

INTRODUCTION

Below is a compilation of excerpts from rules on grievance procedures in the following sources (as of August 2008). Refer to the AATL Constitution and Local League General Rules (available at <http://www.aikentennis.com/>) for membership of AATL Grievance and Grievance Appeal Committees.

1. [THE USTA HANDBOOK Of TENNIS RULES and REGULATIONS, 2008 EDITION](#)
2. [Bylaw 43 of United States Tennis Association](#)
3. [USTA SOUTHERN SECTION REGULATIONS for USTA League Tennis Adult, Senior, Mixed Doubles, & Super Senior Divisions, League Year 2008 – as of 05-07-07](#)
4. [USTA SOUTH CAROLINA STATE REGULATIONS for USTA League Tennis, Adult and Senior Divisions, League Year 2008 – FINAL](#)
5. [USTA SOUTH CAROLINA JUNIOR Discipline and Grievance Committee Procedure](#)
6. [USTA 2008 JUNIOR TEAM TENNIS REGULATIONS](#)

1. THE USTA HANDBOOK of TENNIS RULES and REGULATIONS, 2008 EDITION

V. POST-TOURNAMENT REGULATIONS

B. Grievances

Any official, volunteer, player, or person associated with a player (including, but not limited to, a parent or coach) who observes a violation of USTA Regulations, standards of conduct, fair play, or good sportsmanship may file a written grievance according to the grievance procedures of the Sectional Association where the tournament was held; *except* if the conduct arises out of any of the following tournaments, the grievance shall be filed with the Chairperson of the USTA Grievance Committee, c/o USTA Executive Director, 70 West Red Oak Lane, White Plains, New York 10604:

- Junior tournaments published on the National Junior Tournament Schedule;
- Adult and Senior tournaments on the National Championships Schedule;
- USTA Senior National Intersectional Team Championships;
- USTA Wheelchair National Championships, or
- International competitions in which USTA players participate. (See [USTA Bylaw 43](#) for procedures and time frames for the filing of grievances and appeals.)

2. Bylaw 43 of the United States Tennis Association

43. Grievance Committee.

a. *Composition.* The Grievance Committee shall be comprised of five persons, at least one of whom shall be an Elite Athlete.

b. *Chairperson.* The Chairperson shall preside at all Committee meetings and hearings. The Chairperson shall have the additional powers set forth below. In the absence of the Chairperson or at the request of the Chairperson, the Vice Chairperson shall have the same powers as the Chairperson.

c. *Jurisdiction and responsibilities.* The Committee shall be responsible for deciding matters related to the Constitution and the Bylaws and the standards of conduct, fair play, and good sportsmanship. Its responsibilities include, but are not limited to, deciding:

- grievances arising out of or concerning tournaments as listed in [USTA Regulation V.B.](#);
- grievances concerning USTA players participating in international competitions;
- appeals from tournament suspensions imposed under the USTA Suspension Point System set forth in **USTA Regulation VII.A.12.**;
- appeals of Sectional Association tournament suspensions of six months or longer;
- requests for reinstatement from professional to amateur status as provided in **USTA Regulation XII.J.**; and
- appeals from decisions denying a request for a waiver of a USTA Regulation as provided in **USTA Regulation XVI.I.**

It also shall be responsible for deciding other matters as designated in USTA Regulations and for conducting such other business requested by the Board or necessary to accomplish its responsibilities.

d. *Filing a grievance.* Any written grievance shall be sent by first-class, certified, or registered mail to the Grievance Chairperson, c/o USTA Executive Director, 70 West Red Oak Lane, White Plains, New York 10604, within 30 days following the date on which the alleged violation occurred; *provided, however*, if the alleged violation is based on a falsification of age or other information; the written grievance shall be mailed within 30 days after the Tournament Chairperson has been advised of such falsification. Absent good cause shown, grievances not mailed within 30 days are barred.

e. *Investigation and initial decision.*

- i. *Investigation.* The Chairperson may decide the grievance based on such investigation as the Chairperson deems appropriate.

