

Conflict Resolution Policy

Approved: September 14, 2025

The Lanark United Volleyball Club (LUVC) understands that disagreements are a natural part of any organization, especially in youth sports. LUVC is committed to ensuring that concerns are investigated and resolved in a fair, timely, and appropriate manner for all involved: athletes, guardians, coaches, and Board members. LUVC aims to provide a transparent process for all parties to find a fair resolution.

Core Expectations for All Members: LUVC expects that all members—athletes, guardians, and coaches—will behave in a manner that is respectful of others and conducive to effective discussion.

General Principles for Resolving Concerns:

- Conflict is best resolved through open discussion.
- Keep the number of participants in the discussion to a minimum. Do not broadcast the dispute or involve others.
- Do not attempt to resolve disputes during practice time.

Specific Guidelines for Guardians Raising Concerns:

1. Do not approach the coaching staff with concerns about playing time. This is a conversation that should involve coaches and athletes only.
2. Observe a cooling-off period of 24 hours between the cause of the concern and initiating contact.
3. Guardians should then contact the coach directly and contact the internal club representative designed for this purpose (currently the Registrar) to arrange a meeting to discuss the issue.
4. If still not satisfied after speaking with the coach, contact shall be made with the President or a member of the club executive to discuss the matter.



Procedure for Coaches Raising Concerns:

- In the event that a coach has an issue with an athlete or guardian, they will first advise the Coaching Committee or President.
- The coach will then initiate a private conversation with the athlete or guardian following the Rule of Two.
- If no resolution is reached through the private conversation, a letter will be sent to the Guardian and copied to the LUVC Executive for review.
- The Executive will then make a decision about the appropriate action to take.

This structured approach aims to ensure that concerns are addressed systematically, respectfully, and effectively, promoting a positive environment within the Lanark United Volleyball Club.

Please sign below to acknowledge your understanding of the LUVC Conflict Resolution Policy.

Guardian Signature

Athlete Signature

Date

Date

