



## USA Boxing – LBC Grievances

Any member of an LBC may file a grievance against another LBC member or club involving rules or code of conduct violations. The person wishing to file the grievance should follow the Grievance Filing Procedures, utilizing the Grievance Filing Form and submit the form, related documents and the \$100 filing fee to the LBC President. Upon filing you must send a copy of the grievance to all parties listed in the grievance. Once an LBC grievance has been filed, the LBC President shall forward a copy of the grievance and all accompanying documents to the USA Boxing National Office.

**STATUTE OF LIMITATIONS:** A complaint shall be filed within NINETY (90) days of the date on which the complainant discovers or in the exercise of reasonable diligence should have discovered the facts underlying the alleged violation, grievance, denial, or threat to deny.

When an LBC grievance is filed, the LBC President shall consult the LBC Judicial Committee and review the filing, and then appoint a 3-member (1 member must be an athlete) hearing panel and hearing panel chair to determine when the hearing will be scheduled.

**HEARING:** The hearing may be conducted in person, by telephonic conference call, or video conference. A recording must be made of the hearing.

- The LBC must provide each member of the hearing panel with a complete copy of all grievance documents
- The procedures to be followed at the hearing shall, at a minimum, include the opportunity for each party to
  - Be represented by counsel
  - Present oral or written evidence
  - Cross-examine witnesses
- Burden of proof shall be upon the grievant to prove the allegations of the grievance by a majority of the evidence

The hearing shall be conducted following this timeline:

Brief opening statement (2 minutes each side)

Witness testimony (15 minutes each side)

Questions by Judicial Committee, Cross Examination by Litigants

Closing argument (2 minutes each side)

The Hearing Panel Chair is in charge of the hearing proceedings. Once the hearing is completed, the hearing panel determines the outcome of the hearing by majority vote and the remedy, including the nature and extent of discipline (i.e., warning, probation, suspension, etc.) to be taken.

**DECISION:** The hearing panel may communicate its decision verbally to the litigants and shall provide a written decision within 20 business days of the hearing date to all litigants, the LBC Judicial Committee and the USA Boxing National Office.

Any appeal to an LBC grievance decision shall be made to the National USA Boxing Judicial Committee. Appeals must be filed within 30 days of the date of the decision and accompanied with the \$100 appeal fee.