- ii. *Penalties authorized.* The Chairperson has the discretion to take the disciplinary action that the Chairperson deems appropriate. This includes, but is not limited to:
 - issuing verbal or written reprimands;
 - imposing conditions upon the acceptance of entry into any tournament;
 - fining a player in an amount up to \$1000.00; and
 - suspending a player from participation in any tournament or international competition.
 - iii. *Notice of initial decision.* The Chairperson shall notify in writing the person who is the subject of the grievance and the person who filed the grievance of the initial decision.
 - iv. *Effective date of initial decision.* The initial decision shall become effective upon the date of mailing unless otherwise stated or unless a stay is granted.
- f. *Appeals involving suspension by Sectional Association or under USTA Suspension Point System.*
- i. *Investigation.* The Chairperson may make an initial decision on an appeal involving a suspension by a Sectional Association or under the USTA Suspension Point System. **186 / THE USTA**
 - ii. *Appeal of suspension by Sectional Association.* A player who has been suspended by a Sectional Association for a period of six months or longer and who has exhausted all appeals within the Sectional Association's grievance procedures may appeal the suspension to the Grievance Committee; *provided, however,* if a suspension covers both USA League Tennis and Sectional Association tournaments, the Chairperson shall undertake review only as the penalty relates to tournaments. Any appeal shall be mailed in the manner set forth in **Bylaw 43.d.** within 30 days from the date the Sectional Association mailed its final decision. Absent good cause shown, appeals not mailed within 30 days are barred.
 - iii. *Appeal of suspension under USTA Suspension Point System.* A player suspended under the USTA Suspension Point System may appeal to the Grievance Committee. The appeal shall be made in the time frame and in accordance with the procedures set forth in **USTA Regulation VII.A.12.**
 - iv. *Relief authorized.* The Chairperson may consider any extenuating circumstances involved in the accumulation of points counted toward the suspension and may modify a suspension or accumulation of points.
 - v. *Notice of initial decision.* The Chairperson shall notify in writing the person who is the subject of the suspension and the Sectional Association involved of the initial decision.
 - vi. *Effective date of initial decision.* The initial decision shall become effective upon the date of mailing unless otherwise stated or unless a stay is granted.
- g. *Stay.* Upon written request and good cause shown, the Chairperson may stay the imposition of any penalty or suspension pending outcome of a request for a hearing before the Grievance Committee or an appeal to the Board.
- h. *Request for hearing before Grievance Committee.*

- i. *Request for hearing.* Within 30 days after the Chairperson mails the initial decision, the person penalized, the person who filed the grievance, or the Sectional Association (but only in the case of a suspension by the Sectional Association) may mail to the Grievance Chairperson, c/o USTA Executive Director, 70 West Red Oak Lane, White Plains, New York 10604, a written request for a hearing before the Grievance Committee. Absent good cause shown, requests for a hearing not mailed within 30 days are barred.
- ii. *Hearing.* Upon receipt of a timely request for hearing, the Chairperson shall set an appropriate time and place for a hearing considering the nature of the case and the penalty imposed. The Chairperson shall give not less than eight days written notice of the hearing date. The Chairperson shall decide whether the hearing is in person or by telephone. Committee members may participate in any hearing by telephone. Evidence may be presented by letter, by affidavit, by telephone, or in person. Strict rules of evidence shall not apply. The Committee shall give such weight as it deems appropriate to the evidence. The person penalized may appear in person, by telephone, or by representative and may present testimony and cross-examine other witnesses who appear at the hearing in person or by telephone. The Committee may affirm, modify, or reject the initial decision and may impose any additional penalties that it deems appropriate, including a fine in excess of \$1,000.00. The Committee shall prepare a written decision that includes findings of fact and mail the decision to the person penalized, the person who filed the grievance, and the player's Sectional Association.

