U.S. Center for SafeSport. All persons involved in the investigation and hearing shall maintain the confidentiality of the proceedings. At the discretion of the Executive Director or the Grievance Committee, decisions by a Hearing Panel shall be made available to ACA members upon request and/or published on the ACA website.

SECTION 5. STATUTE OF LIMITATIONS

A grievance filed under this Policy shall be filed within 180 days of the occurrence of the alleged actions giving rise to the grievance. This Statute of Limitations does not apply to allegations or grievances filed with the U.S Center for SafeSport and referred to the ACA.

SECTION 6. DOPING DECISIONS

An allegation of a violation of anti-doping rules within the jurisdiction of the independent anti-doping organization designated by the USOPC to serve as the U.S. National Anti-Doping Organization (currently the United States Anti-Doping Agency) shall not be within the jurisdiction of the Grievance Committee or subject to these procedures.

SECTION 7. SAFESPORT DECISIONS

A decision concerning a SafeSport violation adjudicated by the independent SafeSport organization designated by the USOPC (currently the U.S. Center for SafeSport) shall not be reviewable through, or the subject of, these procedures.

SECTION 8. FIELD OF PLAY DECISIONS

The final decision of an official during a competition regarding a field of play decision (a matter set forth in the rules of the competition to be within the discretion of the official) shall not be reviewable through the procedures for, or the subject of, these procedures unless the decision is: (i) outside the authority of the official to make, or (ii) the product of fraud, corruption, partiality, or other misconduct of the official. For purposes of this Section, the term "official" shall include any individual with discretion to make field of play decisions.

SECTION 9. ADMINISTRATION

The Grievance Committee shall generally administer and oversee all matters subject to this policy. ACA will provide fair notice and a reasonable opportunity to be heard to any participant, athlete, coach, trainer, Instructor, Instructor trainer, Instructor Trainer Educator, manager, administrator, or official participating before declaring any final decisions, remedies, or remediation. The Grievance Committee shall ensure that all grievances are heard in a timely manner and that all grievances are reviewed in a fair and impartial manner. Following any matter that comes before a Hearing Panel, an order shall be issued pursuant to Section 14 (Decision) below. The Grievance Committee may promulgate procedures in addition to those set forth in this Policy for the effective administration of grievances and may otherwise provide support to Hearing Panels.

SECTION 10. INITIAL REVIEW OF GRIEVANCE

Upon receipt of a grievance, the Chair of the Grievance Committee or the Chair's designee—in consultation with the Executive Director—shall review the grievance and shall notify the complainant of any issues that, on their face, could result in dismissal of the grievance, such as failure to comply with the applicable statute of limitations or procedural defects. For those procedural defects that can be cured, the complainant shall be given the opportunity to cure the defects before the grievance is dismissed.

For submitted grievances that are subject to dismissal because they are outside of the Grievance Committee's jurisdiction or because a more appropriate forum for resolution exists, the Chair of the Grievance Committee or the Chair's designee, may, in their discretion, refer the grievance to the entity, organization, or body that has jurisdiction to hear the dispute or that is better suited to provide a

resolution. Such referrals include but are not limited to referrals of SafeSport complaints as provided in Section 2(c), referral of anti-doping related complaints to the U.S. National Anti-Doping Organization, referral of instructional-standards related complaints to the SEIC, or referral of alleged violations of the Ethics and Conduct Policy (Board Policy ENC-001) to the Executive Committee of the ACA Board of Directors.

In the case of a properly filed grievance, the Chair shall acknowledge receipt of the grievance and, as appropriate, will notify the complainant whether the Grievance Committee has jurisdiction over the grievance.

Upon determination that the Grievance Committee will exercise jurisdiction over the grievance, the Committee shall timely give reasonable notice to the responding party after receipt of the grievance. This notice shall set out the proposed action, charges, or alleged violation in writing with the supporting documentation filed by the filing party, and potential consequences or remedies requested if a violation is found.

SECTION 11. CONDUCT OF THE PROCEEDING

a. Appointment of Hearing Panel.

A Hearing Panel shall administer and oversee matters referred to it under this Policy according to the procedures set forth below and will ensure that all Grievances are heard in a timely manner.

Within 20 business days after receipt of a dispute, the Chair of the Grievance Committee, or the Chair's designee, shall appoint a Hearing Panel consisting of three disinterested and impartial individuals to hear the grievance. For all grievances involving an athlete, coach, trainer, competition, or official or field of play determinations that are within the purview of this policy, at least one member of the Hearing Panel shall be an athlete meeting the definition for "Elite Athlete" as set forth in the ACA Bylaws.

