



Appeals and Grievance Policy

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1. Purpose

To provide a fair, transparent, and structured mechanism for athletes and members to dispute decisions (such as non-selection) or raise grievances regarding the conduct of JudoTT officials or administration. This policy ensures due process and protects the rights of all members.

2. Scope

This policy covers:

- **Selection Appeals:** Disputes regarding National Team selection or non-selection.
- **Disciplinary Appeals:** contesting penalties issued by the Disciplinary Committee or National Coach.
- **Grievances:** Complaints regarding unfair treatment, bias, harassment, or administrative malpractice.

*Note: In-competition refereeing decisions are governed by IJF rules and are **not** appealable under this policy.*

3. Grounds for Appeal

An appeal against a selection decision or disciplinary action may only be made on the following grounds:

1. **Procedural Irregularity:** The published policy or procedure was not followed (e.g., selection criteria were applied incorrectly).
2. **Factual Error:** The decision was based on incorrect data (e.g., wrong ranking points or attendance records).
3. **Conflict of Interest / Bias:** The decision-makers demonstrated evident bias or had a conflict of interest.
4. **Disproportionate Penalty:** (For disciplinary cases) The sanction is excessive compared to the offense.

Disagreement with a subjective technical assessment by the National Coach (e.g., "tactical readiness") is generally not valid grounds for appeal unless bias can be proven.

4. The Appeals Process

4.1 Step 1: Informal Resolution

Before filing a formal appeal, the specific issue should be discussed with the National Coach or relevant official to check for simple misunderstandings or clerical errors.

4.2 Step 2: Formal Notice of Appeal

- **Timeline:** Must be submitted within **48 hours** of the official decision/announcement.
- **Submission:** Complete the **Notice of Appeal / Grievance Form ([FRM-ETH-202510-015])**.
- **Fee:** An appeal deposit (amount TBD by Exec) must accompany the form. This is refunded if the appeal is successful.

4.3 Step 3: The Appeals Committee

- JudoTT Executive will convene an ad-hoc Appeals Committee consisting of three (3) neutral persons (not involved in the original decision).
- The Committee will review the written submission and may request a hearing.

4.4 Step 4: Decision

- The Committee will issue a ruling within **7 days** of receipt.
- **Outcomes:**
 - **Upheld:** The original decision is voided or modified; appeal fee refunded.
 - **Dismissed:** The original decision stands; appeal fee forfeited.
 - **Frivolous:** If the appeal is deemed malicious or baseless, further disciplinary action may be taken.

5. Grievances

General grievances regarding harassment or mistreatment should be submitted using the same form. These are treated with strict confidentiality and may be referred directly to the JudoTT Executive or an Ethics Officer for investigation.

6. Confidentiality

All parties involved in an appeal or grievance process are required to keep details confidential until a final decision is officially released.

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