

INDIANA FFA PROPOSED GRIEVANCE POLICY

1. The Indiana FFA Grievance Policy will only govern the state level sanctioned FFA Career Development Events, those that are not covered by the 4-H/FFA Ag Judging Committee.
2. Must be presented to the Indiana FFA Executive Director in writing within 24 hours of alleged violation or wrong doing. Should include the following:
 - a. Concise statement of the grounds for a grievance
 - b. Concise statement of the facts and people involved
 - c. Grievance Fee of \$100
 - d. Grievance Fee will be refunded if your grievance is successful. If unsuccessful, fee will be retained to help cover operating expenses.
3. Indiana FFA Executive Director will choose 3 Board of Trustees members unrelated and uninvolved; to hear the grievance. Hereafter called the Grievance Committee Members.
 - a. The Grievance Committee Members and the Executive Director will set up a time and a place to hear the grievance from the interested parties, within 7 days of the written grievance filing.
 - b. One committee Member should act as a Secretary to record all information.
 - c. The 3 appointed individuals will listen, consider and pass judgment on the grievance brought to them. They will act with discretion and professionalism.
4. In the event that the Executive Director and the Grievance Committee Members need additional or technical information from an outside source. A person may be brought in to assist them with that information, should be unrelated to the grievance filed. This person will not be a part of the final decision making process.
5. The Grievance Committee will have 2 days upon the completion of the Grievance Hearing to reach a decision.
 - a. Upon their decision, they will communicate with the Executive Director their final decision.
 - b. The Executive Director will then issue a written letter to the parties involved, sent via certified mail.
 - c. A Duplicate copy will be kept on file with the Executive Director, signed by the Grievance Committee Members.
 - d. The Secretary's Notes will be kept with the Grievance Decision and on file with the Executive Director.
6. In the event that the Grievance Committee Members cannot reach an agreement and sign the official written decision of the Committee.
 - a. The majority rule will prevail.
 - b. Two of the three signatures will be accepted.
7. The decision of the Grievance Committee members shall be final.
8. All grievances related to district contests will be acted upon by the district grievance committee. Grievance decisions from the district grievance committee are final and may not be appealed to the state grievance committee.
9. Appropriate disciplinary actions will be decided upon by the Grievance Committee Members with the Approval of the Executive Director. (i.e. relinquish awards, forfeit advancement)
10. In the event, that the disciplinary actions are not followed, the individuals involved and the Chapter involved will be further penalized.