

## **Message From the Athletic Director**

### **Complaint/Grievance Policy**

To the parents/guardians of West Bloomfield High School Athletes:

Both parenting and coaching are extremely difficult vocations. In establishing an understanding of each position, we are better able to understand and accept the actions of those involved in high school athletics. By being able to better accept the actions of each other, we will provide greater benefit to our athletes.

As a parent, you have a right to understand what expectations are placed on your child. This begins with clear communication from the coach of the respective team.

Communication from your child's coach that you should expect is:

- Philosophy of the coach
- Location of practices and games
- Team requirements
- Team discipline and behavior

Communication that coaches can expect from parents/guardians:

- Concerns expressed directly to the coach
- Notification of any schedule conflicts well in advance

As your child becomes involved in the programs at West Bloomfield High School, they will experience some of the most rewarding moments in their life. It is important that your child understands, that just like life, there may be times when things do not go the way they expect. At these times, discussion with the coach by your child is encouraged.

It is very difficult to accept your child not playing as much or where you may hope. The coaching staffs at West Bloomfield High School are professionals. They make judgments based on what they believe to be best for all athletes involved. Certain things can be discussed with the coach but other things, such as team strategy, other players, etc., should be left to the discretion of the coach.

There are situations that may arise that require further discussion between a player and coach, parent and coach, or even administration. It is important that all parties involved have a clear understanding of the athlete's position. The following procedures should be followed to help promote resolution:

- **Initial:** The athlete should talk with the coach about the concern

- **Informal:** If the initial conversation does not resolve the issue, the parent calls or emails the coach about the concern and allows the coach two (2) school days to discuss the matter with you and offer resolution. If both parties agree that it is necessary, a face to face meeting will be held. The face to face meeting will take place with the parent(s), athlete, and coach. All parties must be involved.
- **Written Documentation:** If the informal interaction does not lead to resolution, concerns should be put in writing to the coach through email with why the informal process did not solve the problem. The Athletic Director should be copied on this email. You will receive a written reply from the coach within two (2) school days to try to find resolution.
- **Written Appeal:** If the written documentation step does not work to resolve the issue, you should place your reasons for disagreement with the response of the coach and their resolution in an email and send it to the District Athletic Director, Eric Pierce. Please include the initial response from the coach in your written communication as well. The Athletic Director will conduct an independent investigation of the complaint and communicate with you to seek resolution of the issue.
- **Meeting Request:** If the other steps of the process prove to not allow for resolution, the parent(s), athlete, and coach will be invited to a meeting with all parties involved with the Athletic Director.
  - Note: If the complaint/grievance concerns a potential criminal act or immoral behavior by the coach, please initiate your complaint in writing at the written appeal level to the Athletic Director.

Since research indicates a student involved in co-curricular activities has a great chance for success during adulthood, many character traits required to be a successful participant are exactly those that will promote a successful life after high school. Athletes are held to the athletic code of conduct, and also to minimum academic requirements.

We hope the information provided on this page makes both your child's and your experience with the West Bloomfield Athletic program less stressful and more enjoyable.

Respectfully,

Eric Pierce

Athletic Director, West Bloomfield School District

