



Dispute Resolution and Internal Appeal Policy

Cricket BC Sports Policy

1. Purpose

This policy provides a clear framework for managing disagreements and appeals within Cricket BC. It is designed to resolve conflicts fairly, respectfully, and efficiently, while ensuring that members have the opportunity to challenge decisions they believe are unjust.

2. Scope

The policy applies to:

- All members of Cricket BC, including players, coaches, officials, administrators, and volunteers.
- Disputes or appeals that arise from programs, competitions, or organizational decisions under Cricket BC's authority.
- Internal matters that are not governed by external legal processes.

3. Principles

- **Fair Process** – Everyone involved will have the chance to be heard.
- **Neutrality** – Decisions will be made without bias or conflicts of interest.
- **Respectful Engagement** – All parties must engage in good faith and maintain civility.
- **Efficiency** – Disputes will be managed in a timely and organized manner.
- **Clarity** – Procedures will be easy to understand and accessible to all members.

4. Dispute Resolution

- **Early Resolution**
 - Members are encouraged to settle issues directly through open dialogue, mediation, or support from their club or team leaders.
- **Formal Complaint**



- If the matter cannot be resolved informally, a written complaint may be submitted to Cricket BC within 14 days of the incident.
- The complaint must outline the issue, the people involved, and the desired resolution.
- **Assessment**
 - A designated Dispute Resolution Officer or panel will review the complaint.
 - Both sides will have the opportunity to share their perspective and evidence.
- **Outcome**
 - A written decision will be provided, explaining the findings and any required actions.

5. Internal Appeal

- **Eligibility**
 - An appeal may be filed if the member believes:
 - The process was flawed or biased.
 - The outcome was unreasonable or unsupported.
 - New, relevant evidence has become available.
- **Filing an Appeal**
 - Appeals must be submitted in writing within 7 days of the original decision.
 - The appeal should clearly explain the grounds and include any supporting material.
- **Appeals Panel**
 - An impartial Appeals Committee will be established, consisting of individuals not involved in the initial decision.
 - The panel will review the case and may confirm, amend, or overturn the decision.
- **Finality**
 - The decision of the Appeals Committee will be considered final within Cricket BC.

6. Timing of Appeal

- Members who wish to appeal a decision must submit a **written notice of appeal** to the Executive of the CBC within **21 days of receiving the decision**. This notice must clearly state the intent to appeal and include detailed reasons



supporting the appeal.

- If an appeal is submitted **after the 21-day deadline**, the appellant must provide a **written request for exemption**, outlining the reasons for the delay.
- The decision to grant or deny an exemption rests entirely with the **Executive Director**, whose ruling on the matter shall be final.

7. Confidentiality

All disputes and appeals will be handled discreetly. Information will only be shared with individuals directly involved in resolving the matter.

8. Policy Alignment

This policy operates in conjunction with Cricket BC's **Code of Conduct, Discipline and Complaints Policy**, and broader **Safe Sport framework**.

9. Review

The policy will be reviewed at least once every three years or earlier if required, to ensure it continues to serve members effectively and reflects best practices in sport governance.