

**EASTERN FOOTBALL LEAGUE
GRIEVANCE COMMITTEE PROCEDURE**

EASTERN FOOTBALL LEAGUE INCORPORATED

GRIEVANCE COMMITTEE PROCEDURE

1. The Chief Executive Officer or his representative, on the night of the investigation, shall invite all parties into the committee room and shall:
 - (a) Introduce the Grievance Committee
 - (b) Introduce the complainant
 - (c) Introduce the respondent
 - (d) Introduce any other persons involved (i.e. Umpires and witnesses).
2. The Chairman shall invite the complainant to state his/their grievance detailing all relevant information. The Chairman, at his discretion, may question the complainant and invite the Committee to do so.
3. The Chairman shall ask the respondent to state his/their case detailing all relevant information to the grievance and may rebut any allegations by the complainant. The Chairman, at his discretion, may question the respondent and may invite the Committee to do so.
4. After the complainant and respondent have stated their respective cases they may, if they wish, call any witnesses to appear before the Committee. In this regard, no hearsay evidence by witnesses will be accepted.
5. After evidence by all concerned has been delivered, the Chairman may open the hearing for general questions at which all parties may question the other or seek points of clarification. At all times questions must be directed through the Chairman, who may allow or disallow the questions.
6. After all questioning, in the opinion of the Chairman, has been satisfied the Chairman shall ask the parties to summarise their respective cases and invite all parties to retire at the convenience of the Committee.
7. Upon re-entering, the Grievance Committee Chairman will indicate the decision as determined by the Committee.

"On the evidence presented to the Committee, the decision is as follows....."

All parties must then leave quietly.