

**GRIEVANCE POLICY
OF
USA WEIGHTLIFTING**

Date of adoption: 7/22/2022

1. Purpose

This Grievance Policy (“Policy”) contains additional information regarding the grievance procedures set forth in Sections 14 of USA Weightlifting’s Bylaws.

2. Grievance Proceedings

a. Hearing Panel

Within five (5) days after the appointment of a Judicial Committee Hearing Panel (“Panel”) pursuant to Section 14.7 of the Bylaws, the parties will be notified of the identity of the Panel members. Notice of the Panel appointment will include any disclosures by the Panel members. The parties will be given an opportunity to challenge the appointment of any Panel member within ten (10) days after receipt of the notice of the appointment, or such other time as set forth in the notice. Grounds for challenges to panel members are limited to actual or potential conflicts of interest. Challenges shall be made in writing and submitted to the Panel chair, with a copy to the other parties and the Ethics Committee at EthicsJudicial@usaweightlifting.org. Issues regarding conflicts of interest will be decided by the Ethics Committee as set forth below.

If the Panel member who is the subject of a challenge does not recuse him- or herself from the Panel, then the Panel member shall explain in writing within 10 days, his or her grounds to believe he or she does not have an actual or potential conflict of interest. Pursuant to Section 14.8 of the Bylaws, the challenge to the Panel member and the Panel member’s explanation will be provided to the Ethics Committee for review. The Ethics Committee will determine whether, on the basis of the information provided, the Panel member has a conflict such that he or she must be excused from the Panel. At the request of any party to the proceeding or on its own decision, the Ethics Committee may, in its discretion, hold a hearing at which the parties and Panel member will be heard on the issue of whether the Panel member has a conflict of interest. Such hearing shall be by video or telephone conference and take no longer than one (1) hour, unless otherwise determined by the Ethics Committee in its discretion. The Ethics Committee shall issue a determination as to whether the Panel member has an actual or perceived conflict of interest such that he or she should be removed from the Panel. The Ethics Committee’s decision shall be final.

b. Prehearing procedures

In addition to the prehearing procedures set forth in Section 14 of the Bylaws, the following procedures shall apply to matters before a Panel:

- i. Once the Panel has been appointed and any objections to the Panel members resolved, the Panel will set a scheduling conference to address deadlines and proceedings in the matter. Among other deadlines to be addressed at the scheduling conference are deadlines for the parties to exchange witness lists and exhibits.
- ii. After the scheduling conference, the Panel will issue a scheduling order setting forth the date of the hearing (if a live hearing will be held) and other prehearing deadlines, including but not limited to deadlines for the parties to exchange witness lists and exhibits. The parties will exchange their exhibits and a list of witnesses each party intends to present at the hearing, together with a brief summary of each witnesses' expected testimony, seven (7) days before the hearing or at such time as ordered by the Panel pursuant to the scheduling order.
- iii. Any and all documents to be filed with or submitted to the Panel outside the hearing shall be e-mailed to the Panel chair for transmittal to the Panel. The filing/submitted party must also copy the other parties to the matter.

c. Timelines

Pursuant to Section 14.7(g) of the Bylaws, the Panel shall have the discretion to modify any prehearing or hearing deadlines or procedures in its discretion and in the interest of fairness to the parties and/or protection of USA Weightlifting participants.