i. *Initial Grievance Committee hearing.* Instead of acting upon a written grievance in accordance with **Bylaw 43.e.** or appeal of a suspension in accordance with **Bylaw 43.f.**, the Chairperson may elect to hold a hearing before the Grievance Committee in accordance with the procedure set forth in **Bylaw 43.h.**

j. *Appeal to Board of Grievance Committee decision.*

- i. *Filing appeal.* Within 30 days after the mailing of a written decision of the Grievance Committee, the person penalized, the person who filed the grievance, or the Sectional Association (but only in the case of a suspension by the Sectional Association) may appeal the Grievance Committee's decision by mailing a written request to the President, c/o USTA Executive Director, 70 West Red Oak Lane, White Plains, New York 10604, for review by the Board. Absent good cause shown, appeals not mailed within 30 days are barred.
- ii. *Hearing before Board or special committee.* In lieu of a hearing before the full Board, the President may appoint a special committee of not less than three Board members to hear an appeal. The Board or special committee shall thereupon review the findings of fact and the decision of the Grievance Committee. The Board or special committee may make its decision on the basis of the written submissions or may hear further testimony and receive further evidence as it deems appropriate. Following its review, the Board or

special committee may affirm, modify, or reject the decision of the grievance Committee, but may not impose any harsher penalties. The decision of the Board or special committee shall be final.

k. *Reinstatement.* Any person who has been suspended pursuant to this Bylaw may be reinstated at any **USTA BYLAWS / 187** time by the Grievance Committee upon written application and presentation of satisfactory evidence that reinstatement is merited.

l. *Protected competitions.* The USTA shall provide fair notice and opportunity for a hearing to any athlete, coach, trainer, manager, administrator, or official before declaring any individual ineligible to participate in protected competitions or trials for protected competitions, such as the Olympic Games, Pan American Games, Paralympic Games, or World University Games in accordance with the rules governing such competitions.

m. *USA League Tennis grievances.* There shall be no right to appeal decisions of USA League Tennis Grievance Appeal Committees to the Grievance Committee, *except* as such decisions relate to a Sectional Association suspending a player from tournaments as set forth in **Bylaw 43.f.ii.**

3. USTA SOUTHERN SECTION REGULATIONS for USTA League Tennis Adult, Senior, Mixed Doubles, & Super Senior Divisions, League Year 2008 – as of 05-07-07

2.0 GRIEVANCE PROCEDURES.

All local and state league regulations will include the names of grievance and grievance appeal committee members and will be distributed to captains prior to beginning of the local league season. Distributions via captains' packets and/or websites are acceptable. Each state shall approve all Local and State League Grievance and Grievance Appeal Committees. Grievance decisions that impose sanctions will be upheld throughout the USTA Southern Section.

2.01A Grievance Committees

2.02A(2) All grievances against administration at the local, state or sectional level where the complaint alleges that a coordinator or committee has violated National, Sectional, State or Local Regulations will be handled by the USTA Southern Section Leagues Grievance and Grievance Appeal Committees. Decisions of Grievance Appeal Committees shall be final and binding, provided the decisions are not in conflict or in violation of national, sectional, state and/or local regulations. (See USTA Regulation 1.08).

2.02A(4) Grievances shall be handled by USTA League Tennis Grievance and Appeal Committees at the appropriate level (i.e. Local, State, or Sectional). Grievance actions may be moved to the next higher organizational level for action, as deemed necessary by the appropriate governing body.

2.02E Self-Rate Grievance Complaint. The USTA Southern Section will administer Self-Rate Grievance Complaints. These complaints should be first delivered to the Local League Coordinator who will forward to the State League Coordinator who will forward to the Southern Self-Rate Grievance Committee Chairman. These committees will have jurisdiction over grievances filed against any player and/or captain who commits or condones entering at one level when their actual skill level is at the top of the next NTRP level or higher. Self-Rate Grievances filed within two weeks of the start date of the player's and/or captain's State or Sectional Championships will be administered after the event unless the section authorizes the administration of the grievance prior to that time. If the grievance is not administered until after the event, points won by players will stand. Disqualified players and/or captains that are suspended will not be eligible to advance to the next level of championship play.

