

Wisconsin Flight VBC Conflict Resolution Policy

Conflict Resolution Procedure

The following guidelines have been established to protect the players, coaches, and parents from uncomfortable and inappropriate situations when it comes to professional discussions and handling of grievances. The coaches within Wisconsin Flight VBC have been instructed to adhere to these guidelines to better maintain the club/player/parent relationship.

The procedure to discuss concerns about policies and actions are as follows:

1. The athlete should speak with the coach regarding the matter
2. If the matter remains unresolved and there is a legitimate concern, the parent AND athlete should request to meet with the coach. Coaches will ONLY meet with parents when the athlete is present, and not at a tournament.
 - a. Please do not confront a coach before, during or after an event. Arrange to meet with your coach at a convenient time for all parties, including before or after practice. There is a 24 hour contact rule.
 - b. If a parent approaches a coach during a tournament, we have instructed our coaches to refuse to discuss the situation, to refer the parent to a club director, and walk away.
 - c. We also instruct our coaches not to get involved in a texting conversation.
3. If the matter still remains unresolved, the parent can request a meeting with the club director, along with the coach and the player. **THE PLAYER MUST BE PRESENT AT THE MEETING.**

It is important that players and parents alike understand that conversations with a coach are allowed and encouraged at any time throughout the season as long as it is civil, polite, and follows the procedure policies. However, when problems arise, we will all need to be rational and calm before discussion occurs.

ADDITIONAL POLICY OPTIONS/EXAMPLES

- Wisconsin Flight VBC will not acknowledge or act upon any negative emails. While convenient for conveying details, email can also leave room for interpretation of feelings and misunderstandings. To initiate the grievance process, please contact the coach via the designated club app, email or schedule an in-person meeting.
- Wisconsin Flight VBC will require 24 hours from the time of the incident before a meeting is able to be scheduled. Please conduct all scheduling through the designated club app or email.

Reporting Inappropriate Behavior of Club Staff

Wisconsin Flight VBC vigilantly maintains a policy that places the safety of the young athletes entrusted to our care and instruction as our highest priority. We watch team activities and interactions closely to try to prevent miscommunications that cause discomfort to any of the athletes or parents. If you see behavior of a Wisconsin Flight VBC coach that you believe to be inappropriate, report it immediately to the club director and administrative director. All complaints will be investigated. Any coach found to be

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in violation of policy would be subject to discipline, which may include dismissal. There will be no retaliation against any complainants and/or witnesses who participate in an investigation. If you have any questions regarding the Wisconsin Flight VBC policies or procedures, please do not hesitate to contact the club director or administrative director.

Club Communication Policy & Guidelines

Parenting and coaching are important and complimentary vocations and by working together we can better provide benefits to the player. Since he/she is beginning to move into the adult world, one of our goals is to make them responsible for their own actions.

- Examples of Communication Coaches Expect From Parents
 - Advanced notification of any schedule conflicts. Preferably via the club designated app or an email.
 - If your child has a change in health that the club should be aware of.

Since our goal as a program is to move each athlete forward in their development as a player and a person, it is our request that you encourage your child to discuss any of the issues first with their coach. If your child is unclear of the resolution, please feel free to contact the coach with your child present.

- Examples of Appropriate Concerns to Discuss With Coaches
 - The treatment of your child – both mentally and physically
 - Ways to help your child improve
 - Concerns about your child's behavior

Our coaches are professionals who make tough decisions based on what they believe to be the best for the team and athletes involved. Certain things can and should be discussed with coaches. Other things, such as those in the following section, must be left to the discretion of the coach and will not be discussed, either in person or via phone or email:

- Examples of Issues Not Appropriate To Discuss With Coaches
 - Team Strategy
 - Play Calling
 - Other Athletes or Coaches
 - Playing Time (unless framed such as “what can my child do to earn more playing time?”)

Situations may arise that may require a conference between the coach and a parent. These are to be encouraged, and it's important that both parents/guardians of the player have a clear understanding of the other's perspective. Please see above for the Wisconsin Flight VBC Conflict Resolution procedure.