If the grievance includes instruction-related concerns involving the competence of a certified Instructor, Instructor Trainer, or Instructor Trainer Educator, including concerns or Grievances that involve the ACA Code of Conduct or other rule or regulation relating to the conduct of the Instructor, Instructor Trainer, or Instructor Trainer Educator during an organized ACA registered instruction, then the Hearing Panel shall include the SEIC Chair or the SEIC Chair's designee.

Members of the Grievance Committee may serve as members of a Hearing Panel. Members of a Hearing Panel (other than the Athlete Representative or SEIC designee as discussed above) need not be members of the ACA or involved in paddling.

The Chair of the Grievance Committee or the Chair's designee will also name one of the individuals of the Hearing Panel as Hearing Panel Chair. Once appointed, the Grievance Committee will timely disclose the names of the hearing panelists to the identified reporting party, the Adverse Parties, and the Executive Director.

All members appointed to a Hearing Panel shall disclose in writing any facts or circumstances that may give rise to a conflict or to an appearance of impropriety in their service as a member of the Hearing Panel. The identity of the Hearing Panel members and facts that may give rise to conflicts or appearances of conflicts shall be disclosed to all parties as soon as practical after receipt of conflict information from the proposed members of the Hearing Panel. If any party with a direct interest in the outcome believes that a Hearing Panel member is neither disinterested nor impartial, that party may challenge the participation of that Hearing Panel member to the Chair of the Grievance Committee in writing not more than five business days after receipt of the Hearing Panel member information. The Hearing Panel member in question shall thereafter be presented with the challenge and may, upon

review, voluntarily recuse. If the Hearing Panel member in question does not voluntarily recuse, the Chair of the Grievance Committee, or the Chair's designee, shall review the objection to, and comments of, the Hearing Panel member in question. The Chair of the Grievance Committee, or the Chair's designee, has the sole discretion to determine that the Hearing Panel member's service on the Hearing Panel may pose an appearance of impropriety, and if so, the Chair of the Grievance Committee may replace that member. The Chair of the Grievance Committee, or the Chair's designee, has the sole discretion to determine that there is not an appearance of impropriety and may dismiss the challenge.

b. Affected Parties.

Affected Parties include the identified complainant(s), the individual(s) or entities that are named in the grievance, and those who will be directly impacted by the outcome. After the appointment of a Hearing Panel, the Hearing Panel shall determine which persons are Affected Parties, and upon such determination, shall offer the Affected Parties the opportunity to participate in the adjudication of the grievance as parties and shall be provided all materials as any other party. An Affected Party who elects not to participate shall nonetheless be bound by any final decision.

c. Documents Provided to Panel

After the appointment of the Hearing Panel, the Executive Director or Chair of the Grievance Committee will promptly provide to the Hearing Panel Chair a copy of each of the following documents: (i) the Grievance Form as submitted; (ii) all materials provided with the Grievance Form, if any; and (iii) any additional relevant documents known to be in the possession of the ACA. The Hearing Panel shall ensure that all Affected Parties have copies of all materials and relevant documents.

Parties to the process may communicate with the Hearing Panel by emailing the Hearing Panel Chair with a copy to the Chair of the Grievance Committee. Evidentiary materials may be submitted to the Hearing Panel by emailing the Hearing Panel Chair with a copy to the Chair of the Grievance Committee.

d. Dismissal of Grievance (Basis for a Motion to Dismiss)

The Hearing Panel has the authority to dismiss a grievance if it determines that the underlying matter is not appropriate for the hearing process, including but not limited to a lack of jurisdiction, inappropriate subject matter, or the presence of a forum for resolution that is more appropriate for the dispute.

In addition, any Affected Party may file a motion to dismiss based on such grounds, which the Hearing Panel will decide upon after receiving written arguments from the complainant, other Affected Parties, and, if requested by the Hearing Panel, oral arguments.

e. Response

The Respondent shall have 20 business days from receipt of the grievance to respond or file a motion to dismiss. Respondent may request additional time from the Hearing Panel to file the response. The Hearing Panel shall send the Response and all included documentation to all Affected Parties.

