



## **LASALLE MINOR SOCCER ASSOCIATION CONFLICT RESOLUTION POLICY - June 19, 2023**

**Note: The masculine generic is used in this document solely for the purpose of lightening the form.**

### **Definitions**

1. The following terms shall be defined as follows in this policy "Individuals": all categories of membership defined in the by-laws of Club de Soccer LaSalle, as well as all persons employed by Club de Soccer LaSalle or involved in its activities, including, but not limited to, registered participants, athletes, coaches, coordinators, officials, volunteers, managers, administrators, committee members and officers of Club de Soccer LaSalle.

2. The Association de Soccer Miner de LaSalle (Club de Soccer LaSalle), as advocated in the rules of Soccer Canada, Soccer Quebec and ARS Lac St-Louis, adheres to the principles of alternative dispute resolution and undertakes to use the techniques of negotiation, facilitation and mediation to resolve them effectively. Alternative Dispute Resolution also avoids the uncertainty, expense and other negative consequences of lengthy appeals, complaints and court proceedings.

3. LaSalle Soccer Club encourages all individuals to communicate openly, to cooperate and to use negotiation and problem-solving techniques in the event of conflict. The LaSalle Soccer Club believes that negotiated agreements usually produce better results than other conflict resolution techniques; negotiation between individuals in conflict is therefore strongly encouraged.

4. The LaSalle Soccer Club reserves the right to call upon the Sport Dispute Resolution Centre of Canada (SDRCC), which offers an important source of information and workshops in the area of dispute prevention and resolution at the highest levels of the Canadian sport system.

### **Application of this policy**

5. This policy applies to all individuals.

6. Alternative Dispute Resolution may be used at any time in the event of a dispute within the LaSalle Soccer Club as long as all parties involved agree that it would be in everyone's best interest.

### **Filing a complaint**

7. Any individual may file a complaint with the LaSalle Soccer Club. The complaint must be addressed in accordance with the procedure outlined in Paragraph 5 of the LaSalle Minor Soccer Association's Discipline Administration Policy.



### **Facilitation and mediation**

8. If all parties agree to use alternative dispute resolution, a mediator or facilitator, who must also be accepted by all parties, will be chosen.

9. The mediator or facilitator will decide on the form that mediation or facilitation of the conflict will take and will set a deadline by which the parties must reach a negotiated settlement.

10. If the parties reach an agreement, the decision to proceed with negotiations will be forwarded to Club de Soccer LaSalle for approval. Pending approval, the actions provided for under the agreement will proceed according to the deadlines specified during the negotiations.

11. If the parties are unable to reach an agreement by the deadline established by the mediator or facilitator at the beginning of the process, or if the parties refuse to use alternative dispute resolution, the appropriate article of the Discipline Administration Policy will be applied.

12. Mediation and facilitation costs will be shared equally between the parties. Binding and final decision

13. The parties must comply with the negotiated agreement. Negotiated decisions cannot be appealed.

14. In the event of a dispute, no legal proceedings may be instituted against Club de Soccer LaSalle or its personnel, unless Club de Soccer LaSalle refuses to comply with or fails to apply the dispute resolution process set out in its governing documents.