

NPSAA

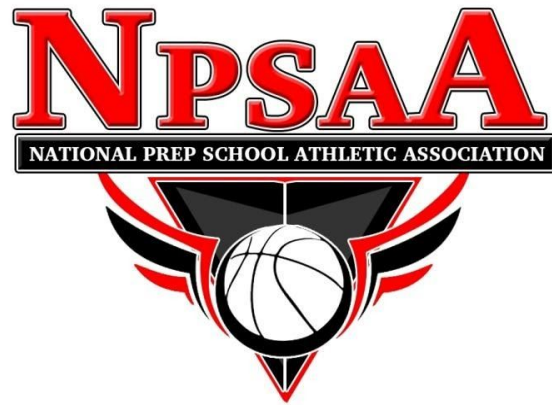
APPEALS POLICY

Procedure where a person believes that a colleague has been harassed

1. Where a person believes that a colleague has experienced or is experiencing harassment and reports this belief to a harassment officer, the officer shall meet with the person who is said to have experienced harassment and shall then proceed in accordance with Section 3 of the Complaint Procedure.

Appeals

1. Both the complainant and the respondent shall have the right to appeal the decision and recommendations of the case review panel. Notice of intention to appeal, along with grounds for the appeal, must be provided to the Code of Behaviour Chairperson within fourteen days of the complainant or respondent receiving the panel's report.
2. Permissible grounds for an appeal are:
 - the panel did not follow the procedures laid out in this policy;
 - members of the panel were influenced by bias; or
 - the panel reached a decision which was grossly unfair or unreasonable
3. In the event that a Notice Appeal is filed, NSPAA's Board of Directors, the Commissioner and the Manager of NSPAA shall together appoint a minimum of four members to constitute the appeal body. This appeal body shall consist of two women and two men. These individuals must have no significant personal or professional involvement with either the complainant or respondent, and no prior involvement in the dispute between them.
4. The appeal body shall base its decision solely on a review of the documentation surrounding the complaint, including the complainant's and respondent's statements, the reports of the harassment officer and the case review panel, and the notice of appeal.



5. Within ten days of its appointment, the appeal body shall present its findings to NPSAA's Board of Directors. The appeal body shall have the authority to uphold the decision of the panel, to reverse the decision of the panel, and /or to modify any of the panel's recommendations for disciplinary action or remedial measures.
6. A copy of the appeal body's report shall be provided, without delay, to the complainant and respondent.
7. The decision of the appeal body shall be final.

Review and Approval

1. This Policy was approved by NPSAA Board of Directors
2. This policy was approved by NPSAA membership:
3. This policy shall be reviewed by the NPSAA board of Directors and the manager of P.H.A.S.E. 1 Sports development and Technical Services on an annual basis.