f. Discovery; Exchange of Documents, Witness Lists and Evidence

The Hearing Panel shall determine whether, and to what extent, discovery and exchange of documents will be allowed or required, subject to the understanding that the hearing process is meant to be efficient and streamlined. The Hearing Panel shall also set the deadline for the exchange of witness lists and evidence to be presented at the hearing, which shall be exchanged directly between the parties and which shall be simultaneously provided to the Hearing Panel Chair with a copy to the Chair of the Grievance Committee

g. Time and Place of Hearing

The Hearing Panel Chair will select the time and place/medium for the hearing so as to have the hearing occur at the earliest convenient date consistent with the need to provide the parties with adequate time to prepare. In any event, the hearing (unless waived by the parties) shall be scheduled not more than 60 business days from the last filing by either party unless the hearing is to be expedited or the Hearing Panel specifically determines that a longer period is necessary in the interest of justice. The Hearing Panel may also shorten all time periods as it deems necessary and appropriate in order to render a decision in a timely manner under the circumstance of the grievance and taking into consideration any related deadline(s), forthcoming competition(s), or other event(s).

h. Manner of Hearing

The Hearing Panel Chair will conduct the hearing in person, by telephonic conference call, video conference, or other similar electronic means whereby all parties participating may hear and speak to each other during the hearing. The Hearing Panel Chair will communicate information about the hearing schedule to all Affected Parties. An in-person hearing shall not be mandatory, unless the Hearing Panel, in its sole discretion, determines an in-person hearing is required.

i. Minimum Standards for Hearing

Subject to modifications by the agreement of the parties as approved by the Hearing Panel, the procedures to be followed at the hearing shall, at a minimum, include the opportunity for each party to (i) be represented by counsel (at that party's expense), (ii) present oral or written evidence, (iii) cross-examine witnesses, and (iv) present such factual or legal claims as may be relevant to their respective claim(s) or defense(s).

j. Conduct of the Hearing

The Hearing Panel Chair shall preside over the hearing and control the conduct of the hearing, including addressing evidentiary issues. The testimony of witnesses shall be taken under oath or affirmation administered by the Hearing Panel Chair (e.g. "Do you solemnly swear or affirm that the information you will provide in this proceeding shall be the truth, the whole truth, and nothing but the truth?"). The rules of evidence applicable to court proceedings may be used to guide the proceeding but shall not be strictly enforced; the Hearing Panel shall, however, consider and assess the probative value and reliability of any evidence presented, including hearsay testimony. The Hearing Panel Chair, in consultation with the other members of the Hearing Panel, shall set such timelines and such other rules regarding the conduct of the Hearing as deemed appropriate and/or necessary.

k. Recording the Hearing

Any party may have a record made of the hearing. A court reporter may be present at the hearing at the request of a party. The court reporter shall be paid for by the party requesting the court reporter, or if mutually agreed, the cost may be equally divided. Any transcript shall be paid for by the party requesting the transcript. Any party seeking to record a hearing should inform all other parties in writing before the hearing. No person may secretly record a hearing or cause a hearing to be secretly recorded, in any form.

l. Records Keeping

All documents, records, and decisions involving any grievance procedure shall be retained by the ACA National Office for a period of no less than five years.

m. Burden of Proof

In the conduct of a hearing, the burden of proof shall be upon the person(s) pursuing the grievance to prove the allegations by a preponderance of the evidence, except in the case of a

disciplinary matter that is being disputed by a member, in which case the burden of proof shall be on ACA to prove the allegations by a preponderance of the evidence.

n. Decision of the Panel

Decisions on the merits of the grievance and the form of remedies, including the nature and extent of discipline, shall be determined by a majority vote of the Hearing Panel.

The Hearing Panel shall report its decision on the merits, the consequences, and any prescribed remedial actions in writing to the Chair of the Grievance Committee, all Affected Parties, and the Executive Director within 30 business days of the conclusion of the hearing. Potential outcomes, consequences, or prescribed remedial actions may include, but are not in any way limited to, dismissal of the grievance without further action; documentation of findings to an Affected Parties' membership file either for a specific period of time or permanently; private censure; public censure; probation for a period of time and/or contingent upon completing required remedial training(s) before being able to participate in ACA events, appear on behalf of the ACA, or otherwise be affiliated with the ACA; temporary suspension of certifications or membership; permanent revocation of certifications or membership; and, if warranted, recommendations that the ACA take further legal action.

The Hearing Panel may extend the date for reporting its decision on the merits where necessary, and shall inform the parties of the extension.

o. Legal Fees

Every party has the right to be represented by an attorney or other representative of their own selection in any proceeding under this Policy. However, each party shall pay their own legal and/or representation fees in all proceedings, unless such fees are awarded by the Hearing Panel where the Hearing Panel determines that a party has committed abuse of process or filed a frivolous grievance. Without limiting the ability of a member who is claiming an opportunity to participate has been denied to avail themselves of the process set forth in Section 9 or 10 of the USOPC Bylaws or in the Ted Stevens Olympic and Amateur Sports Act, a decision made by the Hearing Panel shall be final and binding and may not be appealed except pursuant to this Grievance Policy.