4. USTA SOUTH CAROLINA STATE REGULATIONS for USTA League Tennis, Adult and Senior Divisions, League Year 2008 – FINAL

2.00 GRIEVANCE PROCEDURES

2.01 Committees. The State League Coordinator has the authority to appoint the persons who shall serve on Grievance and Grievance Appeals Committees in the place of those persons listed below in the case of conflict, absence or other inability to serve. Substitute appointments will come from members of the League Council.

2.01A Grievance Committees. Grievances will be handled by the appropriate Grievance Committee. See USTA Regulations 2.01A, Grievance Committee.

The South Carolina State League Grievance Committee is:

Bob Peiffer, Chairman
Mary Anna Scott, Member
Bonnie Sue Duncan, Member

2.01B Grievance Appeals Committees. Grievance appeals will be handled by the appropriate Grievance Appeals Committee. See USTA Regulations 2.01B, Grievance Appeals Committee.

The South Carolina State League Grievance Appeals Committee is:

Dee Vaughan, Chairman
Royce Borden, Member
Joyce Harrison, Member

2.02 Grievance Complaints.

2.02B Self-Rate NTRP Grievances. Self-Rate NTRP grievances shall come under the jurisdiction of the Section Grievance and Grievance Appeals Committees. Grievance Complaints will be sent to the State League Coordinator to be forwarded to the Section Grievance Committee.

5. USTA South Carolina Junior Discipline and

Grievance Committee Procedure (From www.sctennis.com/Juniors

(please note **highlighted text** at beginning and end)

The USTA SC Discipline and Grievance Committee shall be composed of at least five (5) or more persons, two of whom will be designated Chairperson and Vice-Chairperson respectively, and named by the President. In the absence of the Chairperson (or at the Chairperson's request), the Vice Chairperson will have the same powers and responsibilities as listed below. It will be responsible for enforcing the Articles of Incorporation, By-Laws, all rules and regulations of the association and USTA Southern Section, as well as the USTA standards of conduct, fair play and good sportsmanship.

In all circumstances, any staff member or committee volunteer that becomes knowledgeable of a grievance or complaint as defined below shall and must maintain the matter in the strictest confidence, discussing it ONLY with staff or committee members directly involved in the particular issue.

Definitions:

Complaint – an allegation that any **member, or USTA member**, has violated the Articles, By-Laws or rules and regulations listed above within South Carolina that has been received by USTA SC staff either verbally or by e-mail.

Grievance – an allegation that **any member, or USTA member**, has violated the Articles, By-Laws or rules and regulations listed above within South Carolina that has been received by USTA SC in writing (e-mail is not acceptable).

Procedure:

A. Complaints:

Complaints regarding tournaments, on-court behavior, etc., received either by e-mail or verbally by members of the USTA SC staff or the Discipline and Grievance Committee, are received for information purposes only. Neither the USTA Staff nor the Discipline and Grievance Committee will take specific action.

The staff member receiving the complaint shall enter the details of the complaint into the Complaint Log, which is maintained by the Staff Liaison to the Discipline and Grievance Committee. This log will be periodically reviewed by the Chairperson of the Discipline and Grievance Committee.

B. Grievance:

When a written grievance is submitted to the USTA SC Office, it will be entered into the Grievance system and forwarded to the Chairperson of the Discipline and Grievance Committee.

Upon receipt of a formal grievance, the Chairperson will:

1. Notify all other committee members of the grievance.
2. Notify the subject of the grievance in writing by certified mail, return receipt requested, mailed to the last known address of the subject of the grievance.

The subject of the grievance will be requested to respond to the Chairperson with an explanation within ten (10) days of receipt of the letter.

