

Grievance Reporting Procedure

If any member wishes to report or questions the actions of another member, coach or staff member of the MHRC, they can promptly report the facts of the incident(s) and the name of the involved individual(s) to an MHRC staff member. The following is the proper procedure for filing a grievance:

1. Assistant Coach – A member's Assistant Coach should be contacted first, and given the immediate opportunity to directly address the concerns that have been raised.
2. Head Coach – The Head Coach is the next point of contact if the Assistant Coach is unable to positively resolve the issue in question, or if it is uncomfortable working with the Assistant Coach.
3. President and the Board of Directors - This group will make a final determination of a dispute or grievance only if satisfactory results have not been achieved from the process outlined above.

Confidentiality

All information shall be kept confidential to the extent reasonably possible to handle the issue. Witnesses and those interviewed shall be informed of the confidential nature of the issues and shall be informed that it will be a violation of this policy to disclose the allegation or the nature of the subject matter to others and shall be subject to disciplinary action as defined in this policy.

Retaliation Is Prohibited

The initiation of an allegation will not subject the individual reporting the incident or witnesses to retaliation nor will it affect such person's dealings with MHRC. It shall be a violation of this policy to engage in such retaliation. An allegation of retaliation shall be considered as a separate incident, shall be investigated, and shall be subject to disciplinary action as defined in this policy.

Refund Policy

Once admitted to Mile High Rowing Club, all membership and program fees are non-refundable. Any athlete wishing to withdraw from the season at any time will forfeit all membership, program, apparel and regatta fees paid.