



## CONFLICT RESOLUTION PROCESS

1. The athlete should discuss the issue within the team. This might be facilitated by the team leader. The team leader might also offer to go with the athlete in conflict to the coach.
2. An athlete and coach should attempt to resolve any issues.
3. If the conflict cannot be resolved between the athlete and coach, the athlete should
4. Make an appointment to meet with the Director of Athletics.
5. If the problem is still unresolved, then the parent should contact the coach.
6. Only when the problem cannot be resolved with the coach should the parent contact the Director of Athletics.
7. These are the steps to be followed for conflict resolution:
  - a. Athlete – Captain/Team Leader
  - b. Athlete – Coach
  - c. Athlete – Director of Athletics
  - d. Parent – Coach
  - e. Parent – Director of Athletics
  - f. Parent – Principal
  - g. Parent - Superintendent
  - h. Parent - Board of Education

\*Topics that will not be discussed include the following:

- ▶ Playing time
- ▶ other student athletes
- ▶ game strategies.

### **Situations in Incommunicado**

In the event that there is a serious conflict or communication inability between two parties, the process would proceed to the next level.

### **Ending Verbal Inaccuracies**

Take it another step to adults that are required by the code of conduct to put everything in writing on an incident report form. School districts that require this method of complaint/conflict report get a much different story than those who entertain verbal assault, speculation and hearsay. When required to put it in writing the story changes dramatically. We have for too long, let stakeholders initiate a progressive and often hostile defense, when communication and reasonable investigation efforts usually produce a true picture of the incident. This detailed form includes date, time, nature of incident, individuals involved, etc.

Set in motion a process for truth and base it most on what is in the best interest of children, that being youth standards set by adults, student codes of conduct and above all the laws of the land that must be enforced.