Upon receipt of the subject of the grievance's response, the Chairperson, with the advice of the Committee, shall determine if the grievance, and member's response, should be referred to another USTA SC committee, e.g. – Junior Competition Council, for investigation and recommendations. Otherwise, the Discipline and Grievance Committee shall keep the grievance under its own purview for investigation and resolution. The referred committee shall have no longer than 20 days to complete their investigation and return their recommendations to the Discipline and Grievance Committee. The subject of the grievance and the initiating complainant shall be informed, in writing, of the status of the grievance.

The Discipline and Grievance Committee shall, either upon completion of its own investigation or upon receipt of the investigations and recommendations from the referred committee, meet (preferably by conference call) to discuss the results of the investigation and review the recommendations of any referred committee. The Discipline and Grievance Committee shall vote and determine if the member has, in fact, violated the rules and regulations listed above in South Carolina. The Discipline and Grievance Committee shall then consider what appropriate action should be taken, including, but not limited to, fines (not to exceed \$500), suspension of player, revocation of tournament sanction, loss of ranking points, etc.

The Chairman will promptly notify in writing the subject of the grievance, or USTA member, and the initiating complainant of the Committee's decision.

Within thirty (30) days of receipt of the Committee's written decision, the penalized subject of the grievance or the complainant may appeal the decision of the Disciplinary and Grievance Committee to the President of USTA SC. The appeal must be in writing to the President requesting review by the Executive Committee. The Executive Committee will review the findings of fact and the decision of the Disciplinary and Grievance Committee. If the Executive Committee is in agreement with the conclusion of the Discipline and Grievance Committee, then no further hearings will be held and the decision will be final. However, the Executive Committee may, at its sole discretion, hear and/or receive further evidence as it deems appropriate. The Executive Committee will promptly notify the member, or USTA member, of the results of its review. The Executive Committee will have the power to affirm, modify or reject the decision of the Disciplinary and Grievance Committee, but may not impose any harsher penalties and the decision of the Executive Committee will be final and binding.

Any suspended member, or USTA member, may be reinstated at any time by the Executive Committee on evidence that reinstatement is merited. Prior to such action, the Executive Committee will obtain the recommendations of the Disciplinary and Grievance Committee.

All actions of the USTA SC Disciplinary and Grievance Committee will be reported to the USTA Southern Section Disciplinary Committee and any other persons or organization deemed necessary by the Board of Directors.

C. Junior Suspension Point System

The Discipline and Grievance Committee is responsible for receiving and evaluating appeals from a junior player that has been suspended from tournament play as a result of their accumulation of points under the Junior Suspension Point System.

D. Administrative

The Staff Liaison to the Discipline and Grievance Committee shall review the Complaint Log frequently, looking for trends and evidence of repeated complaints. This analysis of the Complaint Log shall be forwarded to the Chairperson of the Discipline and Grievance Committee quarterly for further presentation and discussion with the Committee as a whole.

The Discipline and Grievance Committee may provide other USTA SC committees with a synopsis of the complaint data that may be pertinent to those particular committees as a means of improving the tennis experiences of the whole membership.

E. USTA Leagues

This procedure is not applicable for grievances or complaints relating to USTA Leagues. USTA League activities are handled under separate policies and rules as prescribed by USTA, USTA Southern and USTA South Carolina League Regulations.

6. USTA 2008 JR. TEAM TENNIS REGULATIONS

3.00 GRIEVANCE PROCEDURES

The Guidelines in 3.00 GRIEVANCE PROCEDURES shall apply to all USTA Jr. Team Tennis Leagues.

3.01 COMMITTEES

3.01A Grievance Committees

All grievance committees shall consist of no less than three persons, including a chair, to adjudicate grievances. The members of the committee may be the same as or different in whole or part, from the committee first approved.

3.01A(1) Local

With the approval of the section association, each local league may appoint a local USTA Jr. Team Tennis Grievance Committee. The members of the committee are to be approved by the section USTA Jr. Team Tennis coordinator.

3.01A(2) Area, District, State and Section

Each section association shall appoint an area, district, state and/or section USTA Jr. Team Tennis Grievance Committee. The members of the committee are to be approved by the section USTA Jr. Team Tennis coordinator.