SECTION 12. EXPEDITED PROCEDURES

Upon the request of a party, and provided that it is necessary to expedite the proceeding in order to resolve a matter relating to a competition that is so scheduled that compliance with regular procedures would not be likely to produce a sufficiently early decision to do justice to the affected parties, the Grievance Committee is authorized to order that the grievance be heard and decided within 48 hours of the filing of grievance. In such a case, the hearing panel is authorized to hear and decide the grievance and subsequent review by the ACA Board of Directors shall not be available. The expedited procedures shall be such procedures as are necessary but fair to the parties involved in the determination of the Hearing Panel.

SECTION 13. TEMPORARY MEASURES

The ACA may implement temporary measures at any time if an assessment of the allegations of a complaint determines that measures are necessary to mitigate risk, or to protect ACA members, athletes or the sport community. The Executive Director and/or the Grievance Committee may implement or modify Temporary Measures at any time. A Temporary Measure shall be effective immediately upon notice, unless stated otherwise. Temporary Measure(s) will remain in effect until the Executive Director and/or the Grievance Committee expressly removes the Temporary Measure(s). Any Temporary Measure(s) imposed or modified by the Executive Director will be subject to review by the Grievance Committee as soon as reasonably practicable.

Temporary measures under these provisions may be imposed even if the underlying complaint is within the exclusive jurisdiction of the U.S. Center for SafeSport, in which case any temporary measures shall comply with the SafeSport Code.

When implementing a temporary measure, the Executive Director and/or the Grievance Committee must consider whether (i) the measure is reasonably appropriate based on the seriousness of the allegations and the facts and circumstances of the case; (ii) the measure is reasonably appropriate to maintain the safety or well-being of the complainant, ACA members, other athletes, or the sport community; or (iii) the allegations against the Respondent are sufficiently serious that the Respondent's continued participation could be detrimental to the best interest of the ACA and those participants.

Temporary measures may include, but are not limited to, altering schedules, providing or requiring chaperones, implementing contact limitations, implementing measures prohibiting one-on-one interactions, and suspensions from participation in some or all aspects of an ACA or sport activity. If measures require monitoring or chaperoning, the Respondent may be required to locate, arrange, and pay for some or all of those services as a condition of continued participation pending completion of the investigation.

Failure to comply with a Temporary Measure constitutes an independent violation.

SECTION 14. DECISION

As discussed in Section 13(n), a decision shall be determined by a majority of the Hearing Panel. The decision shall be included in a written order distributed to the Affected Parties. The order issued by the Hearing Panel will set forth the ruling body's understanding of the facts, analysis of the issues presented, and ruling on each issue presented. In the event that the grievance was referred to the Grievance Committee by the SEIC, the SEIC Chair will be informed of the disposition of the grievance.

Any order issued by the Hearing Panel shall be final, subject to the appeal pursuant to Sections 15 (Appeal to Board) and 16 (Arbitration) below.

Any sanctions applied should be appropriate and reasonable under the circumstances.

SECTION 15. APPEAL TO BOARD

Within no more than 15 business days after the issuance of a Hearing Panel's decision, an Affected Party may appeal to the ACA Board of Directors the decision of the Hearing Panel by making a request in writing to the Chair of the ACA Board of Directors, while also copying the Executive Director and the Chair of the Grievance Committee. The ACA Board of Directors shall within 45 business days of the request, and by majority vote where a quorum is present, review such decision and (a) affirm the decision, (b) reverse the decision, or (c) remand the decision to the Hearing Panel for additional appropriate action. If the Board of Directors elects to remand a decision to a Hearing Panel, it will provide a written decision identifying any applicable issues or errors warranting remand to the Hearing Panel and the Hearing Panel will, if necessary, conduct additional hearings and issue a subsequent decision considering the Board's decision.

SECTION 16. ARBITRATION

Either in addition to or in lieu of appealing to the Board, an Affected Party may seek independent review of the final decision of any Hearing Panel by instituting a private, binding, and final arbitration before a single disinterested arbitrator by giving written notice within 15 business days from the later

of receiving a written final decision by the Hearing Panel or the Board's vote on the appeal of the decision. The parties to the appeal shall agree on the arbitrator to review this dispute; to the extent that the parties are unable to mutually agree on an arbitrator, they will inform the Grievance Committee, and the Chair of the Grievance Committee, or the Chair's designees, then shall the sole authority to appoint the arbitrator.

