



## Dispute Resolution Policy

*This policy was approved by the Board of Directors on June 10, 2026.*

### 1. Purpose

London Volleyball Club (LVC), hereafter the Association, is committed to the highest ethical standards in ensuring our members conduct relationships with integrity, honesty, and open communication. The Association encourages all individuals and parties to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. London Volleyball Club believes that negotiated settlements are usually preferable to outcomes resolved through other dispute resolution techniques.

The purpose of this policy is to contribute to the growth and development of volleyball for all participants in a safe sporting environment by supporting the principles of Alternative Dispute Resolution (ADR). This policy applies to all individual members of the Association who are involved in any dispute within London Volleyball Club, when all parties to a given dispute agree that ADR would be mutually beneficial.

### 2. Definitions

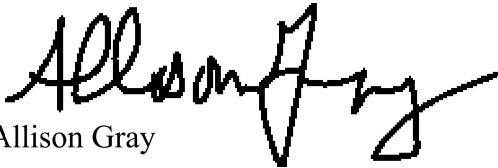
- a) Alternative Dispute Resolution (ADR): The use of methods such as mediation or facilitation to resolve a dispute instead of a formal discipline process or litigation.
- b) Association: London Volleyball Club (LVC).
- c) Board: The duly appointed board members of LVC.
- d) Committee: Any committee or group appointed by the Board of Directors of London Volleyball Club.
- e) Individual(s): Refers to all categories of members defined in the Association's by-laws, as well as to all people employed by, contracted by, or engaged in activities with or on behalf of the Association, including but not limited to employees, contractors, athletes, coaches, volunteers, managers, administrators, committee members, parents or guardians, spectators, and directors and officers.

### 3. Facilitation and Mediation

- a) If all parties to a dispute agree to ADR, a mediator or facilitator shall be appointed by the Association to mediate or facilitate the dispute.
- b) The mediator or facilitator shall decide the format under which the dispute shall be mediated or facilitated.
- c) Should a negotiated decision be reached, the decision shall be reported to the Association's Board of Directors.
- d) Should a negotiated decision not be reached by the deadline specified by the mediator or facilitator, or if the parties to the dispute do not agree to ADR, the dispute shall be considered under the appropriate section of the Association's Discipline & Complaints Policy.

#### **4. Final and Binding**

- a) Any negotiated decision will be binding on the parties. Negotiated decisions may not be appealed.
- b) No action or legal proceeding will be commenced against the Association or an individual in respect of a dispute resolved through the ADR process, unless the Association has refused or failed to abide by the Dispute Resolution Policy.

A handwritten signature in black ink, appearing to read 'Allison Gray', with a stylized, flowing script.

Allison Gray

President  
London Volleyball Club