



LAC Swimming Swimmer and Parent Grievance and Appeal Process

Parent and/or swimmers can request review of discipline or grievance decisions through the President of the Board of Directors. This should be done within 7 calendar days of the conveyance of the discipline or grievance decision.

It should be noted that in the issue of a grievance the normal process would be as follows;

1. Discuss the issue with the swimmer's coach
2. Should you not reach an amicable solution then discuss with the appropriate site coordinator
3. Finally, you would discuss the issue with the Head Coach

It is understood that some grievances could be so severe in nature that you may feel it appropriate to immediately contact the President of the Board of Directors. If you are unsure of the appropriate action, please contact the President of the Board of Directors.

Upon request for an appeal, the President of the Board of Directors convenes the Board of Directors appeal review committee. This review committee will be comprised of the President of the Board of Directors along with members of the Board of Directors from each pool location to include the Colony, Flower Mound, and Keller. The Board of Directors member with Human Resources responsibility will coordinate and lead this review committee.

Review meetings will be held as soon as reasonably possible to ensure participation from all committee members. The Head Coach will brief the review committee on the situation prior to the review meeting. The parent and/or swimmer may be asked attend the review meeting to allow them to provide their request for an appeal directly to the committee members.

The review committee will meet independently immediately following the meeting to make a final decision on upholding or changing the discipline decision.