



# Grievances

Region 9 is committed to providing its members with respect in which issues can be resolved in a timely manner. We strive to ensure fair treatment for all. All members are encouraged to treat each other with mutual respect and to offer constructive feedback when appropriate. Unfortunately, not all issues can be resolved to everyone's satisfaction. It is our hope that by providing our committees with a process to explore various alternatives for resolving problems in the Region, we will be better able to foster an atmosphere of respect, trust and goodwill.

## Grievance Procedure

1. The Regional Chairperson will receive all grievances.
2. All grievances will be in type fashion and shall specify in reasonable detail, the nature of and the supporting documents you have for filing the grievance. **The burden of proof lies with the person filing the grievance.** If more than one grievance is filed, they must be filed separately.
3. The chairperson will call the Regional Dir and have the grievance put on the agenda for the next meeting. The Regional representatives once hearing all the evidence will deliberate and on the basis of the evidence presented shall state its 1<sup>st</sup> findings and conclusions. At the discretion of the Regional we may:
  - 3.1. Interview both parties to the grievance.
  - 3.2. Interview all witnesses.
  - 3.3. Review all supporting documents.
4. The chairperson will then convey the findings in writing with-in 5 days to the member that filed the grievance. A copy will go to Regional Dir for proper distribution.
5. Any appeals must be made with-in 30 days of the decision. The decision of the Region is final. Any further action can be made to the B.O.R.D.
6. Retaliation, it is unlawful for any party to retaliate against any parties in the grievance proceeding, for filing a grievance, or for cooperating in an investigation of such grievance. Anyone found to be engaging in retaliation, or who aids and abets, or incites others, will be subject to disciplinary action, up to and including termination or expulsion.