Unless the parties otherwise agree, the arbitration will be governed by the American Arbitration Association's Commercial Arbitration Rules. The arbitrator may give whatever weight or authority to the decision of the Hearing Panel as the arbitrator deems appropriate. A decision rendered by the arbitrator will be considered binding, final, and not subject to any further appeal.

The party seeking and initiating this arbitration will solely responsible for the costs and expenses associated with initiating the arbitration, retaining the arbitrator, and any related administrative expenses unless or until the arbitrator ultimately opts to otherwise allocate the costs or fees.

Notwithstanding any provision herein to the contrary, ACA will submit to binding arbitration in any controversy involving the opportunity of any amateur athlete, coach, trainer, manager, administrator, or official to participate in amateur athletic competition upon the demand of the USOPC or any aggrieved amateur athlete, coach, trainer, manager, administrator, or official using an established major national provider of arbitration and mediation services based in the US and designated by the USOPC with the concurrence of the USOPC AAC and the National Governing Bodies' Council, as required by §220522(4)(B) of the Ted Stevens Olympic and Amateur Sports Act

SECTION 17. REPORTING RIGHTS AND ANTI-RETALIATION

It is the right of all covered persons to avail themselves of the protection of these procedures and to report violations or suspected violations in accordance with this policy. For purposes of this Policy, "violations" includes alleged violations falling within the Grievance Committee's purview as defined in Section 1 as well as any applicable state or federal laws.

No individual who in good faith reports a violation of the applicable provisions covered herein or who is protected by the policies listed (including individuals who participate in investigations) shall suffer harassment, retaliation or adverse membership consequences.

"Retaliation" as used in this policy means, but is not limited to, any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including but not limited to removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a protected individual as a result of any communication, including the filing of a formal complaint, by the protected individual or a parent or legal guardian of the protected individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with (A) U.S. Center for SafeSport; (B) a coach, trainer, manager, administrator, or official associated with the corporation; (C) the Attorney General; (D) a Federal or State law enforcement authority; (E) the Equal Employment Opportunity Commission; or (F) Congress.

Retaliation may be present even where there is an eventual finding that no violation occurred, but Retaliation does not include good-faith actions lawfully pursued in response to a report of a violation. In addition, no Covered Individual nor the National Governing Body itself shall take or threaten to take any action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of the Athlete Ombuds as outlined in the Ted Stevens Olympic and Amateur Sports Act, Section 220509(b)(5). For purposes of this Policy, a report is made in good faith when the individual making the report has an honest and reasonable belief that the misconduct being reported has occurred and is a violation (or may be a violation) of the applicable rules. A person who makes a report that is not in good

faith, including a report that is knowingly false, violates this policy and may be subject to sanctions hereunder.

SECTION 18. RESOURCES

Additional information concerning the adjudication of rights to compete or other proceedings related to the adjudications hereunder may be available from the USOPC Athlete Ombuds at 1-888-ATHLETE.

Revisions:

Revisions to this policy shall be executed and be approved by the Board of Directors. All revisions must be consistent with the prevailing ACA Bylaws. The ACA Secretary shall maintain historical versions of this document. Revision History		
Rev	Description of Changes	Date
0	Original document – waiting USOC and ACA approval	7/30/2017
1	Changed “Athlete Member” to “Actively Engaged Athlete” per USOPC	7/18/2019
2	Revised Section 13 to remove the reference to complaints “involving selection to participate in a competition” which makes this section apply to all types of complaints made to the Grievance Committee	2/1/2020
3	Revised Section 9 to add language regarding “Fair Notice and Opportunity for Hearing; revised Section 16 to add language regarding bind arbitration.	3/10/2020
4	Revisions to: §1 adding type of complaint; §9 explaining process when member of grievance committee has a perceived conflict; §10 clarifying language on timeline of proceeding. Addition of §16 Anti-Retaliation. Removal of Filing Fee.	9/23/2021
5	Many changes to broaden process to all types of complaints and to add detail to the process sections.	8/5/2022
6	Substantial revisions throughout to add more details and better align policy with governing law and best practices, including adding a new § 4 “Confidentiality”, new § 13 “Temporary Measures,” new § 17 “Reporting Rights and Anti-retaliation,” and a new § 18 “Resources.”	4/16/2024