



Cutting Edge FSC

Article: Conflict Resolution

Cutting Edge FSC makes a commitment to resolving conflict within its membership by establishing a formal process of conflict resolution.

1. If any club member(s) has a complaint against another member(s) for any infraction of any club bylaw or rule other than US Figure Skating rules, they may file a complaint in writing to the Board. Such complaint will be investigated according to the following process:
 - a. The club president will convene a review panel consisting of a small group of objective, uninvolved people. The panel should include both Board member(s) and general member(s) as long as they are not directly involved with the conflict. This “review” panel will perform the tasks of gathering information and then ultimately seeing the resolution through with the involved parties.
 - b. The review panel is charged with the following responsibilities:
 - i. Clarify the conflict. Interview the parties involved. Summarize these findings in a detailed report.
 - ii. Identify several possible solutions to the problem. Narrow the solutions and come up with the top priority resolution.
 - iii. Come up with ways to implement the solutions. Select the appropriate solution. Bring parties together and narrow the solution to a jointly agreed upon solution.
 - iv. Create a written report to document all that transpired throughout the process. File the report and keep on file for a period of 10 years. Have a follow-up meeting with all involved to touch base and make certain the conflict has been resolved.
 - v. In the event that no solution can be reached among the conflicting parties, a non-involved board member will examine the conflict resolution process along the following parameters: Only non-involved parties must be involved in the resolution process. All parties will attempt to work through the process again. In other words, be sure that the people mediating are not part of the problem. Also be sure that all the people involved in the conflict are interviewed and part of the process. Seek the advice of the membership liaison in the Upper Great Lakes Region. As a last resort, consult the U.S. Figure Skating Grievance Committee chair.
2. Prior to any grievance being filed with the US Figure Skating, conflict resolution within Cutting Edge FSC must be attempted.
3. The fee for filing a grievance with US Figure Skating is \$125.

Adopted by the CEFSC Board of Directors: June, 2007