3.01A(3) Championships Grievance Committees

3.01A(3)a Area, District, State and Section Championships

Each section association shall appoint an area, district, state and/or section USTA Jr. Team Tennis Championship Grievance Committee. The members of the committee are to be approved by the section USTA Jr. Team Tennis coordinator.

3.01A(3)b National Championships

The Chair of the USTA Jr. Team Tennis Committee shall appoint a national USTA Jr. Team Tennis Championships Grievance Committees. The members may be the same as, or different in whole or in part, from the members of the national USTA Jr. Team Tennis Championships Committee.

3.01B Grievance Appeal Committees

All grievance appeal committees shall consist of no less than three persons, including a chair, to consider appeals from the grievance committees. No member of a grievance appeal committee may be a member of a grievance committee.

3.01B(1) Local

With the approval of the section association, each local league may appoint a local USTA Jr. Team Tennis Grievance Appeal Committee. The members of the committee are to be approved by the section USTA Jr. Team Tennis coordinator.

3.01B(2) Area, District, State and Section

Each section association shall appoint an area, district, state and/or section USTA Jr. Team Tennis Grievance Appeal Committee. The members of the committee are to be approved by the section USTA Jr. Team Tennis coordinator.

3.01B(3) National

The Chair of the USTA Jr. Team Tennis Committee shall appoint a national USTA Jr. Team Tennis Grievance Appeal Committee.

3.01B(4) Championship Grievance Appeal Committees

3.01B(4)a Area, District, State and Section Championships

Each section association shall appoint an area, district, state and/or section USTA Jr. Team Tennis Championship Grievance Appeal Committee.

The members of the committee are to be approved by the section USTA Jr. Team Tennis coordinator.

3.01B(4)b National Championships

The Chair of the USTA Jr. Team Tennis Committee shall appoint a national USTA Jr. Team Tennis Championships Grievance Appeal Committee. No member of the grievance appeal committee may be a member of the grievance committee.

3.02 GRIEVANCES

3.02A General Procedures

3.02A(1)

All complaints alleging a violation of the USTA Constitution and Bylaws; the USTA Regulations; the Rules of Tennis or other USTA regulations (unless modified by these USTA Jr. Team Tennis Regulations); the USTA Jr. Team Tennis Regulations or standards of good conduct, fair play and good sportsmanship, shall be filed in writing with the USTA Jr. Team Tennis Grievance Committee responsible for enforcement.

3.02A(2)

A complaint against the administration of the league shall be filed and heard in the same manner as any other complaint. Any complaint against the USTA Jr. Team Tennis League National Manager shall be filed in writing with the USTA Jr. Team Tennis Committee. The decision of the USTA Jr. Team Tennis Committee shall be final and binding.

3.02A(3)

All complaints with regard to any aspect of the USTA Jr. Team Tennis League shall be processed through the USTA Jr. Team Tennis League Grievance and Grievance Appeal Committees at the appropriate level (i.e., local, area, section, or national.) Decisions of such grievance appeal committees shall be final and binding.

3.02A(4)

All complaints shall be filed against the individual or team complained against, (a) by the team coach/manager of the team who has competed in the match where the alleged violation occurred, (b) by a team coordinator, or (c) by a member of a championships committee.

3.02A(5)

Play during grievance procedures: An individual may continue to play during a grievance investigation and hearing but must understand that, if upheld, all matches played during that time may be defaulted.

3.02B Rating Grievances

Team coach/manager who rates a player and places that player on a USTA Jr. Team Tennis team by intentionally misrepresenting that player's actual skill level is considered to have violated the standards of good conduct, fair play, and good sportsmanship and may subject that team coach/manager's player or team to a grievance complaint and possible disqualification.

3.02C Self-rate Grievance Complaint

Self-rated players who enter the USTA Jr. Team Tennis League by intentionally misrepresenting their actual skill level are considered to have violated the standards of good conduct, fair play, and good sportsmanship and may be subject to a grievance complaint and disqualification.

3.02D Local Team Procedures

3.02D(1)

All complaints alleging a violation during local team competition shall be filed in writing with the local, area, or district USTA Jr. Team Tennis coordinator having jurisdiction prior to the commencement of the next team match involving such individual or team, or within 24 hours after the end of local team tennis play, whichever occurs first.

3.02D(2)

Upon receipt of the complaint, the local, area, or district USTA Jr. Team Tennis coordinator will immediately send a copy to the chair of the appropriate USTA Jr. Team Tennis Grievance Committee and to the party (or parties) against whom the complaint has been filed.

3.02D(3)

A complaint regarding failure to meet eligibility requirements (e.g., age misrepresentation or USTA member) may be filed by a team tennis coach/manager or team tennis coordinator at any time. A USTA Jr. Team Tennis coordinator may declare a player ineligible and disqualify that player without filing a grievance prior to the disqualification.

USTA JR. TEAM TENNIS REGULATIONS

3.02D(4) Scoring of Eligibility Disqualification in Local Team

3.02D(4)a

In the event of an eligibility disqualification during the local team tennis season and up to 24 hours after the end of local team play, all matches played by the player shall be considered losses and those matches shall be considered wins for the opposing players or doubles teams and scored according to the format described in TennisLink Team Tennis.

3.02D(4)b

In the event of an eligibility disqualification after conclusion of the local USTA Jr. Team Tennis season, the team will remain eligible to participate and retain games received up to the disqualification, but the ineligible player will not be allowed to advance.

3.02E Championship Procedures

3.02E(1)

All complaints alleging a violation during championships competition shall be in writing and delivered to the duly appointed site director within 30 minutes of completion of the team match, or prior to the commencement of the next team match involving the player or team, whichever occurs first.

3.02E(2)

At the time a complaint is filed, a copy of such complaint shall be sent to the party (or parties) against whom the complaint has been made.

3.02E(3)

A complaint regarding failure to meet eligibility requirements (e.g., age misrepresentation or USTA member) may be filed prior to or during the championship event. A USTA Jr. Team Tennis coordinator may declare a player ineligible and disqualify that player without filing a grievance prior to the disqualification.

USTA JR. TEAM TENNIS REGULATIONS

3.02E(4) Scoring of Eligibility Disqualification for Championships

3.02E(4)a

In the event of an eligibility disqualification prior to or after the conclusion of a championship event, the team will remain eligible to participate and retain games received up to the disqualification, but the ineligible player will not be allowed to advance.

3.02E(4)b

In the event of an eligibility disqualification in a round robin format during the championship event, the player will not be allowed to advance on that team and all matches played by the player shall be considered losses and those matches shall be considered wins for the opposing players or doubles teams and scored according to the format described in TennisLink Team Tennis.

3.02E(4)c

In the case of a disqualification in single elimination, the last individual match played by the player shall be considered a win for the opposing player or doubles team and scored according to the format described in TennisLink Team Tennis.

3.02F Grievance Committee Action

3.02F(1)

Following the receipt of a complaint, the appropriate USTA Jr. Team Tennis Grievance Committee shall, as soon as reasonable, (a) cause such investigation of the alleged violation to be made as the committee deems appropriate and, if the committee deems the same to be necessary, shall (b) arrange for a hearing at which the parties involved shall have the right to appear personally and present evidence.

3.02F(2)

The USTA Jr. Team Tennis Grievance Committee shall have the power to dismiss the complaint or to direct the correction of any violations by reasonable means, including the suspension of a player or team. (See 1.08.)

3.02F(3)

The USTA Jr. Team Tennis Grievance Committee shall prepare a written decision setting forth the basis for its decision and the deadline for any written appeal and promptly deliver copies to the parties involved.

3.02F(4)

The decision of the USTA Jr. Team Tennis Grievance Committee shall be by majority vote.

3.03 GRIEVANCE APPEALS

3.03A General Procedures

3.03A(1)

Any party to the complaint may appeal the decision of the grievance committee to the grievance appeals committee within the time fixed by the grievance committee in its findings. Upon receipt of an appeal of the decision of the grievance committee, the grievance appeal committee shall act promptly to resolve the appeal.

3.03A(2) Play During Grievance Appeal Procedures

3.03A(2)a

If a player or team was suspended by the grievance committee decision, the individual or team may not play during the appeal process.

3.03A(2)b

If the grievance was denied and appealed by the petitioner, the individual may play during his/her appeal process but must understand that if the decision of the grievance committee is reversed, all matches played during that time may be defaulted.

3.03A(3)

The party appealing shall file written notice of appeal with the Chair of the appropriate grievance appeal committee and shall, at the same time, send a copy to the Chair of the grievance committee whose decision is being appealed, area, district, state or section USTA Jr. Team Tennis coordinator, and to the other party (or parties) involved in the complaint.

3.03A(4)

The parties appealing shall have an opportunity to submit in writing facts and arguments in support of their respective positions.

3.03B Grievance Appeal Committee's Action

3.03B(1)

The grievance appeal committee shall not be required to hold any hearing except as provided in 3.03B(2). Its decision may be based entirely on the findings of fact by the grievance committee whose decision is being appealed and on the facts and arguments submitted in writing by the parties to the appeal.

3.03B(2)

If the grievance committee did not hold a hearing, the grievance appeal committee shall do so, provided any party involved in the complaint so requests in writing. However, the committee may hear such further evidence as it, in its absolute discretion, deems appropriate.

3.03B(3)

The grievance appeal committee shall have the power to affirm, modify, or reject the decision of the grievance committee. If the grievance committee has imposed

a penalty, the grievance appeal committee may not impose a harsher penalty. Any player or team suspended for a period of 12 months or more may appeal the final decision of the grievance appeal committee to the national USTA Jr. Team Tennis Grievance Appeal Committee within the deadline established by the grievance appeal committee.

3.03B(4)

A copy of the grievance appeal committee's written decision setting forth the basis of its decision shall be promptly sent to all interested parties and such decisions shall be final and binding. The following exception shall apply: Any player or team suspended for a period of 12 months or more may appeal the final decision of the grievance appeal committee to the national USTA Jr. Team Tennis Grievance Appeal Committee within the deadline established by the grievance appeal committee. The administration may not appeal the decision of the grievance appeal committee.

3.03B(5)

The decision of the grievance appeal committee shall be by majority vote.

3.03C National USTA Jr. Team Tennis Grievance Appeal Committee Action

3.03C(1)

The national USTA Jr. Team Tennis Grievance Appeal Committee shall hear appeals from players/teams who have been suspended for a period of 12 months or more by a local, area district, state or section grievance appeal committee. Upon receipt of an appeal of the decision of the grievance appeal committee, the national grievance appeal committee shall act promptly to resolve the appeal.

3.03C(2)

The national USTA Jr. Team Tennis Grievance Appeal Committee shall have the power to conduct such investigation as they deem necessary and to affirm, modify or reject the decision of the local, area, district, state or section grievance appeal committee but may not impose any harsher penalties.

3.03C(3)

The national USTA Jr. Team Tennis Grievance Appeal Committee shall notify the affected player(s)/coach(es)/manager(s) and local, area, district, state or section grievance appeal committee in writing of its decision.

3.04 GENERAL PROCEDURES FOR GRIEVANCE AND GRIEVANCE APPEAL COMMITTEES

3.04A Telephone Conference Calls

If one or more members of a grievance committee or grievance appeal committee cannot be present at a hearing, such members may, at the discretion of the chair, participate by means of a telephone conference call. If any witness cannot be present at a hearing to present evidence, such witness may, at the discretion of the chair, be permitted to do so by means of a telephone conference call.

3.04B Written Requirement

The requirement that a notice or other document be in writing is satisfied if it is sent by a telegram, fax, e-mail, or equivalent communication.